



Insurance Brokers &
Consultants

Wellness Trends Diversity, Inclusion and Equity

EPIC WAY TO WELLNESS Virtual HR Summit

Session 6

Panelist Introductions

Tracey Jones
HR Manager,
Bennett Thrasher



Shad Mlotkowski
Employee Benefits Consultant
EPIC Insurance Brokers and
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Today's Facilitator

Ayana Collins

Consultant, Wellness and Health
Management Solutions

Wellbeing Trends- What We Learned



Increased investment in Mental Health and Stress Management



Focus on Physical Health



Wellness is Personal

* Wellable, 2021 Employee Wellness Industry Trends Report

Social Determinants of Health

Definition: Conditions and environment where people live, learn work, play, and other external factors that affect a wide range of health functioning and quality of life

- Economic Stability
- Education Access and Quality
- Healthcare Access and Quality
- Neighborhoods
- Community



Infographic Source: Healthy People 2030

When External becomes Internal- Impact of SDOH

- Discrimination in its many forms causes trauma
 - Experiences of discrimination can cause depression, stress, anxiety, PTSD and exhaustion
 - Fear of discrimination is harmful, and can undermine good mental health characteristics- resilience, hope and motivation
- Discrimination negatively impacts seeking care
 - Skepticism in participating in wellness program
 - Distrust in the healthcare system, specifically healthcare providers
- Lack of Access to Services
 - Safe spaces to exercise outdoors
 - Food deserts
 - Crime
 - Transportation

Call to Action- Ensure Your Program is Inclusive



Empower and Engage Employees

- Seek feedback from Employer Resource Groups and/ wellness committee
- Company policy and environment support healthy behaviors
- Offer education literacy in many forms and in multiple languages if necessary
- Provide access to resources that can specifically address cultural beliefs and traditions

EPIC Wellness and Health Management

EPIC's Wellness and Health Management practice helps create a strategy around employee health management and enhancing organizational culture. Our team of consultants strives to establish an environment that aligns efforts, resources and initiatives with the core values and principles of the organization.



Meet the Team

EPIC

Wellness & Health Management



Craig Schmidt

Director Wellness & Health Management Solutions



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