

Actions Employers Can Take to Address Social Determinants



Addressing social determinants of health—the circumstances in which people are born and live—is a business and moral imperative. Business Group on Health's [Social Determinants: Acting to Achieve Well-being for All](#) will deepen your understanding of prominent social determinants impacting vulnerable employees today and actionable employer solutions. It shares what social determinants are, their alignment with business priorities, ways to identify employee needs and actionable approaches to filling gaps with internal benefits and programs.

Here are a **sample of the ideas** you will find:

Childcare



Offer a childcare subsidy,
discount or reimbursement



Provide back-up care



Tier childcare benefits based on
family income

Housing Instability



Provide employees legal
assistance when property
management problems arise



Offer homebuyer workshops/
counseling courses



Purchase housing units in
nearby developments and rent
below-market to employees

Food Access and Insecurity



Provide a higher volume of
nutritious items and reduce
their costs in on-site cafés and
vending machines



Offer prepared take-home
meals for purchase



Partner with local grocery
stores to offer employee
discounts on nutritious food

Access to Health Care



Tier premiums, account
contributions and/or
deductibles based on salary



Provide affordable telehealth
solutions for a range of
services from acute care to
mental health



Cover the costs of travel and
lodging for employees and their
families utilizing Centers of
Excellence

Income



Design incentives (or
surcharges) in a way that
does not unintentionally
disadvantage lower income
employees



Offer financial benefits that
address challenges of lower
income employees
(e.g., accessing earned wages
before payday)



Conduct pay equity audits,
and correct pay disparities as
necessary

Business Group on Health's [Social Determinants: Acting to Achieve Well-being for All](#) is designed for benefits and well-being leaders who are passionate about making a meaningful change in their organization in beyond.

The [full guide](#) is available to Business Group members. Interested in joining? [Learn more today!](#)