HERO People and Culture Study Committee
Charter 2023-2025

HERO Committee Co-Chairs:

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Committee Opportunity:

Significant evidence exists on the impact of employee health and well-being (HWB) on healthcare costs, workforce productivity, and on the ability of well-designed initiatives, programs, and cultures of health and psychological safety to improve HWB. At the same time, evidence also exists on the organizational value of workplace culture, perceived organizational support, workplace equity and the employee experience in meeting business objectives. It's expected that organizational success, workforce HWB, sustainability, and talent acquisition and retention will increasingly depend on multi-dimensional strategies informed by Social Determinants of Health (SDoH), Diversity, Equity, Inclusion (DEI) and Belonging, Mental Health, Employee Resource Groups (ERG), and champion networks, thus developing and supporting an employer's people and culture.

The People & Culture Committee will focus on the following areas:

- How does a focus on workplace culture and workforce inclusion efforts impact overall business performance through talent management (e.g., recruitment, retention, turnover and productivity)?
  - Explore how employers of various sizes identify key focuses and objectives around people & culture.
- Identify key areas/elements of the broader community umbrella linking DE&I and Belonging, SDoH, ERG, MH, and workplace culture to workforce HWB*
  - How do wellness champions and social/ERG committees align with People & Culture and provide a comprehensive assessment of the impact to the employee experience?
- Provide guidance on best practices for developing and integrating HWB with other workforce initiatives, as noted above.

- Explore return to work, hybrid, and remote/flex work arrangements and best practices for building culture across the evolving workplace landscape*
- Identify best practices in communicating organizational priorities to their workforce related to people and culture*
  - How are employers training managers to supervise remote workers and stay connected?

Direct connection to the HERO research agenda

Phased Approach to Address Focus Areas:

Phase 1: Solutions and Best Practices (Q1 2023 – Q3 2023)

- Review HERO publications and grey literature to formulate key insights that tie into larger People & Culture objectives (e.g., SDoH, workplace mental health, culture, DEI, ERG development, , engagement, etc.)
- Determine best practices among inclusionary and community centric employers
  - Opportunities distinguished based on organization size
  - Limitations of positive People & Culture within productivity-based roles/industries (e.g., manufacturing and distribution)
  - Identify various means of measuring People & Culture
- **Associated Deliverable:** Develop a summary report on business case to address People & Culture and formulate internal business strategy to invest resources and launch internal priorities across the organization

Phase 2: Measurement (Q4 2023 – Q2 2024)
- Identify employers with comprehensive and or innovative People & Culture solutions and efforts serving as bright spots
- Invite employers as guest presenters to showcase internal processes and priorities
- **Associated Deliverable:** Develop summary report of findings and resources, complementary infographic