

# **SOCIAL DETERMINANTS OF HEALTH AND YOUR EMPLOYEES: WHAT YOU CAN DO TO HELP**

**Wednesday, July 20, 2022 | 12:00 - 1:00PM**

# Webinar Procedures



All lines will be muted



Please submit all questions using the “Q&A” dialog box



Email Diane Engel at [dengel@nebgh.org](mailto:dengel@nebgh.org) with any issues during this webinar



The recording and PDFs of the deck and SDOH guide will be shared



Q&A

You have no question.

What h

☐ Send Anonymously

Send

# Speakers



**Deb Mackin**

Consultant, Former Senior  
Manager, Health & Welfare  
*PepsiCo*



**Wayne Rawlins**

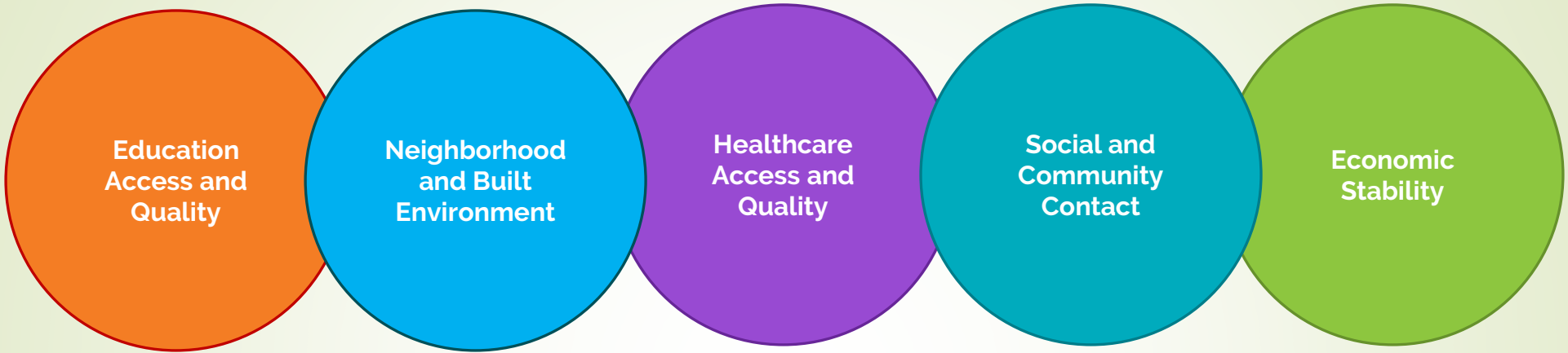
Chief Medical Officer  
*WellSpark Health*



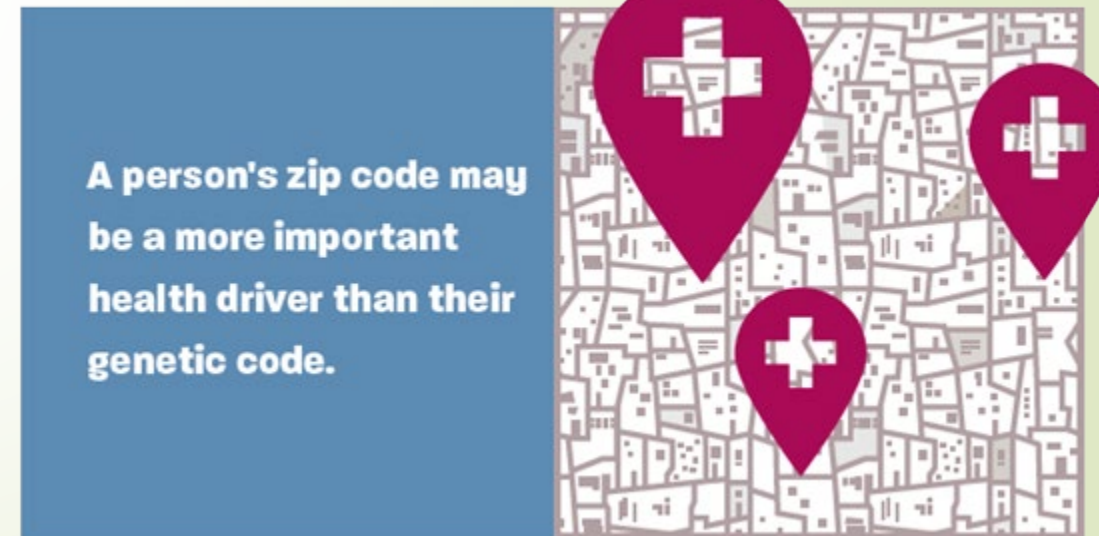
**Dr. Mark Cunningham-Hill**

Medical Director  
*NEBGH*

# What are social determinants of health?



- How do they affect risk factors and health outcomes?
- Role of Income
- Role of race and ethnicity – health disparities
- Example: Food insecurity



# Why should employers care?

With a focus on equality, many employers offer the same level of healthcare and other benefit choices to all employees. However, that doesn't necessarily mean that benefits are accessible and affordable to all employees.

## Equality vs. Equity in Employer Healthcare Benefits

Health and Well-being



- Learnings from COVID-19
- Unintended consequences of HDHPs
- Equity vs. equality and DE&I













**So, what – really – can employers do?**



# Start with Data

- Collaborate with health plans
- Collaborate with other healthcare vendors
- Employee surveys
- Input from ERGs

*Here's an example of a SDOH survey tool from Montefiore Medical Center:*

	<b>Are you worried that in the next 2 months, you may not have a safe or stable place to live?</b> (eviction, being kicked out, homelessness)	<input type="checkbox"/> YES <input type="checkbox"/> NO
	<b>Are you worried that the place you are living now is making you sick?</b> (has mold, bugs/rodents, water leaks, not enough heat)	<input type="checkbox"/> YES <input type="checkbox"/> NO
	<b>In the last 12 months, did you worry that your food could run out before you got money to buy more?</b>	<input type="checkbox"/> YES <input type="checkbox"/> NO
	<b>In the last 3 months, has the electric, gas, oil or water company threatened to shut off service to your home?</b>	<input type="checkbox"/> YES <input type="checkbox"/> NO
	<b>In the last 3 months, has lack of transportation kept you from medical appointments or getting your medication?</b>	<input type="checkbox"/> YES <input type="checkbox"/> NO
	<b>In the last 3 months, did you have to skip buying medications or going to doctor's appointments to save money?</b>	<input type="checkbox"/> YES <input type="checkbox"/> NO
	<b>Do you need help getting child care or care for an elderly or sick adult?</b>	<input type="checkbox"/> YES <input type="checkbox"/> NO
	<b>Do you need legal help?</b> (child family services, immigration, housing discrimination, domestic issues, etc.)	<input type="checkbox"/> YES <input type="checkbox"/> NO
	<b>Are you finding it so hard to get along with a partner, spouse, or family members that it is causing you stress?</b>	<input type="checkbox"/> YES <input type="checkbox"/> NO
	<b>Does anyone in your life hurt you, threaten you, frighten you or make you feel unsafe?</b>	<input type="checkbox"/> YES <input type="checkbox"/> NO

# Examine Health Benefits with an Equity Lens



- Consider salary-based benefits
- Fine-tune HDHPs

## Examine Other Benefits with an Equity Lens: What Might You Be Missing?



- Investigate 401(k) contribution/match equity
- Paid time off
- Consider how caregiving, tuition subsidies and career training, transportation subsidies and healthy food programs can support equity



# Support Financial and Health Benefits Literacy

- Provide financial education and counseling
- Help employees choose right coverage for their circumstances
- Make benefits information easily accessible and understandable

**Sensitize senior leadership and line managers**  
to health-related social needs

**Connect SDOH with DE&I and mental health  
initiatives and ERGs**

# Take Advantage of Partnerships

- Collaborate on data and programs
- Consider platforms to connect to community resources
- Partner with health plans, hospital systems, community org

# Create a Culture that Recognizes and Supports Health-related Social Needs

- Make the business case
- Educate managers
- Connect SDOH with DE&I and mental health initiatives and ERGs

## SDOH: What Employers Can Do

Use this checklist to begin taking actions that can support employees with health-related social needs. It's important to keep in mind that doing something is better than doing nothing—and once you start, you've begun a valuable step-by-step process that you can experiment with and adjust as needed.

- ☐ **Start with Data**
- ☐ Collect your own data
- ☐ Talk to your health plan(s) and other vendors about data they collect
- ☐ **Assess Your Benefits Design Using an Equity Lens**
- ☐ Consider salary-based healthcare contributions and plan designs
- ☐ Fine tune your HDHP
- ☐ Evaluate how your other benefits are structured
- ☐ **What Benefits Might You Be Missing?**
- ☐ Caregiving benefits
- ☐ Tuition reimbursement and career training
- ☐ Transportation subsidies
- ☐ Programs that support healthy nutrition
- ☐ **Review Your Paid Time Off Policies**

- ☐ **Support Financial and Health Literacy**
- ☐ Provide health benefits education
- ☐ Organize your health literacy resources
- ☐ Offer financial education and counseling
- ☐ **Take Advantage of Partnerships**
- ☐ Collaborate on data and programs
- ☐ Consider platforms Like *Unite Us* and *FindHelp* to connect employees with community services
- ☐ Partner with local hospitals, health systems and community organizations
- ☐ Provide links to national advocacy organizations
- ☐ **Create a Culture that Recognizes and Supports Health-Related Social Needs**
- ☐ Make the business case
- ☐ Educate managers
- ☐ Integrate SDOH with DE&I initiatives
- ☐ Integrate SDOH with mental health initiatives

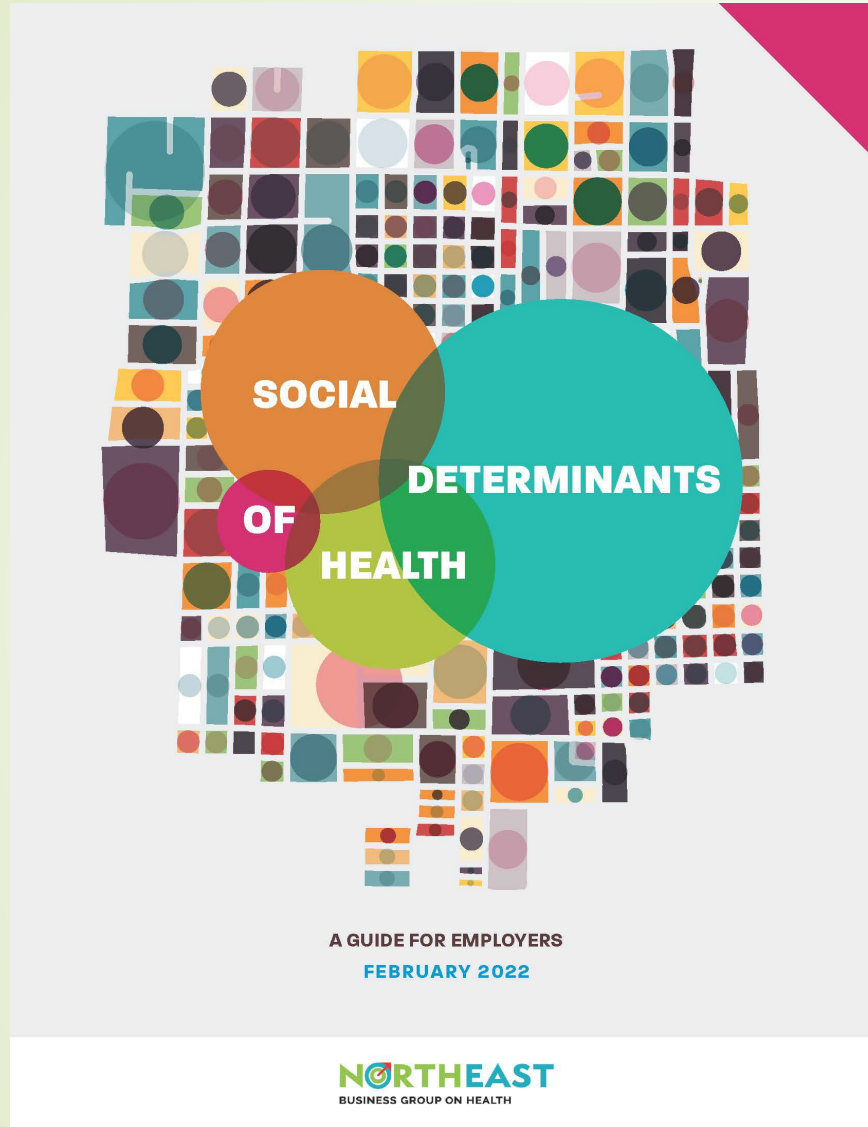
## Questions Employers Should Ask Themselves

- ☐ **What actions can we take to obtain more data and insights that will help us better understand and address health-related social needs and health disparities in our employee population?**
- ☐ **How can we better leverage our health plan relationship for more relevant claims data and facilitate sharing of critical insights from employee resource groups and surveys?**
- ☐ **How can we better connect with community programs that are specifically structured to provide help and resources for people with health-related social needs?**
- ☐ **How can we better address inequities within our health plan benefits and look for inequities that may fall outside of usual parameters such as employees who can't afford essential medications even though they have fairly robust coverage? Creative solutions may exist outside traditional employer-health plan relationships.**

- ☐ **Do we know if our current health and benefits-related vendors (and those we're evaluating for the future) are sensitive to SDOH and have initiatives in place to address them? Do our onsite clinics screen for SDOH?**
- ☐ **What can we do to reinvigorate and incentivize employees to get the screenings and preventive care that were missed during the last couple of years because of the pandemic? What barriers exist and how can we remove them?**
- ☐ **Are we doing enough to support health literacy, financial literacy and financial wellness?**
- ☐ **What relationships do we need to forge outside of the ones we have so that race, ethnicity, culture and language do not serve as barriers to obtaining care for physical and mental health?**
- ☐ **Do our DE&I initiatives include thinking creatively about outreach to professional and community organizations that could help facilitate culturally competent care and support?**











**Have a question? Use the Q&A box!**

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