

**Social health  
is essential to  
health equity**

# Health care and workplace benefits are expanding to address health equity

A person's health is determined by much more than their behavior or access to health care. Health is inextricably tied to where people are born, live, work, and age.

Health equity — when all people have the opportunity to reach their best health — can only be achieved by identifying and meeting these social health needs.

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**Nearly half of all employers with 500 or more employees — and about two-thirds of those with 20,000 or more employees — say that addressing health equity and the social drivers of health will be an important priority over the next 3 to 5 years.\***

# The whole picture of health

While just one piece of the puzzle, social and economic factors greatly impact overall health.\* Addressing a person's unmet social needs can have a positive effect on their physical and mental health and quality of life.

## Systemic forces impact all health factors

- Policies and programs
- Biases
- Discrimination
- Racism
- Trauma

\*University of Wisconsin Population Health Institute, County Health Rankings model.

## 10% Physical environment

- Air and water quality
- Housing and transit

## 40% Social and economic factors

- Education
- Employment
- Income
- Family and social support
- Community safety

## 30% Health behaviors

- Tobacco, alcohol, and drug use
- Access to healthy food
- Opportunities for physical activity
- Sexual activity

## 20% Clinical care

- Quality of care
- Access to health care

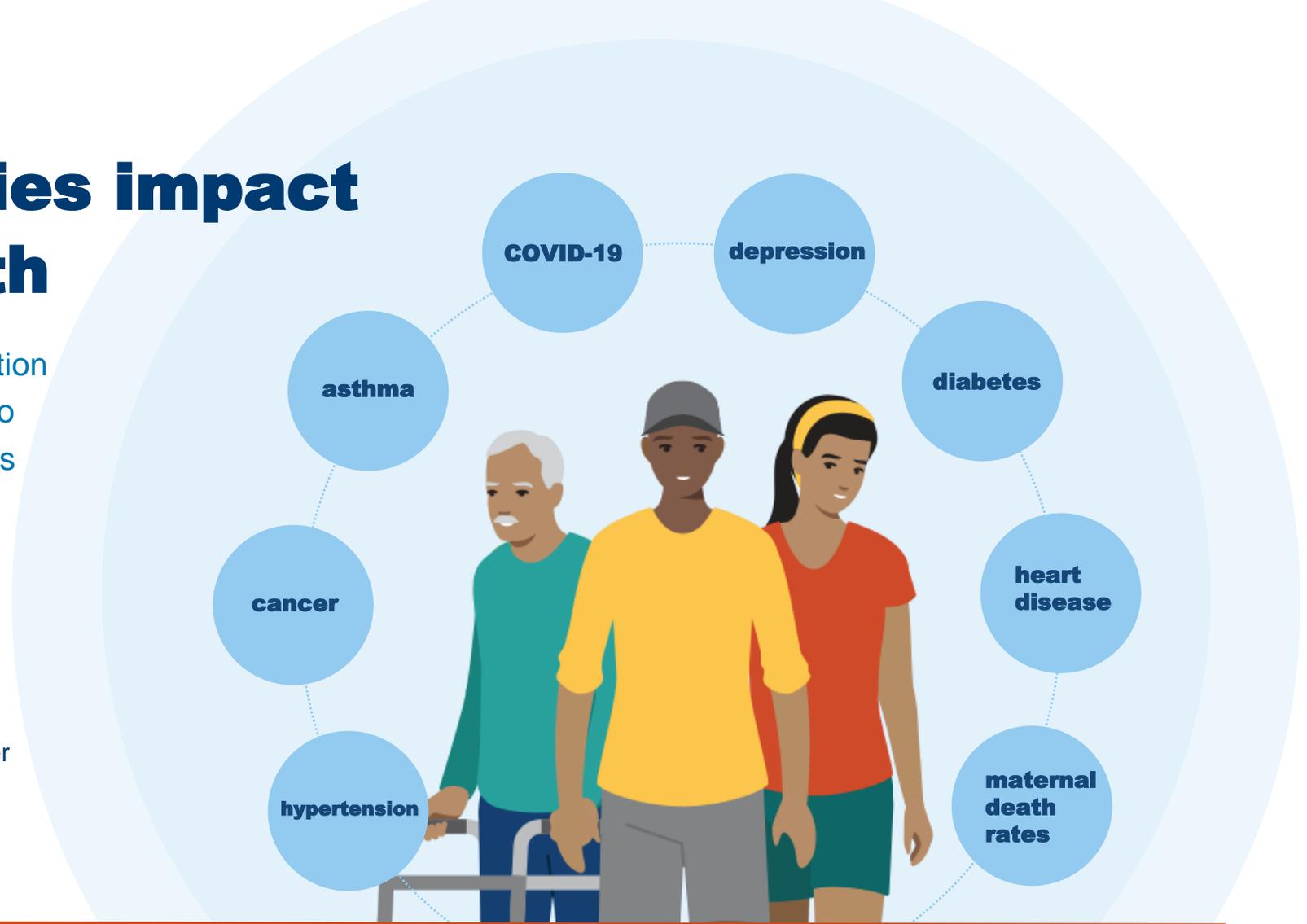


# Racial inequities impact workers' health

Biases and barriers like discrimination influence everything from income to care access. These systemic forces create disparities in physical, mental, and social health.

## Structural and interpersonal racism hurt health and longevity

People of color in the U.S. experience higher rates of many illnesses — and shorter life expectancies — compared with their white counterparts.<sup>1</sup>



**The cost of not addressing health inequities in the U.S.<sup>2</sup>**

**\$320** billion  
Approximate annual spending in 2022

**\$1** trillion  
Projected annual spending by 2040

1. cdc.gov, accessed May 31, 2022. 2. Bhatt et al., Deloitte Insights, June 22, 2022.

# Comparing pathways: A tale of 2 ZIP codes

Your ZIP code is the strongest predictor of health and longevity.<sup>1</sup> The same person could achieve a vastly different health outcome depending on where they live — and what health inequities they encounter.

## Neighborhood A Ranked the healthiest neighborhood in town



Bike lanes and no litter



Fresh food nearby



Good school nearby and minimal crime



Parks and sidewalks for physical activity

### Life expectancy

# 82 years

- Health maintenance and condition management
- Engagement, high work performance

## Neighborhood B Ranked most unhealthy neighborhood in town



Long commute and poor public transit access



No fresh food nearby



High levels of crime and violence

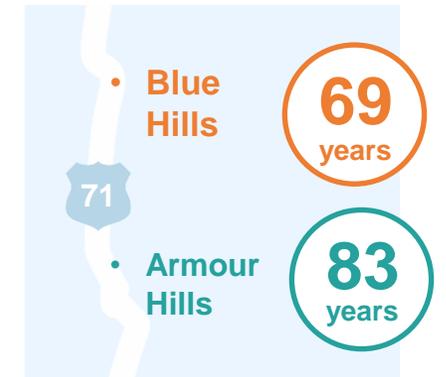


Poor air quality

### Life expectancy

# 71 years

- Chronic stress, tobacco use, prediabetes
- Missed workdays and high workers' compensation costs



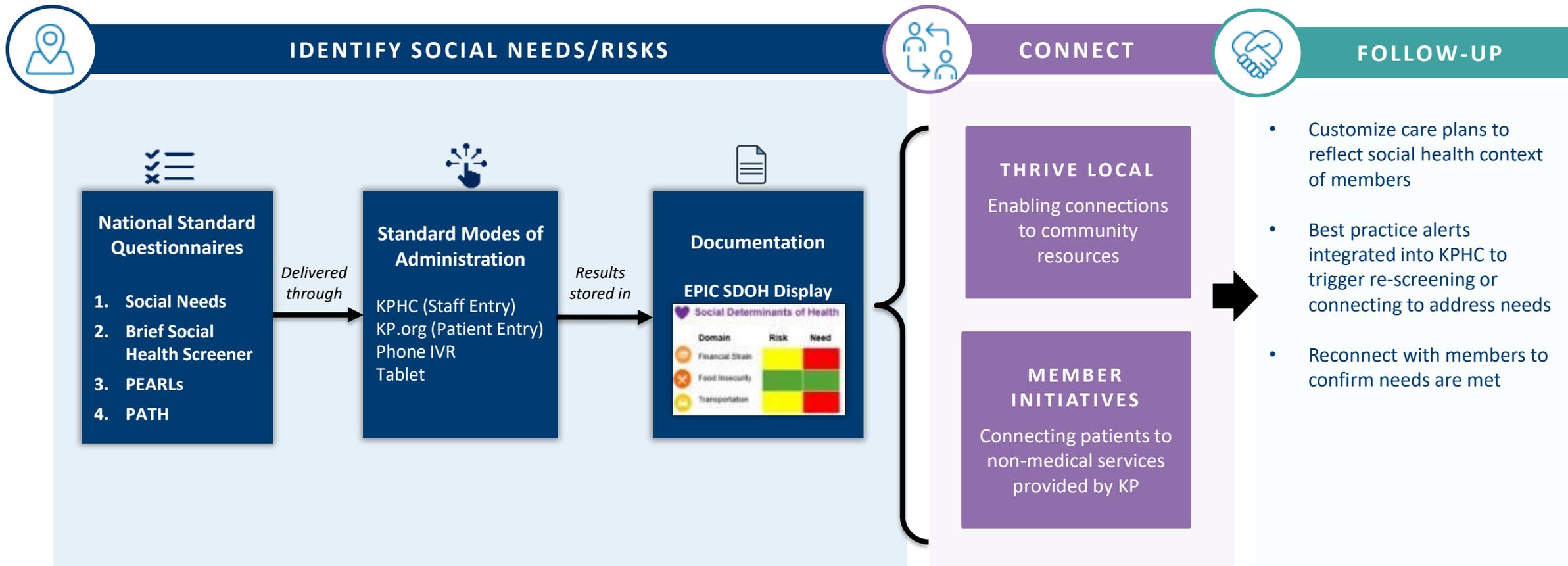
Kansas City, Missouri

### 14 years in only 3 miles

People in the Armour Hills neighborhood of Kansas City, Missouri, live 14 years longer on average compared with people living in Blue Hills — 3 miles away.<sup>2</sup>

1. rwjf.org, accessed May 31, 2022. 2. Robert Wood Johnson Foundation, Metro Map: Kansas City, Missouri, June 19, 2013.

# KP's Social Health Strategy at Work



Connecting people to community-based resources and services can **save \$2,443 per person per year** in health care costs.\*

\*Pruitt et al., *Population Health Management*, December 2018.