A Sampling of Frameworks

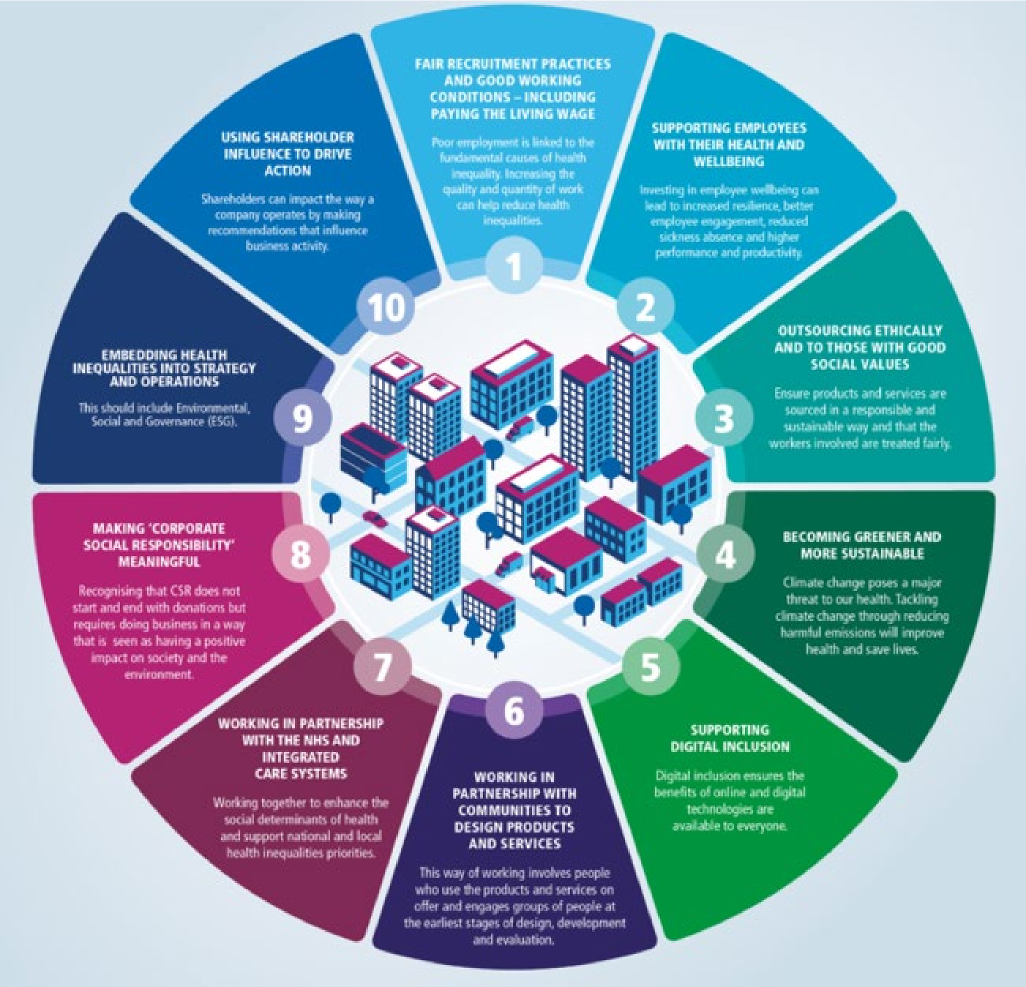
Related to the Business Role in Health & Health Equity

Prepared by staff as background for the 12/13/22 workshop of the Roundtable on Population Health Improvement

Relay 1

10 ways business can help reduce health inequalities

Source: NHS England (2022)



Source JUST Capital Rankings

WORKER
- **Wages –** Pays a fair, living wage.
- **Health –** Protects worker health and safety.
- **Benefits –** Provides benefits and work-life balance.
- **Diversity, Equity, and Inclusion (DEI) –** Cultivates a diverse, inclusive workplace.
- **Careers:** Invests in workforce training.

COMMUNITY
- **Jobs –** Creates jobs in the U.S.
- **Supply Chain –** Respects human rights in the supply chain.
- **Community Development –** Contributes to community development.
- **Philanthropy –** Gives back to local communities.

ENVIRONMENT
- **Sustainable Products –** Develops and supports sustainable products.
- **Pollution Reduction –** Minimizes pollution.
- **Climate Change –** Helps combat climate change.
- **Resource Efficiency –** Uses resources efficiently

CUSTOMER
- **Privacy –** Protects customer privacy.
- **Experience –** Treats customers fairly.
- **Transparency –** Communicates transparently.
- **Beneficial Products –** Makes beneficial products.

SHAREHOLDER AND GOVERNANCE
- **Accountability –**Prioritizes accountability to all stakeholders.
- **Ethics –** Acts ethically at the leadership level.
- **Returns –** Generates returns for investors.

Relay 2A

Source

Seven Vital Conditions for Health and Well-Being

Used in:

2022 Federal Plan for Equitable Long-term Recovery and Resilience

2021 US Surgeon General's Report on Community Health and Economic Prosperity

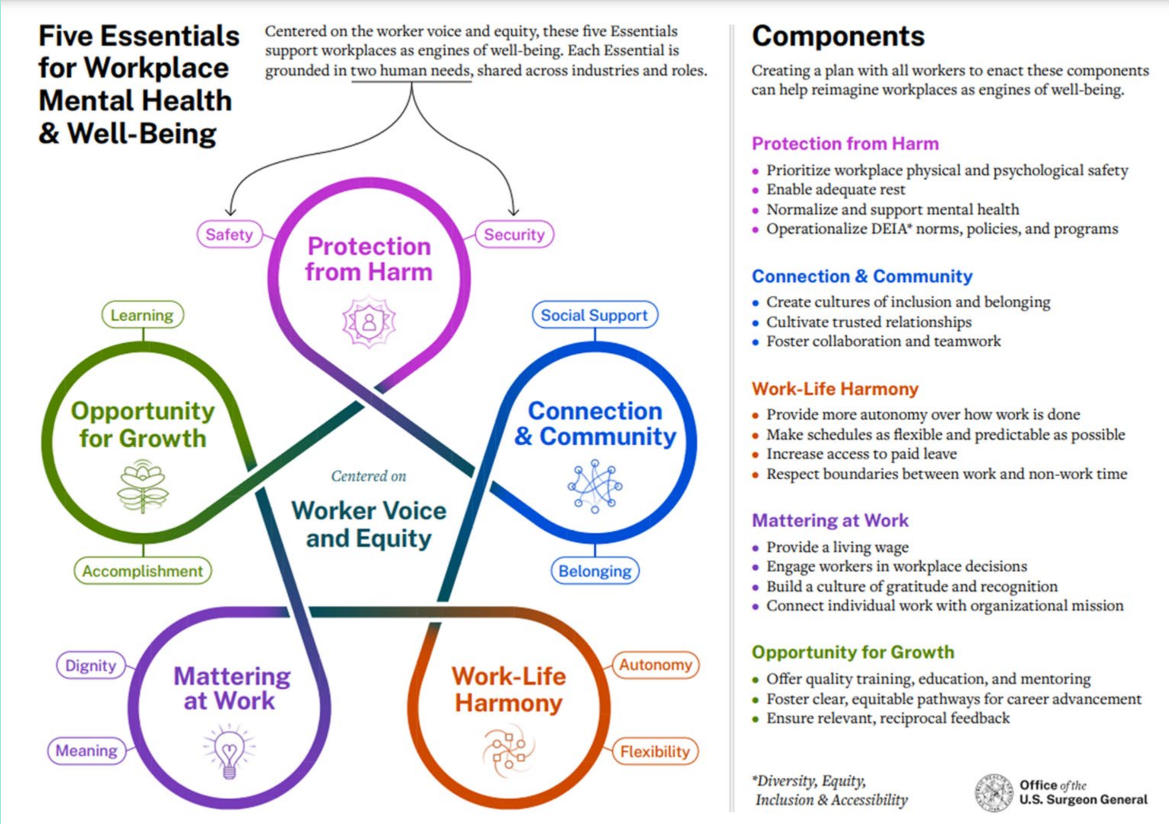
2020 Thriving Together Springboard

2019 Well Being in the Nation (WIN) Network

2019 Healthy People 2030

Source

[Five Essentials for Workplace Mental Health & Well-Being] (2022)



Relevant to Relay 2A

Source

Race and Gender Wealth Equity and the Role of Employee Share Ownership (2021)

Employee share ownership: How do companies share ownership with employees?[19]

In a business with employee share ownership, employees share in the success of the business. Millions of employees participate in employee share ownership programs in the US economy. Rutgers' analysis of the General Social Survey estimated that, in 2018, nearly 23 million employees, representing more than 19% of all US workers, owned some share in their employer. More than one-third of employees participate in a profit-sharing plan nationally, mostly earning modest profit shares, while more than half of all employees in companies with stock participate in some form of a profit-sharing plan or stock option plan.[20]

Employee Stock Ownership Plans (ESOP)

These plans allow companies to finance the purchase of a company's shares for employees, typically with credit using federal tax incentives through an ESOP trust. There are more than 6,000 ESOPs in the United States with more than 14 million employees holding total assets of over $1.4 trillion.[21] The company pays back the loan and individual employees typically do not use their savings to buy the stock. As part of the Employee Retirement Income Security Act of 1974, companies must include most of their employees in ESOPs.

Employee Equity Grants or Employee Stock Purchase Plans

These plans allow employees to receive grants of restricted stock directly from their companies, which are typically traded on the stock exchanges. Employees also often can participate in Employee share purchase plans, which allow for the purchase of company stock at a discount. Roughly 10 to 15 million employees participate in this form of shared ownership plan. There are no federal guidelines for companies to be inclusive of most or all employees in these plans.

Employee Stock Option Plans

These plans allow employees to purchase stock for 10 years at a set purchase price, which enables them to share the benefits of the stock's future gains. Approximately 8.5 million employees participate in these plans, according to the 2018 General Social Survey, which is funded by the Employee Ownership Foundation. There are no federal guidelines for companies to be inclusive of most or all employees in these plans.

Employee Ownership Trusts

These perpetual trusts are owned by all the employees of a firm and make regular profit-sharing payments to the workers. They are just now beginning to spread in the US and are not regulated by any federal laws. No data on the demographic makeup of EOTs is available because research is just beginning on this format.[22]

Worker Cooperatives

There are currently 465 worker cooperatives with more than 5,000 employees in the US and an estimated $505 million in annual revenue.[23] These firms are owned and governed by their workers, typically returning company surplus to workers based on labor dedicated. There are no federal guidelines for companies to be inclusive of most or all employees in these plans, but most worker-owned cooperatives are relatively small, and there are no indications that classes of workers are excluded from cooperative membership. In addition, demographic data indicates that worker cooperatives are highly inclusive of women and people of color.[24]

Relevant to Relay 2B

Source

Quelch, J.
Build a Culture of Health. (2016)

4 pillars

OF A CULTURE OF HEALTH FOR BUSINESS

1. Consumers
2. Employers
3. Environment
4. Community

Source

Seven Ways Businesses Can Align with Public Health (2021)

Partnerships between Business & Public Health

Source: SafeStates (2022)

Every sector has its own jargon, terms, and approach for doing work. The public health and business sectors are no exception. The public health approach to work is described in four key steps: identify the problem, identify risk and protective factors, develop and test intervention strategies, and ensure widespread adoption **(Figure 2).**

Figure 2: The Public Health Approach to Prevention

Steps in a traditional business process include: designing, delivering, monitoring, and adapting the product or service the business is offering **(Figure 3)**.

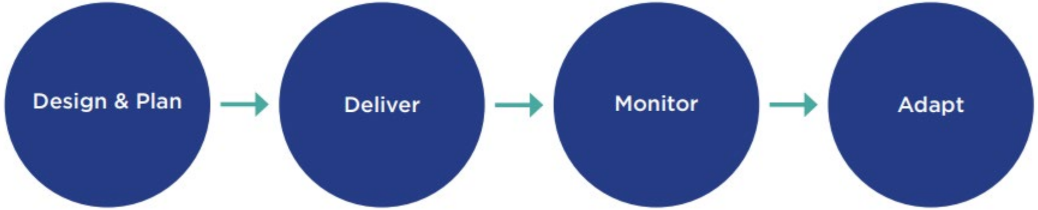


Figure 3: Steps in Traditional Business Process

Partnerships between Business & Public Health

Source: SafeStates (2022)

Figure 4: Steps in this Roadmap of Public Health And Business Partnerships

Relevant to Relay 2C

Source

Anchor institutions and urban economic development: from community benefit to shared value (2016)

Decreasing Health Disparities: Moral and Economic Arguments Exist

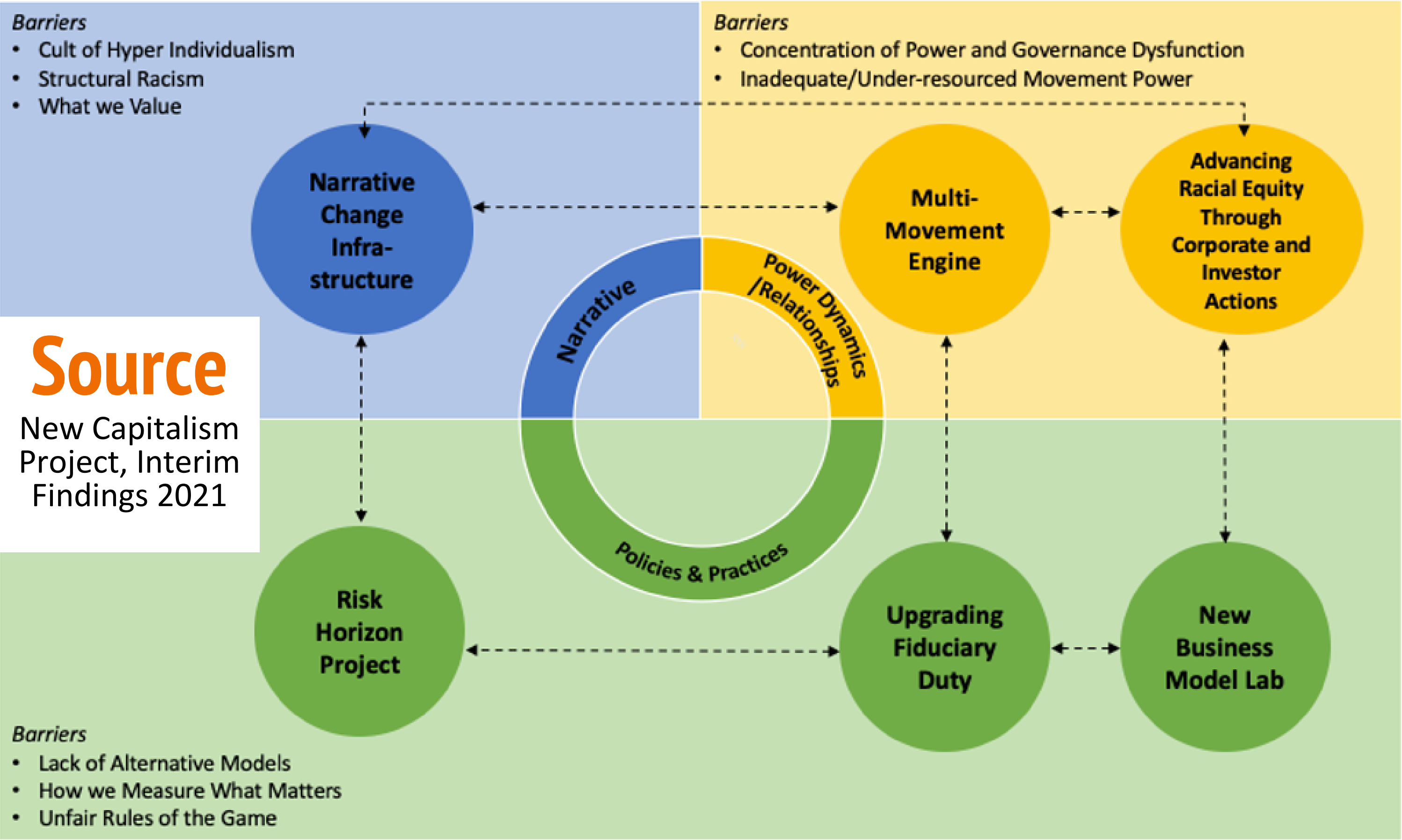
Health disparities lead to significant financial waste in the US health care system.[3]

- The economic burden of these health disparities in the US was projected (prior to Covid 19) to be…
  - **$126 billion in 2020** and to
  - **$353 billion in 2050** if the disparities remain unchanged.

Gaskin DJ, LaVeist TA, Richard P. *The State of Urban Health: Eliminating Health Disparities to Save Lives and Cut Costs*. Washington, DC: National Urban League Policy Institute; December 2012.
Jemal A, Thun MJ, Ward EE, Henley SJ, Cokkinides VE, Murray TE. Mortality from leading causes by education and race in the United States, 2001. *American Journal of Preventive Medicine*. 2008;34:1-8

Relevant to Relay 3

New Capitalism Project: an emerging portfolio of interconnected ideas driving a shared vision, addressing critical barriers, aligning action



Source

New Capitalism Project, Interim Findings 2021

This portfolio--and other ideas to be considered--are meant to:

- ✓ serve different purposes
- ✓ address different barriers
- ✓ target different stakeholders
- ✓ deploy different tactics
- ✓ work at different levels of ambition
- ✓ operate over different timeframes