

HERO Healthy Workplaces Healthy Communities Study Committee

2021 – 2022 Charter

HERO Committee Co-Chairs:

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Committee Description

The HERO Healthy Workplaces Healthy Communities Committee (HWHC) is a national employer-community collaboration focused on better health. This initiative provides business and community leaders with practical tools and strategies for building support and investing in shared priorities. While continuing to build on the original Employer Community Collaboration Committee, the HWHC is in a unique position to bridge the gap between corporate and community well-being. In doing so, the Healthy Workplaces, Healthy Communities Committee has an opportunity to create lasting and momentous impact not only on the health and well-being of current and future workforces but also in the depth and breadth of meaningful community health improvement projects.

Challenge:

The COVID-19 pandemic has affected everyone, but the pandemic has hit America's most prohibited populations the hardest. These populations have been exposed to harm and/or harmful circumstances, and require public health responses and public health policy- federal and state legislation, federal and state program administration, and local ordinances- to work in synergy to make change.

According to the [COVID Racial Data Tracker](#), this pandemic has systematically infected Black, Latinx, Indigenous, and immigrant households. These groups were already facing discrimination and marginalization due to systems that have limited access to educational, economic, and job opportunities, affordable housing, quality healthcare services, and transportation to name a few. These social determinants of health are entwined with structural racism in education, employment, housing, and healthcare. To achieve healthy equity, employers must address systemic barriers employees face such as limited access to resources, inequitable policies and procedures, and non-livable wages. Establishing health equity requires systemic change. As such, the Healthy Workplaces, Healthy Communities committee is steadfast in addressing not only the employer's role in advancing health equity and social determinants of health, but also the policies and procedures that are in place within employee workforces that support improved health outcomes.

HWHC Committee Focus Areas: Advancing healthy equity through DEI and HWB integration and advancing access to community resources through public-private partnerships

Opportunity:

Phase 1: Policies & Procedures (Q1 2021 – Q1 2022): Develop guidance that employers can use to:

1. Gather, review, and share employee data
2. Analyze existing strategic project work in Benefits, Talent Management, and DE&I departments
3. Review existing policies and procedures

This deliverable will highlight specific employer examples/emerging practices of data analysis, cross-departmental collaboration and policies and procedures that advance health equity among employee populations through integration of DEI and well-being. Ex. include wage, family leave benefits, benefit design, etc.

Phase 2: Access (Q4 2021 – Q3 2022): Complete an environmental scan of current resources and emerging best practice examples of public-private partnerships that address access to resources impacting health equity. Examples include transportation, food, housing, healthcare, caregiving/childcare, etc.

From the scan, develop a summary report or employer action steps guide to assist employers in:

1. Aligning business objectives with external resources to benefit both community members and employees within a given community
2. Connecting their employees with ample resources that address social needs

Associated deliverables:

- **Educational:** Guest presentations/fireside chats that are recorded and available to HERO members for learning opportunity (3-4 annually)
- **Phase 1:** A framework for advancing health equity through the integration of DEI and workplace well-being
 - Develop report and infographic from findings
- **Phase 2:** Summary report of emerging public-private partnership practices that address advancement of equitable access to resources
 - Develop emerging practices report and infographic from findings
- **Ongoing:** Source and request case story examples of public-private partnerships that advance community HWB