## A Sampling of Frameworks

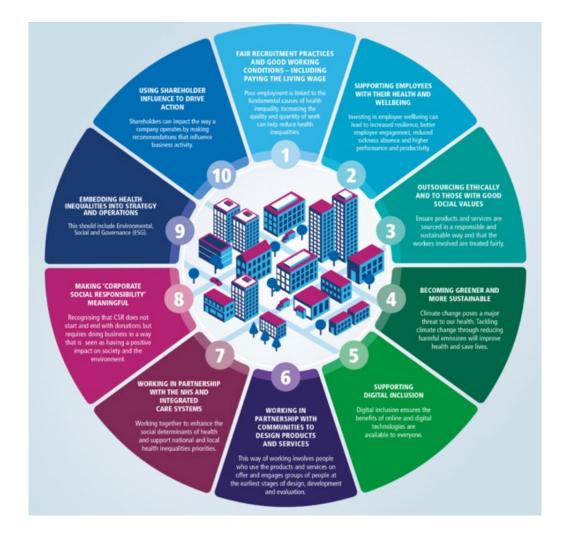
Related to the Business Role in Health & Health Equity



## 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.

#### **ENVIRONMENT**

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

#### **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.

#### **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

Seven Vital Conditions for Health and Well-Being

#### **Used in:**

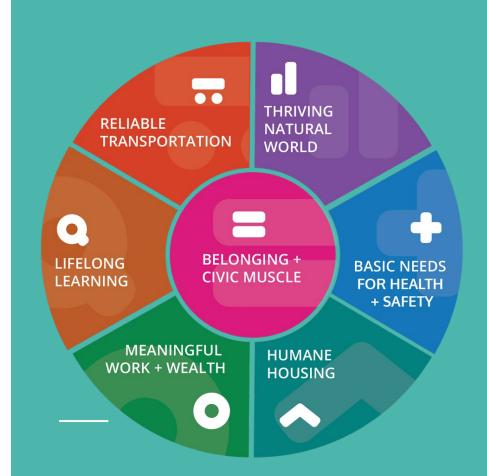
2022 Federal Plan for Equitable Long-term Recovery and Resilience

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

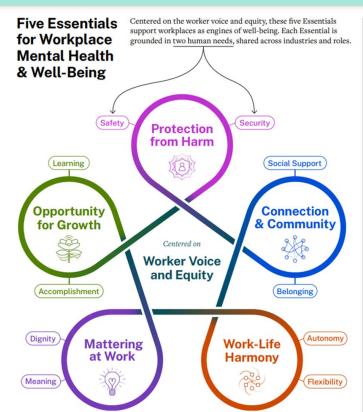
2020 Thriving Together Springboard

2019 Well Being in the Nation (WIN) Network

2019 Healthy People 2030



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



#### Components

Creating a plan with all workers to enact these components can help reimagine workplaces as engines of well-being.

#### **Protection from Harm**

- · Prioritize workplace physical and psychological safety
- · Enable adequate rest
- · Normalize and support mental health
- · Operationalize DEIA\* norms, policies, and programs

#### **Connection & Community**

- · Create cultures of inclusion and belonging
- Cultivate trusted relationships
- Foster collaboration and teamwork

#### Work-Life Harmony

- · Provide more autonomy over how work is done
- · Make schedules as flexible and predictable as possible
- Increase access to paid leave
- · Respect boundaries between work and non-work time

#### **Mattering at Work**

- · Provide a living wage
- · Engage workers in workplace decisions
- · Build a culture of gratitude and recognition
- Connect individual work with organizational mission

#### **Opportunity for Growth**

- · Offer quality training, education, and mentoring
- · Foster clear, equitable pathways for career advancement
- Ensure relevant, reciprocal feedback

\*Diversity, Equity, Inclusion & Accessibility





# Relevant to Relay 2A

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

## Employee share ownership: How do companies share ownership with employees?<sup>19</sup>

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.<sup>20</sup>

#### 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.<sup>21</sup> 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.<sup>22</sup>

#### **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.<sup>23</sup> 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.<sup>24</sup>



# Relevant to Relay 2B

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

Seven Ways Businesses
Can Align with
Public Health (2021)

#### Seven Ways Business Can Align with Public Health



1. "Put out the fire" of COVID-19 by following advice of credible public health experts.



2. Improve the health and well-being of employees.



3. Promote healthy communities.



**4.** Become a "force multiplier" by leveraging expertise, staff, and other resources to collaborate with local and state public health departments to be better prepared for future public health emergencies.



**5.** Actively facilitate public-private partnerships in the community.



6. Advocate for development of accountability dashboards that track and monitor progress toward achieving key economic and public health outcomes in a community.



 Advocate for a rebuilding and expansion of a national public health workforce supported by a modern information technology infrastructure.

# Partnerships between Business & Public Health

Source: <u>SafeStates</u> (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).

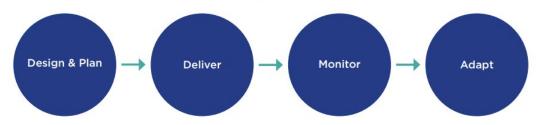


Figure 3: Steps in Traditional Business Process

### Partnerships between Business & Public Health

Source: SafeStates (2022)





# Relevant to Relay 2C

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

#### THE ROLE OF ANCHORS IN COMMUNITY REVITALIZATION: STRATEGIC FRAMEWORK

Real Estate
Developer
Using real estate
development to
anchor local
economic
growth

Purchaser Directing institutional purchasing toward local business

or Service Tailoring core products/ services to serve the community

Core Product

Community and Economic Vitality™ Employer Offering employment opportunities to local residents

Community
Infrastructure Builder
Providing resources
and expertise to build
local community
capacity

Cluster Anchor Stimulating growth of related businesses and institutions in the community Workforce Developer Addressing workforce needs of the cluster

# Decreasing Health Disparities: Moral and Economic Arguments Exist

Health disparities lead to significant financial waste in the US health care system.<sup>3</sup>

- •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 <u>emerging portfolio</u> of <u>interconnected ideas</u> driving a shared vision, addressing critical barriers, aligning action

