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# Wellness Trends Diversity, Inclusion and Equity

EPIC WAY TO WELLNESS Virtual HR Summit

Session 6

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### Panelist Introductions

Today's Facilitator

#### Ayana Collins

Consultant, Wellness and Health Management Solutions **Tracey Jones** HR Manager, Bennett Thrasher



Shad Mlotkowski

**Employee Benefits Consultant** 

EPIC Insurance Brokers and Consultants



#### Wellbeing Trends- What We Learned



Increased investment in Mental Health and Stress Management С<sup>р</sup>

Focus on Physical Health

Wellness is Personal

\* Wellable, 2021Employee 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



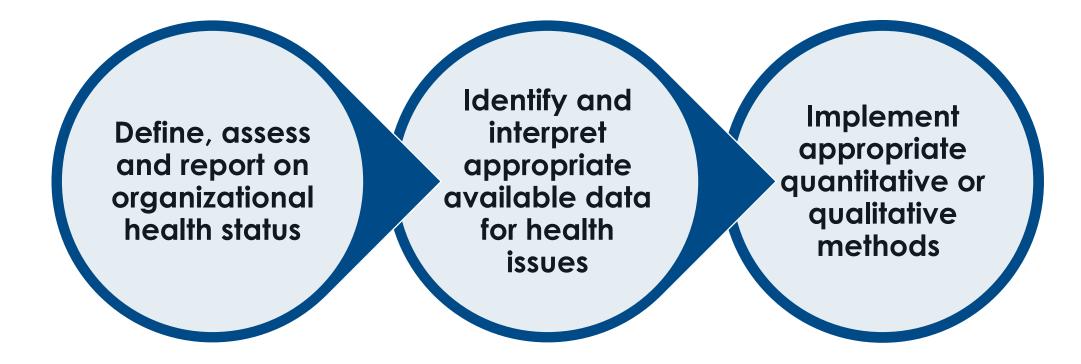
## **Empower and Engage Employees**



- 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.



EPIC

### Meet the Team



**Craig Schmidt** Director Wellness & Health Management Solutions



Erin Milliken

Wellness Consultant



Claire Letourneau

Senior Account Exec. Wellness

EPIC Wellness & Health Management



#### Amanda LaPointe

Wellness Consultant



#### Ayana Collins

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