



Identifying Employees' Social Determinants of Health to Implement Effective Well-being Strategies

Presented By

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Danielle is the CEO/Owner at Humankind Health Consulting, LLC where she consults with employers to understand the social determinants of health that affect population health. Danielle's ability to understand and engage with people is an invaluable strength. She has worked with private organizations for 10+ years identify needs of specific populations. In 2017, Danielle participated in the Health Enhancement Research Organization (HERO) panel speaking cultural competency and health. Danielle is currently earning her master's degree in Public Health, expected graduation date Spring 2025.

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Learning Objectives



Recognize employers as an important SDoH -
 Answering why employers should be included in SDoH

Invest in humans not employees - recommendations on
 shifting towards health equity



Taking Action - How employers begin using public health
 strategies

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Employers are a SDoH

- **Employers themselves offer evidence of their recognition of themselves as an important SDoH.**
 - Employer policies and practices, including wages, attendance, leave policies, and performance-based compensation incentives, all contribute in, some way to each employee’s health status.(1)
 - Nutrition and exercise-related life- style behaviors
- **“Culture of Health”**
 - “Culture of health,” it is essential that SDoH be included in organizational strategy. Policies, attendance 1. Recognizes employers value health/wellness and understands that individual employees SDoH affects their performance
- **Incentives**
 - Connecting SDoH to incentivized wellness programs approaches employee wellness holistically; each organization
 - Research studies, include recognition of the importance of SDoH on the health of employees and family members receiving employer-sponsored health care(1)

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Organizational Readiness Questionnaire

- Develop a Readiness Questionnaire for C-Suite and Board Members
- Use qualitative and quantitative survey questions
- Conduct C-Suite and Board Member Interviews



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Quick Facts

- 60% of organizations provide wellness initiatives
- More than half of employers are adding more niche programs such as diabetes management, mental health etc
- 69% of employers prioritize wellbeing support to improve benefits
- 66% of organizations plan to prioritize health and wellbeing program supporting remote workers in the next two years



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SDoH Assessment Categories



Economic Stability

- Employer Programs:**
 Tuition Assistance Programs
- Student Loan repayment
- 401k Program
- Health Savings Accounts
- Retirement Assistance



Education Access and Quality

- Employer Programs:**
 Continuing Education Programs
- Tuition Assistance Programs
- Mentorship Programs
- Internal Certifications and Accolades
- Employment Advancement



Health Care Access and Quality

- Employer Programs:**
 Health Plan Design and Modeling
- Wellness Incentives
- Onsite Clinics
- Open Network Physicians
- Health Savings Accounts



Neighborhood and Built Environment

- Employer Programs:**
 Wellness Reimbursements
- Onsite Fitness Center
- Onsite Walking Paths/Groups
- Fitness Center/Rec Center Memberships



Social and Community Context

- Employer Programs:**
 Employer Sponsored Book Clubs
- Employee Volunteer Programs
- Employee Appreciation Programs
- Company Events and Challenges

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What If Employees Are Human?



The Gardener's Tale



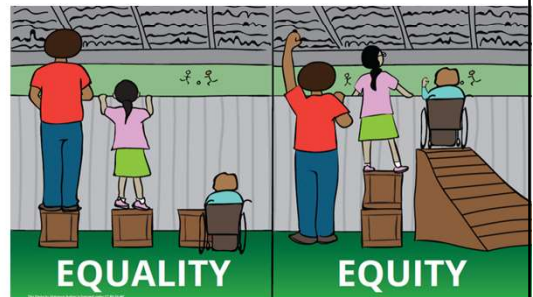
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Investing in Humans to Increase Health Equity

Here are five examples of those approaches

- Telehealth
- Establish a Care Team for employees
- Partner with the Community
- Support employee housing programs
- Increase access and accessibility to mental health programs



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Healthy People 2030 Objectives and Measures



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MAP-IT: Mobilize, Assess, Plan, Implement, & Tracking

Our strategy uses proven evidence-based methodologies, qualified team members and meaningful deliverables to ensure the highest participation. Current programming will be integrated into the action plan.

Step One: Mobilize Individuals, Community, Stakeholders

- Create a coalition of C-Suite, management and community stakeholders. Determine mission and vision.

Step Two: Assess the Community Areas of Need

- Develop a plan to assess local needs and resources to understand the community. Forums for employee feedback.
- Collect information; SWOT Analysis.
- Identify areas of need and assets using SDOH categories; Education Access and Quality, Health Care and Quality, Neighborhood and Built Environment, Social and Community Context and Economic Stability. If available review the SDoH Z codes Z55-Z65
- Develop baseline measures, conduct surveys, interviews, services review.

Step Three: Planning

- Qualitative methods assessment based on data
- Create community report card
- Using a project management tool actions are identified assigned, information is collected and stored, and project timeline can be viewed.

Step Four: Implementation

- Launch Wellness Platform to employees.
- Monitor progress and participation and resource referrals.
- Communication strategy begins. Launch comprehensive communication utilizing multiple engagement tools

Step Five: Tracking

- Monthly reporting on participation, resources used, and on predetermined metrics.
- Quarterly reporting on progress

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Evaluate, Adjust, Repeat



Evaluate



Adjust



Repeat

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Thank You!

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