

# Business Group on Health

Driving Change Together

## 2020 Year in Review

Click on the images in this document to learn more about each resource.

### New Brand/New Website

In early 2020 we rebranded as Business Group on Health, with a new tag line “Driving Change Together.” This brought together our U.S. and global employer focus into one unified membership enabling us to more effectively leverage our robust multi-stakeholder community to influence and achieve meaningful impact on the most pressing health and well-being issues facing employers today. At the same time, we launched a new website designed to deliver the information and resources you need.



### COVID-19 Response and Resources

Our rapid response allowed members to begin receiving essential resources early in the pandemic. We hosted [25 benchmarking calls](#) during the last 10 months, ensuring that our employer community had frequent opportunities to convene, keep up with the latest news and share solutions to the changing workplace. View some of our highlighted resources and many more on our [COVID-19 resource page](#).



**COVID-19 – The Role of the Employer**



**Return to Workplace Employer Guide**



**Vaccine Coverage Requirements Now Include First Authorized COVID-19 Vaccines**



**Supporting Working Parents When School Starts During a Pandemic**

## 2021 Large Employers' Health Care Strategy and Plan Design Survey

The [2021 Large Employers' Health Care Strategy and Plan Design Survey](#) is the largest of its kind – focused on large employer perspectives on the changing health care landscape as well as key plan design strategies and considerations for the coming years. It helps inform future strategies for many large employers and signals to the market what employer needs and expectations will be in the years ahead. This year's survey confirmed the direction of health care is focused on virtual care, underscored the need to move towards quality and value, and addressed the continued focus on mental health, to name just a few key insights.

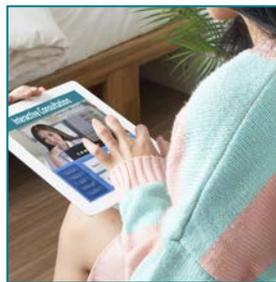


### Virtual Care

The pandemic accelerated virtual care to the forefront, shining a light on this offering which now spans an array of services from primary care to musculoskeletal to mental health and management of chronic conditions. Discussions in Business Group forums, including the Cost & Delivery Institute, the Executive Committee on Value Purchasing and the Health Innovations Forum, focused on prioritizing quality, experience and data integration to ensure that employees benefit from new options to access care.



**Forging Ahead with Telehealth: Quality, Access and Equity**  
-Podcast with Peggy O'Kane



**Turning to Telemedicine**



**Addressing Musculoskeletal Conditions and Physical Therapy Needs with Virtual Solutions**

## Well-being Requirements for a Changing Workforce

Leave and leave strategy took on even more importance this year for employers and their workforces. We addressed leading practices, priorities and insights for the future. We also focused on telework and the important subject of grief and bereavement with the following resources:



**Leave Strategy and Transformation Survey: Employer Leave Strategy and Leave Structure**



**Modernizing Bereavement Leave**



**Designing a Long-term Telework Strategy**



**The Case for Honoring Caregivers During the Pandemic and Beyond**  
– Podcast with Alex Drane



## Health Equity

We began to heighten our collective focus on Health Equity with numerous discussions and presentations throughout the year including our conference events, institute and committee discussions, member benchmarking calls, blog posts and podcasts, all bringing a heightened focus to achieve health equity. Topics and presentations included:



WORKFORCE STRATEGY 2020 HIGHLIGHTED SESSION:  
**The Future of Equitable Health Care, featuring Morehouse School of Medicine**



WELL-BEING & WORKFORCE STRATEGY INSTITUTE:  
**Whiteboarding Session on the Impact of Equity, Diversity and Inclusion on Well-being Programs**



COST & DELIVERY INSTITUTE:  
**Opportunities to Address Racial Inequities in Health Care Driving Change and Building the Economic Case for Reducing Health Care Racial Disparities in the U.S.**



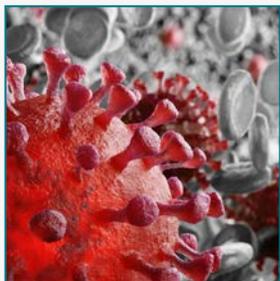
HEALTH INNOVATIONS FORUM:  
**Diversity and Equity in Digital Health**



BLOG POST:  
**In Pursuit of Equity and Well-being**

## Social Determinants of Health

**Social Determinants of Health** play a significant role in overall health and well-being of the communities where employees live and work. This guide covers what social determinants of health are, how to strategically align them with business priorities and specific actions to identify the social needs of employees and fill gaps with internal benefits and programs.



**COVID-19 Exposed Social Determinants, Now What?**



**Understanding and Addressing Social Determinants of Health** – Podcast with Brian Castrucci

## Mental Health at the Forefront

Mental health and the workplace is a topic that continues to garner tremendous attention, and in the year of COVID-19, it became more important than ever. The pandemic cast a spotlight on the growing need for employee resources in the area of mental health.



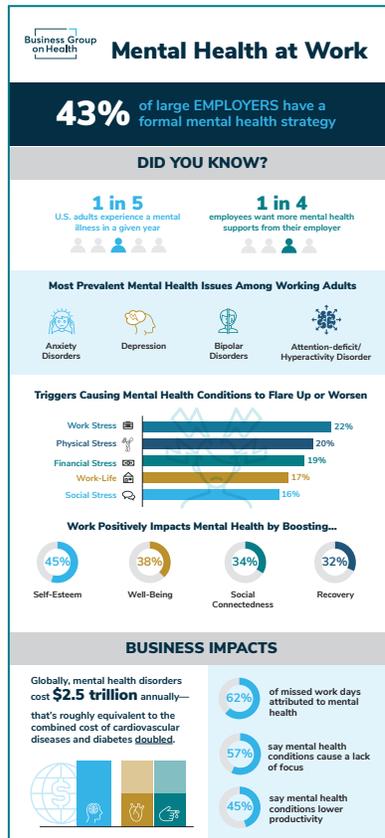
**Addressing Mental Health from a Global and Local Perspective**



**Suicide Prevention and Postvention: National Guidelines and The Employer Role**



**Building Psychological Safety in the Workplace**

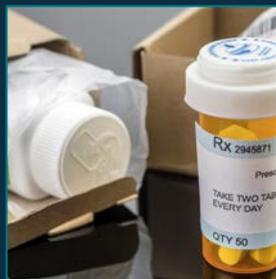


**Overcoming the Addiction Crisis** – Podcast with Gary Mendell

# Quality and Value

We continue to provide information to HR and benefits leaders and the resources needed to inform their decision making, help to manage costs and improve quality and access along the way. The pandemic underscored the need to address delivery system and payment reform to improve quality and outcomes, reduce costs and eliminate unnecessary and inappropriate care. Below is a sample of the solutions delivered to members this year:

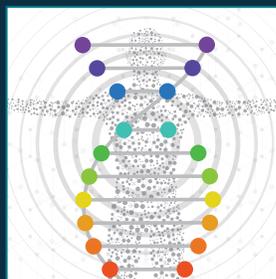
 <p>Employees are confused about how to navigate their benefits and find high quality primary care providers.</p> <p>With each new innovative vendor an employer partners with, a new employee communication strategy, data-sharing process and evaluation strategy is required.</p>	 <p>Benefit teams are tapped out with the number of vendors they can handle.</p> <p>In some cases, large employer benefit teams are managing a dozen or more vendors in their benefit plan, many of which impact some aspect of primary care.</p>	 <p>Employees are confused about how to navigate their benefits and find high quality primary care providers.</p> <p>With each new innovative vendor an employer partners with, a new employee communication strategy, data-sharing process and evaluation strategy is required.</p>	 <p>Employees are confused about how to navigate their benefits and find high quality primary care providers.</p> <p>With each new innovative vendor an employer partners with, a new employee communication strategy, data-sharing process and evaluation strategy is required.</p>
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**Managing Your Pharmacy Benefit During the Pandemic**



**Principles for an Optimal Primary Care Experience**

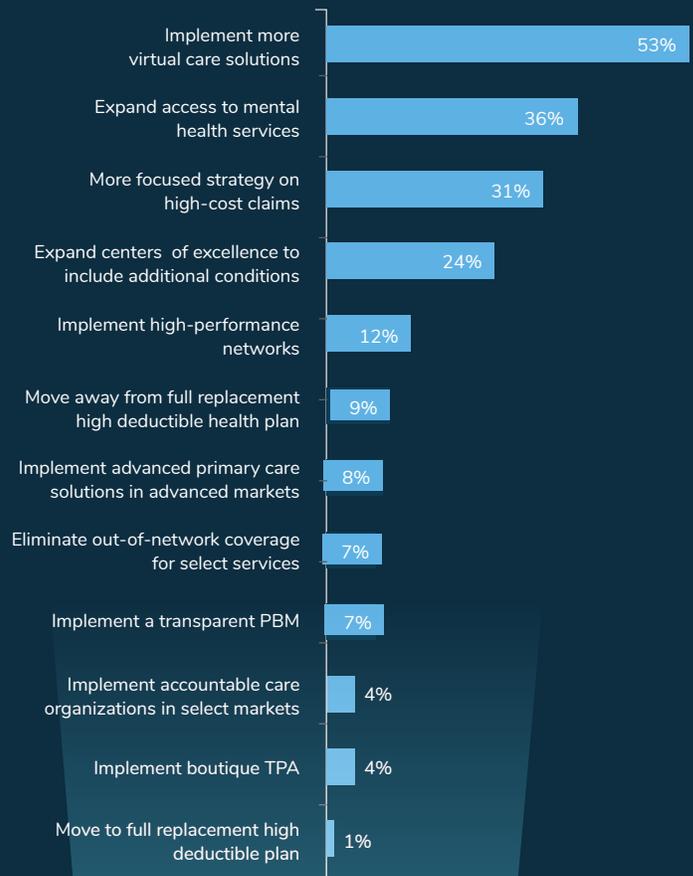


**Employers' Guide to Precision Medicine: Genetic Testing, Treatments and Implications for Coverage**



**Mending the Cracks in Health Care**  
– Podcast with Kavita Patel, MD

## Large Employers' Top Health Care Priorities, 2021



## Policy and Advocacy

Our policy and advocacy team worked diligently on behalf of our members to represent employer interests to regulators, legislators and other agencies. This work keeps members abreast of changing legislation and policy events that can impact their workforce.



- **EEOC Issues Guidance for Employers on COVID-19 Vaccine**
- **Agencies Issue Final Transparency Rules for Employer-Sponsored Group Health Plans**
- **Update on COVID-19 Testing Coverage**
- **Copay Accumulators Can Stay, COVID-19 and Other Rx Roundup**
- **Comments on Proposed Transparency in Coverage Regulations**
- **Business Group on Health Letter to Congress with Legislative Recommendations for COVID-19 Relief**
- **Letter to Congress with Recommendations for Upcoming COVID-19 Legislation**

## Keeping Connected in a Virtual World

We pivoted quickly to an entirely virtual format across all our programming, creating more frequent touchpoints on many important topics and providing community during an extremely challenging year. Our Institutes and Committees met more frequently, we brought together new partners to meet new challenges like Returning to the Workplace, and we added additional benchmarking opportunities to dig deep on timely topics like leave, childcare and the future of fitness.

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### Virtual Conferences and Summits



#### **Business Health Agenda 2020**

Transitioned to an online series presented in segments including compelling keynote presentations, webinars and opportunities to benchmark and share best practices.



#### **Global Summit 2020**

Over 170 benefits leaders representing 80 companies in 9 different countries discussed key topics for supporting an international workforce. Additionally, members with global responsibilities attended our second Latin America Regional Summit and our first ever EMEA Regional Summit.



#### **Workforce Strategy 2020**

Provided attendees two full virtual days of impactful and timely presentations on topics such as workforce mental health, resiliency, the power of social connection, and connecting the dots between mental well-being and workforce productivity.

## Virtual Community

### Webinars & Benchmarking Calls



More than  
**50 webinars**  
with over  
**5,000 attendees**  
discussing topics from leave to  
mental health initiatives.



Over  
**35 benchmarking calls**  
with over  
**450 participants.**



More than  
**45 Institute, Committee and  
Forum meetings**  
with unprecedented participation  
as our leadership groups  
met the needs of the day.



### Health Care 101

Designed for internal-facing corporate benefits, HR and well-being professionals, newer to their roles, to gain foundational knowledge about the U.S. health care system and how to apply best practices for managing a health benefits program.

### The Online Employer Community

Relaunched in 2020, this forum provides employers an opportunity to join with hundreds of their peers in a community to ask questions, respond to items posted by others and to leverage the collective learnings and experiences across our vast membership.



## New Business Group on Health Podcast

The new [Business Group on Health Podcast](#) - a twice monthly conversation with industry visionaries discussing topics most pertinent to large employers - has been downloaded over 46,000 times since launch and continues to grow. Some of most listened to episodes include:

-  **Overcoming Health Disparities to Achieve Health Equity**  
– with Dr. Valerie Montgomery Rice
-  **Strengthening Body and Mind Through Immune Resilience**  
– with Dr. Amit Sood
-  **How the Pandemic is Accelerating the Future**  
– with Professor Mauro Guillen



## A Look Ahead

Looking ahead to a New Year filled with hope and optimism we are excited about the opportunities that await. No doubt the new year will bring with it continued challenges, however it is our belief that those will be eclipsed by the hope and promise of what we can achieve together to improve the health and well-being of your employees and their families. We are keeping a watchful eye on key trends and are excited to expand our programming and resources on your behalf in 2021. We will DRIVE CHANGE TOGETHER!



### Health Care and Well-being Trends to Watch in 2021

#### Rethink of Health Care Delivery to Continue

Expanding virtual care delivery, moving lower acuity care out of the hospital, and monitoring patients with chronic conditions at home are some examples.

#### Evaluating the Explosion of Virtual Care

2021 will bring more focus on evaluating the quality, outcomes, effectiveness, patient experience and cost of virtual care options and innovations.

#### Mental Health and Emotional Well-being at the Forefront

The full spectrum of emotional, behavioral and mental health is even more front and center as employees look to their employers for support.

#### Addressing Gaps in Health Equity

Existing disparities in health care by race, ethnicity, geography and other factors have been magnified.

#### Adapting to Well-being Needs of a Changing Workforce

Employers will continue to demonstrate the flexibility they have shown throughout the pandemic to support employees.

**SAVE -THE- DATE**

**Business Group on Health**

**2021 ANNUAL CONFERENCE**

**FROM CRISIS TO OPPORTUNITY**

**MAY 4-6, 2021**

**VIRTUAL**