



Social Determinants of Health—an Employer Priority

The scope of worksite wellness initiatives today extends beyond individuals' physical health to include dimensions of mental and emotional health, job satisfaction, social connectedness and financial well-being. Sometimes referred to as vital conditions or social factors, social determinants of health (SDOH) are the upstream factors impacting employees' individual abilities to achieve optimal well-being. Through internal collaboration and external partnerships that address SDOH, employers can develop a healthy, high-performing workforce.

This article was written by members of the HERO Healthy Workplaces, Healthy Communities Study Committee, with support by HERO staff. While all social determinants may impact employee well-being, this article focuses on the following SDOH: location, financial instability, access and availability of healthy food, and social isolation.

The article addresses:

- definitions and terms
- the impact of social risk factors on employees and their communities
- relevance of SDOH for employers
- implications for health and well-being programming
- relationship to Corporate Social Responsibility
- actions that employers can take to address SDOH
- employer case studies

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