



AMERICAN BENEFITS

COUNCIL

Employer Initiatives to Address SDOH

October 21, 2020

Social Determinants of Health and Benefit Plan Inequities

- ◉ What is the definition of Social Determinants of Health?
- ◉ The business case: Why should employers care about SDOH?
- ◉ How do SDOH affect, or how are SDOH affected by, the following areas?
 - Health plan design and cost
 - Non-health plan benefit or HR areas
 - Areas outside of employee benefits or HR

Employer Best Practices

- ◉ Partner with carriers
- ◉ Incorporate SDOH into value-based plan design
- ◉ Understand and address employees' social risk factors
- ◉ Partner with community organizations
- ◉ Provide greater flexibility for social services benefits
- ◉ Socialize SDOH internally
- ◉ Improve financial literacy

Potential Public Policy Changes

- ⑥ Enhance transparency, data collection and quality metrics
- ⑥ Promote high-value plan design to address chronic disease and increase access to health care
- ⑥ Understand and address employees' social risk factors
- ⑥ Incorporate SDOH into wellness programs
- ⑥ Expand favorable tax treatment for supplemental social services benefits