



*Employees Bringing their Home to Work:  
How Employee ZIP Codes should Inform Employer Leaders Responding to a Pandemic.*

A Members Only Virtual Think Tank  
Synchronous Learning on May 19<sup>th</sup>, 2020

**Synchronous Think Tank Learning Sessions**

***A summary of the Advanced Think Tank Learning Sessions and Breakout Room Discussions.***

12:00 PM Eastern / 11:00 AM Central / 10:00 AM Mountain / 9:00 AM Pacific

**Large Group Session**

***What the COVID-19 Pandemic has taught us about public-private collaboration thus far and what needs improving.***

12:30 PM Eastern / 11:30 AM Central / 10:30 AM Mountain / 9:30 AM Pacific

**Breakout Room Discussions**

1. Covid-19 is sometimes referred to as indiscriminating. Yet, we know that elders, people of color and low income groups are most affected. How can employers mitigate virus discrimination?
2. Getting back to work. Has the private sector response (including your organization) been about right, under reactive or over reactive in offering ideas for re-integration of workers?
3. Studies suggest social isolation may have the mortality risk equivalency of smoking 15 cigarettes a day. How is your organization addressing loneliness during this pandemic?
4. The Future of Worksite Wellness. Most worksite wellness programs focus on healthy habits and chronic condition management (non-communicable diseases)? How has the health promotion profession contributed to prevention and management of communicable/infectious diseases?
5. How does social distancing in a homogenous workforce or community affect achieving well-being compared to social distancing as an “out group” in a diverse workforce or neighborhood?
6. What separates low-wage employees who are resilient during a pandemic from low-wage employees who suffer? Many argue that it is the magnitude of discrimination experienced. How are issues of inclusiveness addressed in your organization?
7. In what ways do you find the WIN Framework useful within the context of a COVID-19 response? What have we learned from this pandemic that might suggest revisions to the WIN Framework?

1:15 PM Eastern / 12:15 PM Central / 11:15 AM Mountain / 10:15 AM Pacific

**Large Group Session**

***Group Report Outs: Learnings and Opportunities.***

1:45 PM Eastern / 12:45 PM Central / 11:45 AM Mountain / 10:45 AM Pacific

**Break**

2:30 PM Eastern / 1:30 PM Central / 12:30 PM Mountain / 11:30 AM Pacific

**Presentation**

3:00 PM Eastern / 2:00 PM Central / 1:00 PM Mountain / 12:00 PM Pacific

**Breakout Room Discussions**

***How we are addressing employees bringing their home to work.***

1. Does your organization have a point of view on herd immunity and targeted quarantines or furloughs? Describe your current state or reflect on what would need to occur for your organization to take a position on this.
2. Does your organization have a point of view on food insecurity, especially relating to the pandemic? Describe your current state or reflect on what would need to occur for your organization to take a position on this.
3. Does your organization have a point of view on neighborhood crime rates? Describe your current state or reflect on what would need to occur for your organization to take a position on this.
4. The Future of Worksite Wellness. Most worksite wellness programs focus on healthy habits and chronic condition management (non-communicable diseases)? How has the health promotion profession contributed to prevention and management of communicable/infectious diseases?
5. The Future of Worksite Wellness and Communicable Disease Prevention and Management. How could the health promotion profession and field of worksite wellness play a leadership role in the prevention and management of communicable/infectious diseases?
6. If place-based discrimination were shown to be even more powerful in predicting disease spread than other formidable health influencers like race or income, how would such a social diagnosis inform strategic planning in health promotion?
7. When thinking about workers (people) and ZIP codes (places) and your own organization, does the WIN Framework resonate, specifically around issues of health equity, food security, crime rates? If so, how so? If not, what improvements would you recommend?

3:45 PM Eastern / 2:45 PM Central / 1:45 PM Mountain / 12:45 PM Pacific

**Large Group Session**

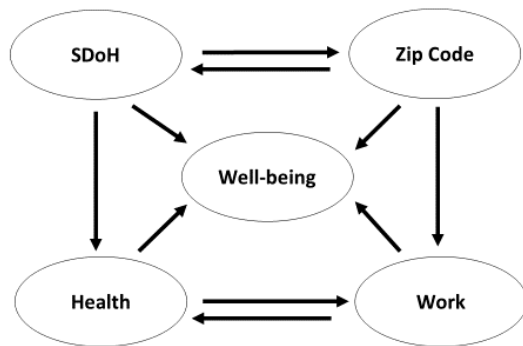
***Group Report Outs: How to Address Employees Bringing their Home to Work.***

4:00 PM Eastern / 3:00 PM Central / 2:00 PM Mountain / 1:00 PM Pacific

**Final Thoughts**

4:30 PM Eastern / 3:30 PM Central / 2:30 PM Mountain / 1:30 PM Pacific

**Adjourn**



**Think Tank Abstract:**

The COVID-19 pandemic offers a singular teachable moment for professionals intent on protecting and advancing health and well-being at work and in communities. The unique coronavirus is indifferent to whether you work in the public or private sector, yet effective collaboration between employers, public officials and community health experts will make a profound difference in lives saved, economic impact and the well-being of the nation for years to come. As

much as social determinants of health have recently arrived as a focus area for worksite wellness leaders, COVID-19 will test our capacity to target responses that equitably protect the most vulnerable alongside containing community spread of the pandemic for all. Employer leaders are factoring in differences in their employed populations by ZIP codes, health status, job requirements, essential community services and hourly versus salaried workers in deciding how best to respond to public health guidelines and mandates. Even more vexing are considerations about balancing the need to flatten the curve while still benefiting from herd immunity in planning for the right public-private responses in the months ahead. The short- and long-term health of the economy is inextricably linked to social determinants of health, so questions about how to keep the response to disease risks proportional to social and economic risks need to be addressed. In keeping with guidance from public health experts as well as experts in distance learning, this will be a virtual Think Tank that combines asynchronous and synchronous learnings. You will be able to attend advance Think Tank learning sessions live or review them at a time convenient for you. And on May 19<sup>th</sup> we'll review our learnings from our experts but spend most of our sessions in group interactions learning from each other about how best to address employees bringing their home to work.

The novel coronavirus serves as an extraordinary confirmation for a business case for employee wellness that reflects a causal pathways model where work, health and well-being each positively or negatively interact with the other. Simply look at current social and physical health concerns now looming larger given anticipated unemployment or underemployment to ratify this view. At HERO Think Tanks in recent years, conversations have explored how work environments, the work itself and policies promoting healthy culture change can affect well-being. New research shows only modest growth in the past decade in the number of companies sponsoring comprehensive approaches to worksite health promotion. But of the five elements constituting a comprehensive approach, the greatest gain in the past decade is the 93% increase in those offering a “supportive social and physical environment.” In this Think Tank, COVID-19 serves as a teachable moment for considering the role of employer leadership, policy changes and group level strategies needed to contain a pandemic.

At HERO Think Tanks, we aim to get to the root causes of population health issues, and we anticipate our group discussions will confront issues such as the health influence of hourly wage, childcare benefits, remote work options, paid leave, work furloughs, home care and elder care. Expanding on Reed’s “Causal Pathways” model, this HERO Think Tank posits that employees bring their homes to work and that data about employee ZIP codes and community health issues are as relevant to the planning of the private sector response to a pandemic as is the nature of the work and employee health practices.

## Readings and References

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