

Less Talk More Action: Employer's Role in Accelerating Health Equity



October 23, 2023

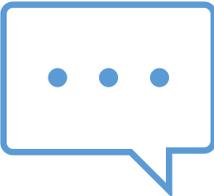
Topics



Overview of CHF



Current CHF Health Equity Project



Panel Discussion



About the Center for Houston's Future

We bring business, government, and community stakeholders together to engage in fact-based strategic planning, collaboration, and action on issues of great importance to the Houston region.



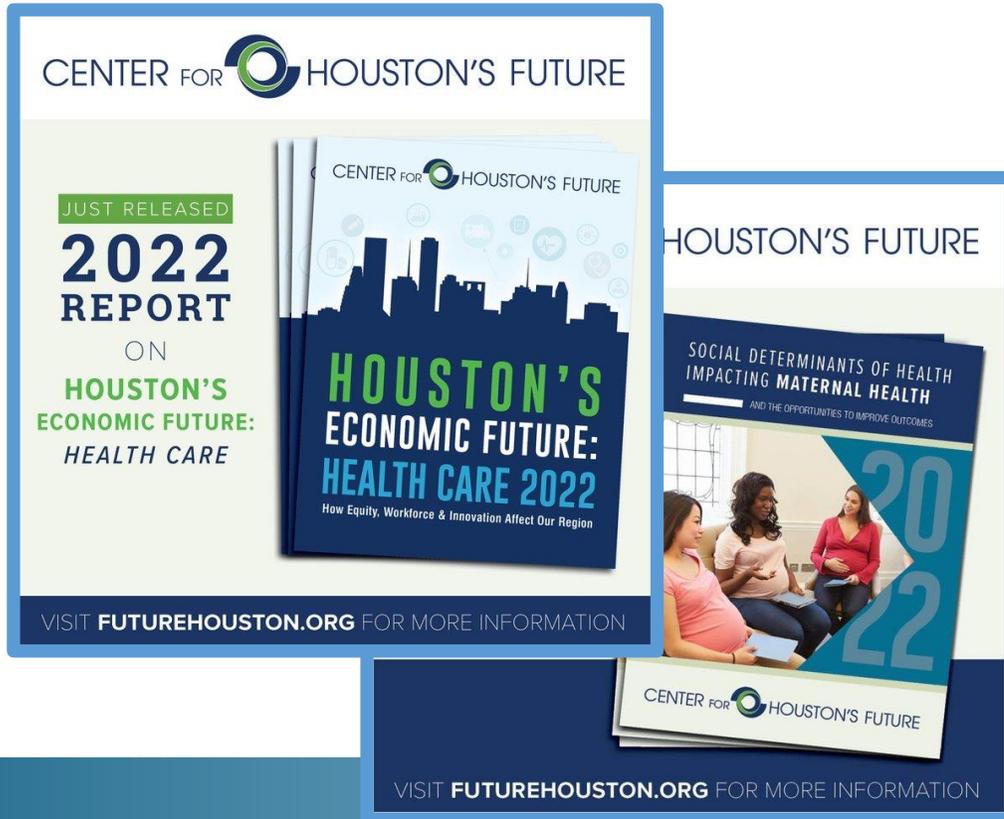
- **Energy and Climate**
- **Health Care and Health Equity**
- **Immigration**



Health Care and Health Equity

Research: Published two reports on key topics related to the health and health equity.

Thought Leadership: Facilitated roundtable discussions on health care, maternal health, health innovation, health workforce, and business engagement in community and maternal health.



Partnerships and Collaboration: Building a new collaborative model for business engagement with medical and social service partners to improve maternal health at the community level to address Houston's "paradox of plenty."



Why should employers care about health equity?

- Inequities in the U.S. health system **cost approximately \$320 billion annually** and, if left unaddressed, could cost \$1 trillion or more a year by 2040. – HBN.ORG [Employers Can Do More to Advance Health Equity \(hbr.org\)](#)
- [A McKinsey's] survey found, that employees with one or more unmet basic needs were around 2.4 times more likely to **have missed six or more days of work** in the past 12 months (Exhibit 3). - MCKINSEY [How employers can help advance health equity in the workplace | McKinsey](#)
- **EAP utilization averages below 10 percent**, according to multiple studies, consultants and human resource professionals. – SHRM.ORG [Companies Seek to Boost Low Usage of Employee Assistance Programs \(shrm.org\)](#)

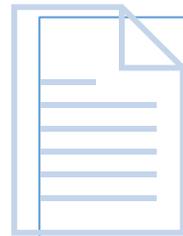


Business Leader Roundtable on Community Health Investment

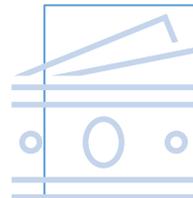
Employers said they want:



to **target investment** toward the needs of employee communities



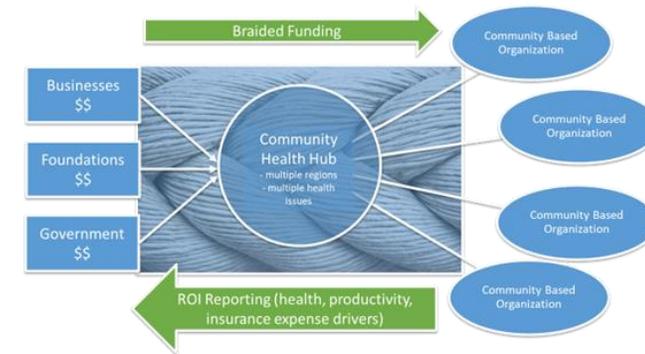
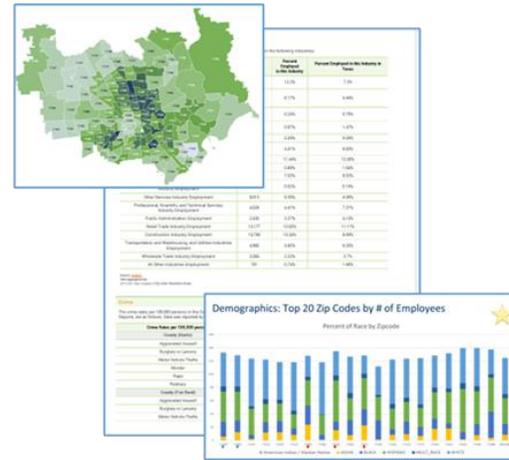
evidence of impact through regular reports
(health, productivity, insurance expenses, ROI)



to **pool funds** with other businesses, foundations and government agencies



Building a Model for Business Action in Community Health



Roadmap + **Tools** + **Funding Mechanism**

Theory of Change: Deepening business engagement in evidence-based community health initiatives alongside health care institutions, philanthropy and social service agencies will lead both to a healthier workforce and to more sustainable and equitable models for addressing social determinants of health.



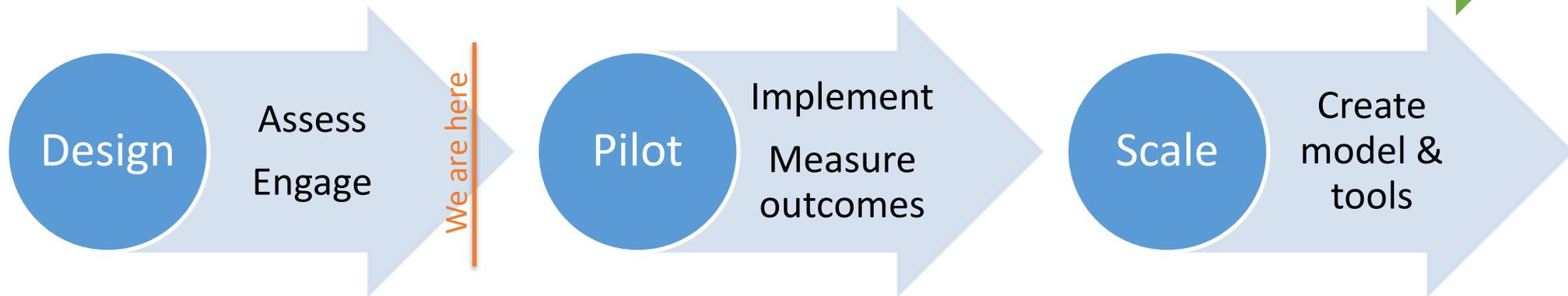
Project Plan: Business Action in Community Health

Partnered with Daikin Industries



- International HVAC manufacturing company
- Approximately 9,000 employees in Houston region
- 27 languages spoken on the factory floor
- Health insurance benefits offered to all employees
- Committed to corporate citizenship

Work with an employer, a community, an intervention to build the model as we go

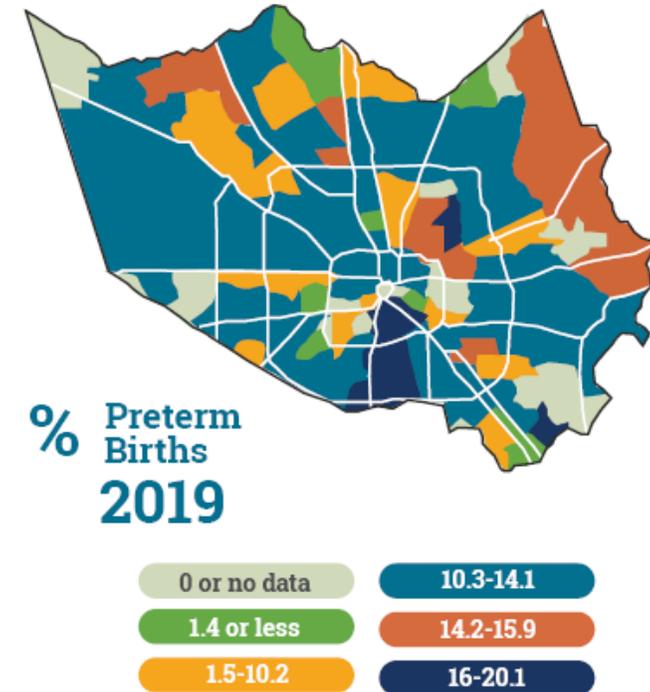


Project Plan: Business Action in Community Health

Target Issue: Maternal Health

- Poor maternal health outcomes cost the nation **\$32 billion** from conception to 5 years postpartum - \$6 billion of that was lost productivity (Commonwealth Fund, 2019).
- **Harris County received an 'F' rating** for maternal health outcomes, Texas rated 'D-' and the US rated 'D+' (March of Dimes, 2022).
- **90% of pregnancy related deaths were preventable.** (Texas Maternal Mortality and Morbidity Review Committee, 2019)

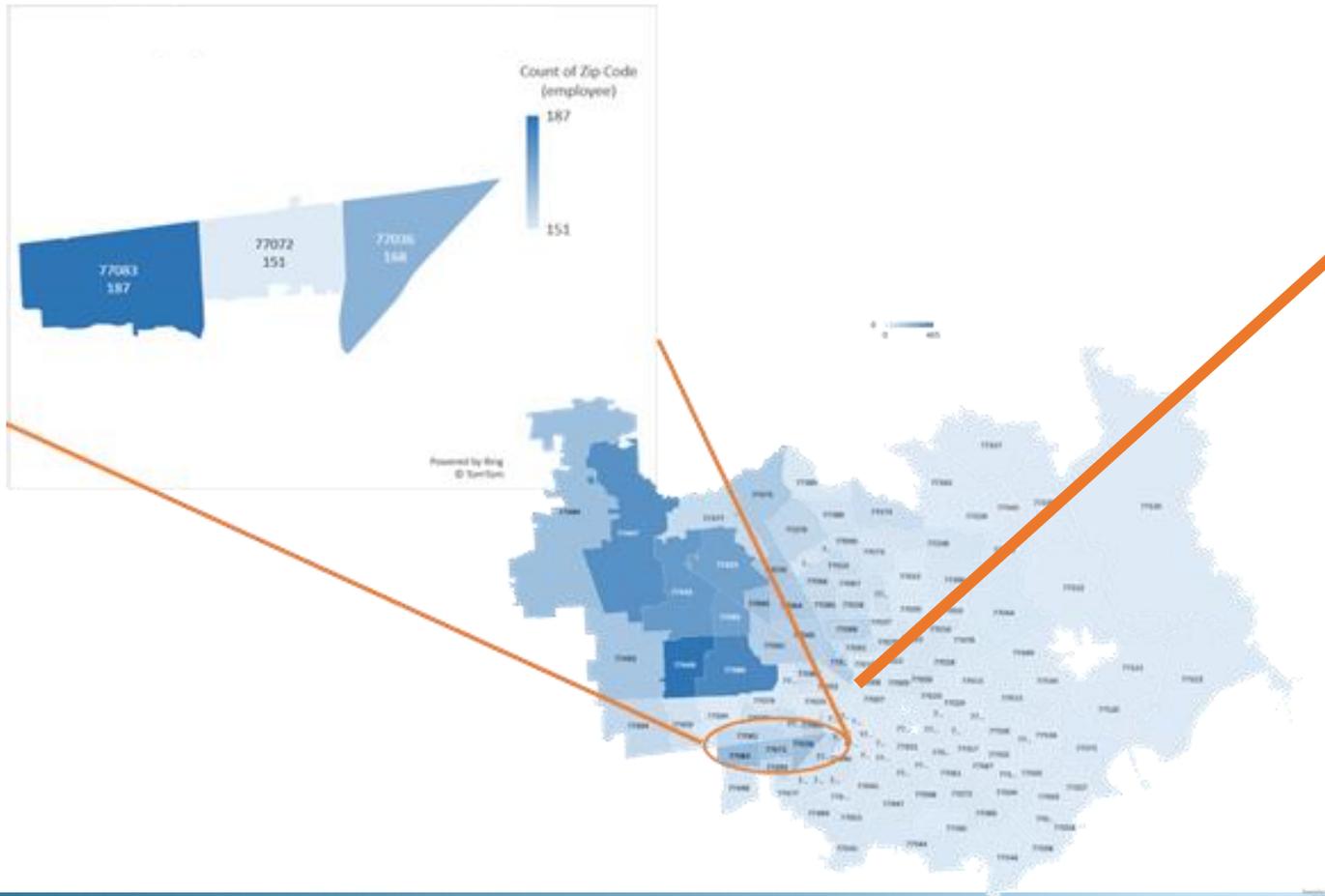
Figure 5: Harris County 2019 Preterm Births



Project Plan: Business Action in Community Health

Target Community: Geo-mapping Employee Communities

Figure 1. Employee count in selected community



Approximately **9,000 Daikin employees** live in the Houston metro area, 10% are in the target area.

Zip codes of interest are:

- 77036
- 77072
- 77083

Neighborhoods:

- Alief
- Chinatown
- Mission Bend
- Sharpstown
- Westwood



Project Plan: Business Action in Community Health

Target Community: Health Assessment

Compared to TX, this geographic community has a **higher prevalence** of chronic disease, all of which impact maternal health.

- Diabetes
- Obesity
- Physical Inactivity
- Poor mental health
- Lower life expectancy



Project Plan: Business Action in Community Health

Landscape analysis: Community Partners

Health and Social Service Organizations



Business Organizations



Thank you for being a part of this
important conversation.

