

Connect Equity and Well-being

The World Health Organization defines health inequities as systematic differences in the health status of different health populations. Minorities have greater health inequity due to certain social conditions known as social determinants of health.

Health equity says that all people have a fair opportunity to live a long and healthy life. There are, however, social determinants of health that compromise this goal. They include but are not limited to employment, education, housing, food insecurity, and community integration. One cannot have good health without having access to the components that contribute to good health!

What is good for the community is good for the business community. Therefore, it is in the best interest of employers to have an active role in changing workplace policies, systems and environments to address inequities among their employees and achieving equity in their communities.

Ideas (Choose one or more)

- Learn more about the elements of [Social Determinants of Health](https://www.cdc.gov/socialdeterminants/index.htm) (<https://www.cdc.gov/socialdeterminants/index.htm>) and what can be done.
- Learn about [how minimum wage can help your employees](https://www.rwjf.org/en/library/research/2018/10/effects-of-minimum-wages-on-population-health.html) (<https://www.rwjf.org/en/library/research/2018/10/effects-of-minimum-wages-on-population-health.html>) be healthier and more productive.
- Learning about the importance of paid leave on health (<https://www.health.state.mn.us/communities/equity/reports/2015paidleave.pdf>)
- Learn how to expand the conversation around [income and health](https://www.health.state.mn.us/communities/practice/healthymnpartnership/narratives/docs/NarrIncome.pdf) (<https://www.health.state.mn.us/communities/practice/healthymnpartnership/narratives/docs/NarrIncome.pdf>).
- Learn why companies should make a [priority of understanding health disparities](https://www.uschamberfoundation.org/blog/post/why-companies-should-make-health-disparities-their-business) (<https://www.uschamberfoundation.org/blog/post/why-companies-should-make-health-disparities-their-business>).
- Learn about the importance of inclusiveness in a workplace (<https://www.shrm.org/hr-today/news/hr-magazine/0418/pages/6-steps-for-building-an-inclusive-workplace.aspx>) or <https://socialchorus.com/blog/15-ways-to-improve-diversity-and-inclusion-in-the-workplace/>)
- Survey your organization to see if you are ready to do equity work.
- Set goals, identify solutions; create an action plan to address at least one issue

Additional Resources

- [Health Equity: Why it Matters and How to Achieve it](https://www.healthcatalyst.com/health-equity-why-it-matters-how-to-achieve-it) (<https://www.healthcatalyst.com/health-equity-why-it-matters-how-to-achieve-it>)

- [10 Facts of Health Inequities and Their Causes](https://www.who.int/features/factfiles/health_inequities/en/)
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Minnesota Department of Health
Office of Statewide Health Improvement Initiatives
85 East 7th Place, Suite 220, PO Box 64882
St. Paul, MN 55164-0882

<https://www.health.state.mn.us/communities/ship/index.html>

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