



Advancing Health Equity: What Can You Do?

Health inequities are impacting communities globally and the idea of advancing health equity can be overwhelming. There are under-resourced and marginalized employees and members of your community who right now are experiencing inequities that negatively impact their financial safety, their dignity, and their health at the most foundational level. The good news is that employers and their partners are in a unique position to advance health equity by offering inclusive and affordable health benefits and well-being programs. By taking action, even the smallest step is a step in the right direction in this journey. Use this quick guide to take the journey and make a difference with your organization.



WHAT IS HEALTH EQUITY?

Health equity means that everyone has a fair and just opportunity to be as healthy as possible. *The CDC shares that health equity is achieved when every person has the opportunity to “attain his or her full health potential” and no one is “disadvantaged from achieving this potential because of social position or other socially determined circumstances.”*

The harsh reality is that health equity does not currently exist due to systemic issues and disparities.

What process and outcome measures should we be holding contracted partners (vendors, health plans, etc.) accountable for?

Here are four questions to ask your partner organizations:

1. How does your program plan/service address health equity and do you have tangible results you can share?
2. Do you collect data on employee populations? (including race, ethnicity, language, social needs, sexual orientation, gender identity, etc.)
3. What are you doing to assess and improve healthcare disparities?
4. How are you ensuring that your plan/service and the communications tied to it are culturally understood and accepted?

Tactical steps you can take right now toward advancing health equity in your organization



RESEARCH

Educate yourself about the issues and the history behind them.



ASK

Ask people about their experiences and feelings.



INVITE

Invite members of underserved and marginalized communities to the table to be part of the conversation and involved in the process. Do this in a way that ensures they have a direct line to leadership and a degree of ownership over solutions.



CREATE

Create a safe culture and environment for discussions to take place and for employee resource groups to take shape. Facilitate discussions to acknowledge what is happening, provide key definitions and terminology, and invite feedback toward a strategy to move forward.



ALIGN

Align your strategy and initiatives in all that you do with your business objectives, mission, vision, and values.

