ESG + Health: Advancing Health Equity and Mental Well-Being in the Workplace

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Conflict of Interest Declaration

Emily Wolfe, MSW, LCSW

- Director of Learning Experience, Health Enhancement Research Organization (HERO)
- Advisory Committee Member, Carolyn C. Mattingly Award for Mental Health in the Workplace

Heidi Greenberger, PhD, MPH

- Vice President, Clinical Research, AbleTo Inc.
- HERO Workforce Mental Health & Well-being Committee Co-chair

Lizzie Schoon, MPH

- HERO Healthy Workplaces Healthy Communities Committee Member

Learning Objectives

❑ Describe three opportunities for health and well-being industry professionals to inform the Environmental, Social, and Governance (ESG) model.

❑ Identify specific actions businesses can take to advance health equity through diversity equity inclusion (DEI) informed policies and practices.

❑ Summarize current workforce mental health and well-being best practices and identify trusted guidance and resources.

*"The pandemic has underscored in an extreme way that **economic performance depends on population health**; however, at any time the **costs of poor health and health inequalities** are enormous, impacting macro-economic, micro-economic and individual levels." ~ John Godfrey*

*"Health should be of immediate importance to business: **Public Health is analogous to climate** in that a business's activities will have health impacts, positive or negative, across three broad areas: employees, customers/consumers, and the communities in which it operates." ~ Nigel Wilson*

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Environmental

Renewable fuels

Greenhouse gas (GHG) emissions

Energy efficiency

Climate risk

Water management

Recycling processes

Emergency preparedness

Social

Health and safety

Working conditions

Employee benefits

Diversity and inclusion

Human rights

Impact on local communities

Governance

Ethical standards

Board diversity and governance

Stakeholder engagement

Shareholder rights

Pay for performance

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Environmental +H

Social +H

Governance +H

Alphabet soup of ESG reporting

Corporate citizenship professionals are confronted with a wide array of environmental, social, and governance (ESG) reporting tools. Start off by differentiating between the big six below to help you manage your sustainability programs and be transparent about your company's impacts.

GRI
Global Reporting Initiative
LAUNCH YEAR 1997
Standards ESG
Audience: Broad range of stakeholders

Purpose
Provides all organizations with standards for reporting material environmental, social, and economic performance and impacts, as well as organizational governance, to financial and other stakeholders.

Best for
Companies of any size, sector, or location

Information disclosed
General disclosures
such as governance, stakeholder engagement, and reporting practices

Economic
such as performance, market presence, and indirect economic impacts

Environmental
such as materials, energy, water, biodiversity, emissions, and waste impacts

Social
such as labor relations, health and safety, diversity, human rights, and community engagement

CDP
Formerly Carbon Disclosure Project
LAUNCH YEAR 2002
Sustainability reporting tool
E G
Audience: Investors, procurement, policymakers

Purpose
Collects and analyzes environmental information disclosed by corporations and governments to help drive all organizations to measure, manage, and reduce their environmental footprint.

Best for
Publicly listed companies and suppliers looking to manage and disclose environmental footprint

Information disclosed
Climate change impacts
including greenhouse gas emissions and energy data

Water impacts
including use efficiency, quality, and ecosystem management

Forest impacts
for companies that overlap with commercial agriculture.
Also includes special considerations for biodiversity impacts, risks, and opportunities within the mining sector.

TCFD
Task Force on Climate-related Disclosures
LAUNCH YEAR 2017
Sustainability reporting tool
E G
Audience: Broad range of stakeholders

Purpose
Disclosure standards launched by the Financial Stability Board (FSB), premised on the assumptions that climate risk is a form of financial risk and that it is non-diversifiable.

Best for
Companies seeking to plan for and mitigate climate-related risks

Information disclosed
Governance
such as how, and by whom, climate-related risks are identified, assessed, and communicated

Strategy
including how a changing climate affects it, and your plans / financial implications if it does

Risk Management
risks to your people, operations, customers, and communities where you operate due to a changing climate, and how you will respond

Metrics and Targets
such as how you are calculating impacts or the results of your actions or inactions, and how you are reducing your climate impacts

ccc.bc.edu

IR
International Integrated Reporting Council (IIRC)
LAUNCH YEAR 2010
Framework ESG
Audience: Investors, lenders

SASB
Sustainability Accounting Standards Board
LAUNCH YEAR 2012
Standards ESG
Audience: Financial stakeholders

Purpose
The international IR Framework establishes the guiding principles that underpin the SASB standards. The SASB standards are derived from the IR Framework, such that SASB and IIRC are considering a merger to unify the two into one cohesive system of corporate reporting.

Information disclosed
SASB metrics to include within IR Framework:

Environmental impacts
such as GHG emissions; air quality; energy, water, and waste management; and ecological impacts

Social capital
such as human rights and community relations; consumer privacy and data security; product quality, safety, and access; and customer welfare

Human capital
such as labor practices; employee health, safety, and engagement; and diversity and inclusion

Business model resilience and innovation
such as product lifecycle and supply chain management; and physical climate change impacts

Leadership and governance
such as business ethics, legal and regulatory environment, and risk management

Using IR
Framework
guidance for how information is structured/presented and topics covered

Global

Industry-agnostic

Principles-based

High-level content elements

Drives connectivity of information

Using SASB
Standard
detailed requirements for reporting by topic and industry

United States only

Industry-specific

Metrics-based

Disclosure topics and metrics

Enables comparability of information

SDGs
Sustainable Development Goals
LAUNCH YEAR 2015
Sustainability reporting tool
ESG
Audience: Broad range of stakeholders

Purpose
The 17 goals, adopted by the U.N. as part of the 2030 Agenda for Sustainable Development, provide a global blueprint to improve the lives and prospects of all people.

Best for
Companies with a global reach, especially those with cross-sector partnerships

Information disclosed
For each goal, there are sub-goals—or "targets"—and related indicators, all of which can be useful for tracking your company's progress. Learn more at **sdgcompass.org**.

ALIGNMENT BETWEEN REPORTING TOOLS

These frameworks, standards, and recommendations are not mutually exclusive: A 2018 study found that 97% of S&P 500 companies that publish a corporate citizenship report utilize multiple frameworks and standards.[1]

Take the BCCCC course, **Fundamentals of Sustainability Reporting**. Enroll now at **ccc.bc.edu/learning**.

1 Lukomnik, J. (2018). State of Integrated and Sustainability Reporting 2018. https://corpgov.law.harvard.edu/2018/12/03/state-of-integrated-and-sustainability-reporting-2018/#1

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SDG ACTION MANAGER

Developed by
B Lab
UN GLOBAL COMPACT

Take action.
Track progress.
Transform the world.

HERO

United Nations Global Impact SDG Action Manager https://unglobalcompact.org/take-action/sdg-action-manager
Boston College Center for Corporate Citizenship https://ccc.bc.edu/content/ccc/research/briefs/infographics.html

ADVANCING WORKFORCE HEALTH EQUITY

DEI INFORMED POLICIES AND PRACTICES

Social Determinants of Health— an Employer Priority

EMPLOYEE MENTAL HEALTH AND WELL-BEING: EMERGING BEST PRACTICES AND CASE STUDY EXAMPLES

Health Enhancement Research Organization https://hero-health.org/membership/committees/

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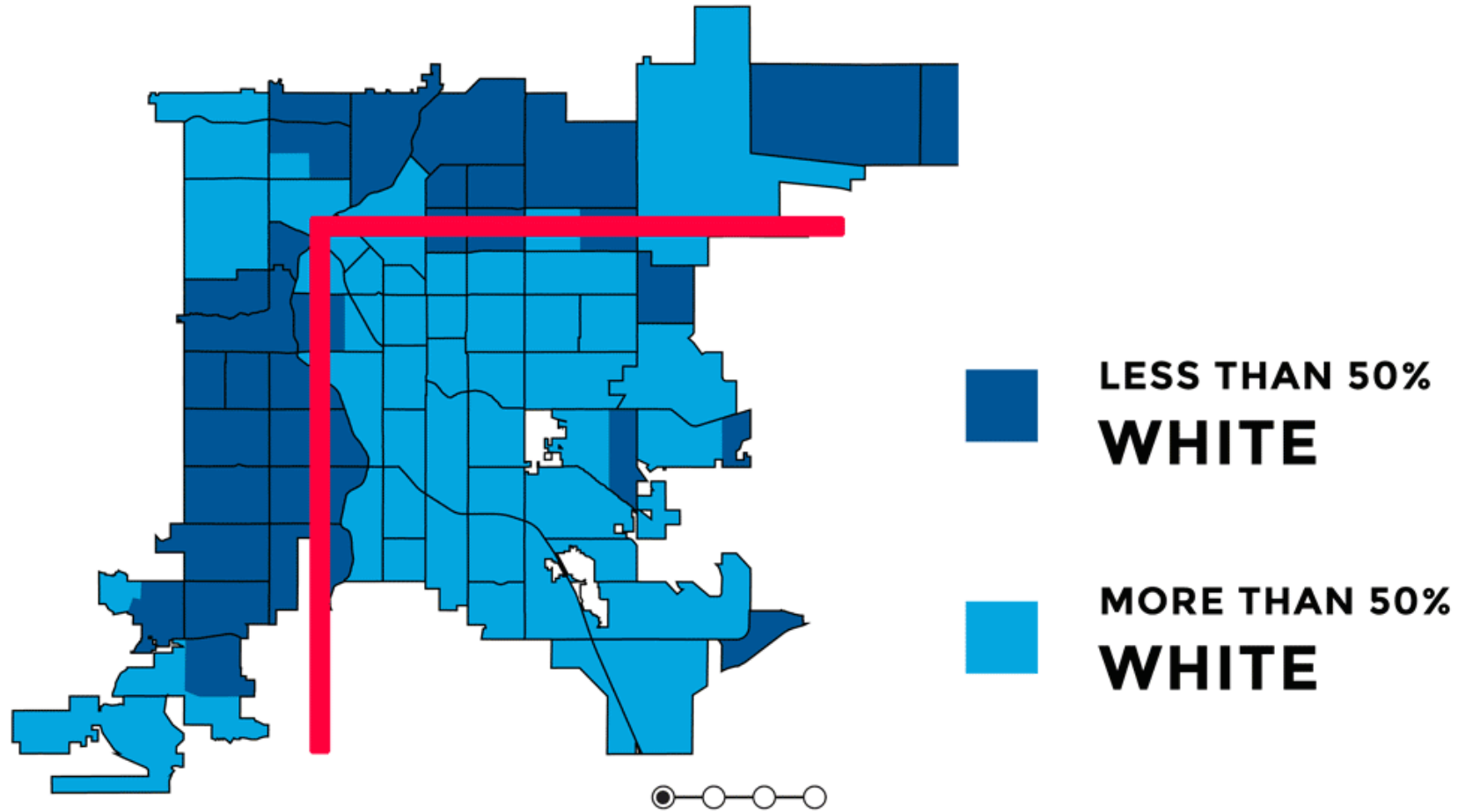#HEROForum23

HERO Advancing Workforce Health Equity Report

" Health equity means that everyone has a fair and just opportunity to be as healthy as possible. This requires removing obstacles to health such as poverty, discrimination, and their consequences, including powerlessness and lack of access to good jobs with fair pay, quality education and housing, safe environments, and health care. —Robert Wood Johnson Foundation "

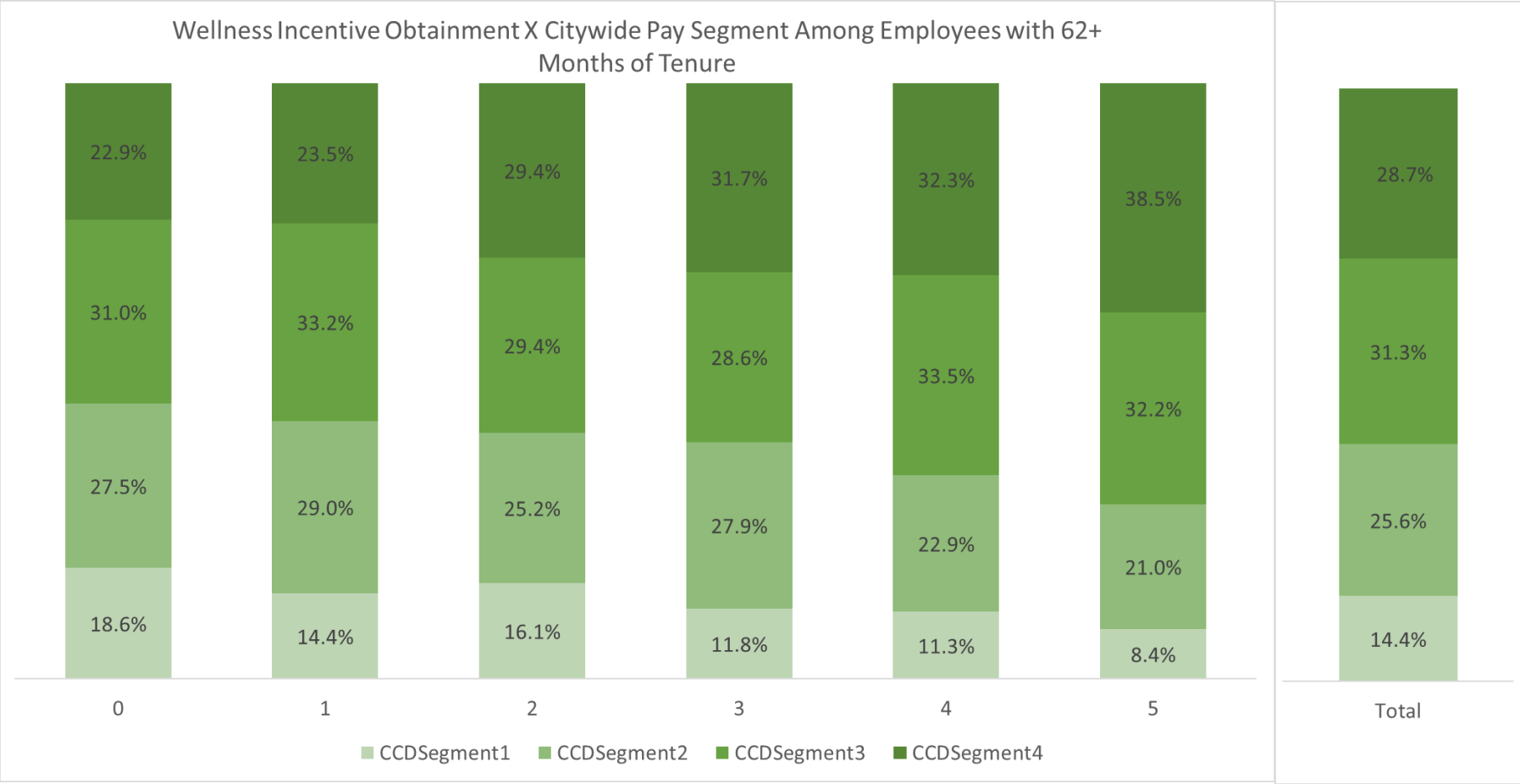Five policy areas to address health equity in the workplace
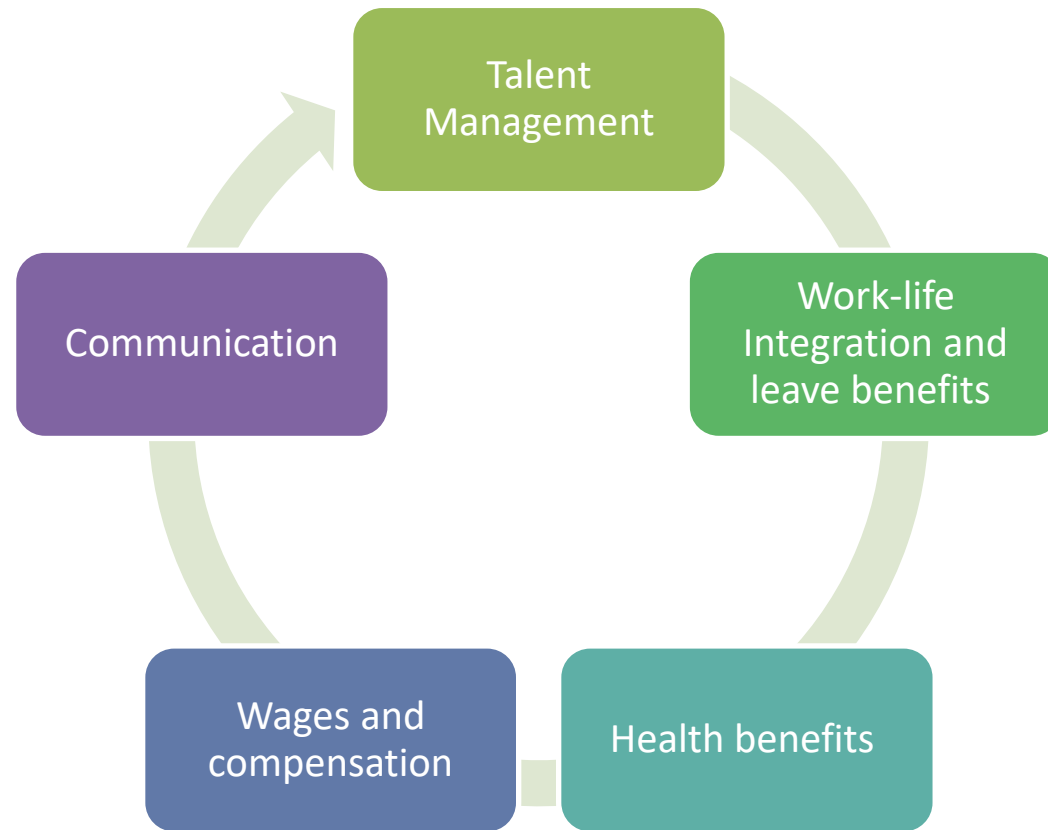
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City and County of Denver—How the Environment Impacts Staff Health

LESS THAN 50%
WHITE

MORE THAN 50%
WHITE

City and County of Denver— Increasing Access to Health Incentive

Wellness Incentive Obtainment X Citywide Pay Segment Among Employees with 62+ Months of Tenure

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City and County of Denver— Talent Acquisition Equity Action Plan

Improving equity in hiring and promoting

HERO's Mental Health And Well-Being Committee

- Interdisciplinary volunteer committee:
  - Workplace Wellness Leaders, Scientists, Benefits Consultants, Mental Health Professionals, and Others

- Systematically researched and curated a list of evidence-informed workplace mental health and well-being best practices

- Currently:
  - Curating video interviews describing real world application of workforce mental health and well-being best practices
  - Creating resources to facilitate evidence-informed decision making for the employer seeking to develop their workforce mental health and well-being policies and programs

6 WORKPLACE MENTAL HEALTH AND WELL-BEING BEST PRACTICES

1. RAISE AWARENESS ABOUT THE IMPORTANCE OF MENTAL HEALTH AND WELL-BEING

2. MANAGE PSYCHOSOCIAL RISKS RELATED TO WORK, ENVIRONMENT, AND CULTURE
- Employee involvement
- Employee recognition
- Employee growth and development
- Work-life integration
- Healthy work environment
- Health and psychological safety

3. ASSESS MENTAL HEALTH AND WELL-BEING NEEDS AND MEASURE INTERVENTION IMPACT

4. PROVIDE AND PROMOTE ACCESS TO EVIDENCE-BASED, HIGH QUALITY MENTAL HEALTH CARE
- Promote mental health care access options
- Increase equitable and timely access to evidence-based mental health care

5. INTEGRATE MENTAL HEALTH AND WELL-BEING INTO A COMPREHENSIVE WELLNESS PROGRAM INCLUSIVE OF:
- Emotional Wellness
- Spiritual Wellness
- Intellectual Wellness
- Physical Wellness
- Environmental Wellness
- Financial Wellness
- Occupational Wellness
- Social Wellness

6. PARTNER WITH LOCAL AND NATIONAL ORGANIZATIONS TO EXTEND AND SHARE MENTAL HEALTH AND WELL-BEING PRACTICES

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Linking Workforce Mental Health And Well-Being To ESG

Mental health and well-being best practices can be found in social, environmental, and governance ESG pillars

The table below is a simple thought exercise to illustrate some potential synergies between best practices and ESG concepts

ESG Pillars	Raise Awareness About Mental Health and Well-being	Manage Psychosocial Risks	Measure Population Needs and Intervention Impact	Provide and Promote Access to High Quality Mental Health Care	Integrate Mental Health Into Wellness Programs	Partner with Local and National Organizations
Environmental Biodiversity Carbon footprint Climate Greenhouse gasses Energy Waste reduction	Raise **awareness of links between environment and mental health**	Consider the links between **work location**, work **exposures**, and mental health risk	**Assess** the features of the work environment that can affect mental health	Does the **environment / work environments present barrier(s) to accessing high quality mental health care?**	**Environmental wellness initiatives** may promote mental health and well-being	**Align partnerships with organizations that** promote the health of the community / planet
Social Community Equal employment Equitable benefits Fair pay Labor law abiding Responsible partnerships	**Clear communication** about mental health benefits; leadership training	**Financial stability and job security** may contribute to mental health and well-being	**Measure** how mental health needs may vary **across employee segments**	Is the mental health care benefit of **high quality**? **Is it affordable?**	Diverse workforce segments have an **equitable opportunity / ease to participate in care**	**Volunteering in / contributing to the community** may contribute to mental health
Governance Avoid conflicts of interest Compliance Ethics Integrity Risk management Transparency	**Fair, ethical and transparent workplaces** may contribute to workforce mental health and well-being	Business **practices/policies, ethics, integrity** can impact mental health risk	Utilize **standardized, validated mental health metrics**	Equitable access to quality mental health care as a **corporate policy**	**Mental health needs/outcomes** are considered when developing wellness program offerings	**Leverage vetted evidence-informed mental health resources** curated by trusted organizations

* Embed Short Clip From WMH Video Project As An Illustrative Example *

Workplace Mental Health and Well-being Resources

- **Health Enhancement Research Organization**

- **U.S. Surgeon General's Framework for Workplace Mental Health and Well-being** (U.S. Department of Health and Human Services)

- **ISO 45003: Occupational health and safety management — Psychological health and safety at work — Guidelines for managing psychosocial risks** (International Organization for Standardization)

- **National Standard of Canada for Psychological Health and Safety in the Workplace** (Mental Health Commission of Canada)

- **Bell Seal for Workplace Mental Health** (Mental Health America)

- **Carolyn C. Mattingly Award for Mental Health in the Workplace** (Johns Hopkins Bloomberg School of Public Health and The Luv u Project)

- **WHO guidelines on mental health and work** (World Health Organization)

- **Mental Health at Work Index – in progress** (One Mind at Work/Columbia University/Ethisphere)

- **Voluntary standards to support mental health in the workplace – in progress** (California Mental Health Services Oversight and Accountability Commission)

- **Framework on Human Capital in the SASB Standards – in progress** (Sustainability Accounting Standards Board)

- **Center for Workplace Mental Health** (American Psychiatric Association Foundation)

- **Johns Hopkins P.O.E. Total Worker Health Center in Mental Health**

- **Mental Health at Work** (Mind – UK)

Additional Guidance Resources

- **HERO Scorecard**

- **Linking the GRI Standards and the Culture of Health for Business (COH4B) Framework** (Report)

- **UN Sustainable Development Goals (SDGs)**

- **SDG Action Manager**

- **ISO Standards** (**ISO 14000)**

- **SAI Social Accountability International (SA800)**

- **GRI**

- **SASB Standards**

- **Racial Equity Tools.Org Database**

- **DEI Maturity Index**

- **Human Rights Campaign Foundation's Corporate Equality Index**

**Mapping areas of synergy and opportunity between
workforce mental health and well-being, DEI-informed best practices, and ESG components**

(1) Does your workplace utilize the ESG framework? And/or are you currently developing/implementing DEI or Mental Health and Well-being initiatives?

(2) What synergies exist between workforce mental health and well-being, DEI initiatives, and ESG components/concepts in your workplace?

(3) What are you developing, or what would you like to develop, to advance DEI and Mental Health and Well-being through ESG?

(4) What barriers have you faced, or do you anticipate facing?

(5) What additional information or resources would be helpful?

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