

## 2020 AHA Workplace Health Symposium

### Breakout Summary: Employers Impacting Social Determinants of Health - *Panel Discussion*

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- Social determinants of health (SDOH) are the conditions in which people are born, work, age, and grow.
- Social determinants of health include access to food, housing, adequate transportation, childcare, and a myriad of mental and emotional factors that contribute to a person's health and well-being.
- While social determinants of health can be considered issues “outside” of work, they have a very real impact on the health of employees—which means they also have a very real impact on the health of business.
- Employers, which may seem surprising to some, *do* have control over how social determinants of health affect their employees and their business. Through creative and sustainable solutions, we can build a bridge to a healthy and engaged workforce.

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- “House Rules” at L&R Pallet are “excellence, honesty, courage, and love.”
- It's important to *really* get to know your team, and to understand what they have going on at home doesn't just stay at home.
- In recognizing this, you can provide the right support to your employees:
  - Creating trusting and respectful relationships with employees and their supervisors
  - Ensuring that everyone takes care of one another
  - Providing support and care for those in crisis

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- Compassion fatigue, maintaining work/life balance, the rising cost of living, talent shortages—these are all workforce challenges that *aren't* unique to a specific business or industry.
- However, how you support your workforce and address these challenges should be unique.
- Honor the “whole” person by providing programs and services to your employees that address both home/life and work/life challenges.
- The impact: reduced turnover, positive workplace culture, reduced employee stress, better focus on the job, and fully staffed departments.

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- Employees that don't have support to overcome challenges associated with social determinants of health are bringing these issues to work. This can lead to productivity loss, disengagement, and turnover.
- Industries with the top 5 highest turnover rates in 2018:
  - Arts, entertainment, and recreation
  - Leisure and hospitality
  - Accommodation and food service
  - Professional and business services
  - Retail
- 8.4% of employees left their jobs in 2018 because of their overall well-being, and 12% left due to poor work/life balance. Both of these reasons for turnover are *preventable*.