

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



Reserve spaces for employees' children in local childcare centers



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

Racism



Assess current and prospective benefits to identify racial gaps in accessibility, participation, experience and outcomes



Require cultural competency and anti-bias trainings among providers



Increase the diversity of providers available 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 and/or subsidize home delivery meal service



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 virtual health solutions for a range of services from acute care to mental health



Provide expanded services in on- or near-site clinics, including primary care, mental health services and other speciality care

Income



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



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

Transportation



Provide transportation vouchers for ride-sharing apps to help employees get to health care appointments



Revise attendance and tardiness policies to allow for some degree of flexibility



Provide company-sponsored transportation to work for employees living in communities with unsafe or unreliable transportation

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!](#)