



MONDAYS WITH  
D R **MARK &** D R **MICHAEL**

Monday, October 28, 2024 | 1:00 – 1:45PM

TOPIC #32  
Health Equity in the Workforce



# Guest speaker:



Gerald E. Johnson  
Chief Diversity Officer  
*American Heart Association*



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# 10 Steps to Longer, Healthier Employee Lives: A Workforce Health Equity Roadmap

# Health Equity in the Workforce Initiative



## Purpose

To inspire and activate business leaders to equitably improve the health and well-being of our nation's workforce by providing a roadmap with the **latest guides, tools and resources** .



## Impact Goal

To enable employers to positively impact the health outcomes of **10 million employees by 2025**. This number represents approximately 10% of the U.S. workforce earning at or less than the median salary (roughly \$54,000 a year).



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# What is Workforce Health Equity?

Workforce health equity – health equity in a work setting - is achieved when all employees have fair and just opportunities and resources to achieve their highest level of health and well-being.



# Why WORKFORCE HEALTH EQUITY?



## **We spend a lot of time working**

*The average adult spends 90,000 hours, or **one-third of their life**, at work*



## **Half of U.S. adults** receive healthcare benefits through their employer

*That's over **154M** people!*



## **Health inequities account for \$320B** in annual healthcare spending

*If nothing is done, it's projected to hit **\$1T** by 2040*



## **Employers that promote well-being through policies, programs and benefits outperform the S&P 500**

***9 in 10 workers** report being motivated to do their best when leadership supports well-being efforts*



# Ten Health Equity Strategies

## Results from a national expert leader process

1. Offer comprehensive, understandable, and affordable health care coverage, including mental health, for all employees.
2. Support employee financial well-being through education, benefits, and other resources.
3. Strive to assemble a leadership team comprised of people from diverse backgrounds that are representative of the workforce and community.
4. Ensure pay equity and promote a living wage.
5. Embed health equity as a strategic priority in the organization's mindset, strategy, operations, resource allocations, and budget.
6. Take steps to minimize bias and discrimination in hiring, retention, and promotional practices.
7. Offer paid family, medical, and sick leave.
8. Improve performance assessment methods to help ensure equitable and fair evaluation for all employees.
9. Educate managers about workforce health equity and equip them with resources to implement and sustain health equity strategies.
10. Implement workplace well-being benefits, policies, programs, and systems that have been intentionally designed to promote more equitable employee health outcomes.

# Employer Resource Guide

- Defines workforce health equity
  - Describes the employer's role
  - Outlines the business case
- NEW** • Highlights ten health equity strategies
- NEW** • Suggests ten health equity metrics



[Health Equity Employer Resource Guide | American Heart Association](#)



## Download our Health Equity in the Workforce Employer Resource Guide



**Sign up for our monthly e-newsletter** to receive actionable guidance grounded in science, the latest research and tools, and well-being resources for employees.

[www.wellbeingworksbetter.org](http://www.wellbeingworksbetter.org)



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**Thank you.**

# Questions

## Upcoming NEBGH events

- **November 7** - Advances in Lung Cancer: Progress, Promise, and Workplace Support
- **November 11** – Mondays with Dr. Mark and Dr. Michael
- **November 13** – Navajo Nation USA: A Private Documentary Screening
- **November 19** - 2024 Post-Election Analysis: What Employers Need to Know
- **November 21** – BenefitsBlueprint Series: Where do we go from here?  
Statutory State “Feasibility” Analysis
- **December 12** – 30<sup>th</sup> Annual Tribute to Leadership