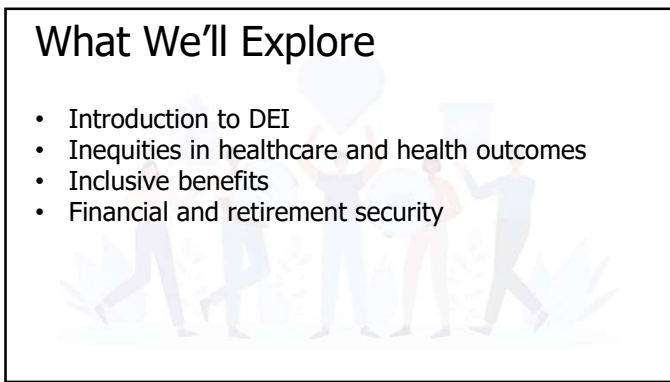
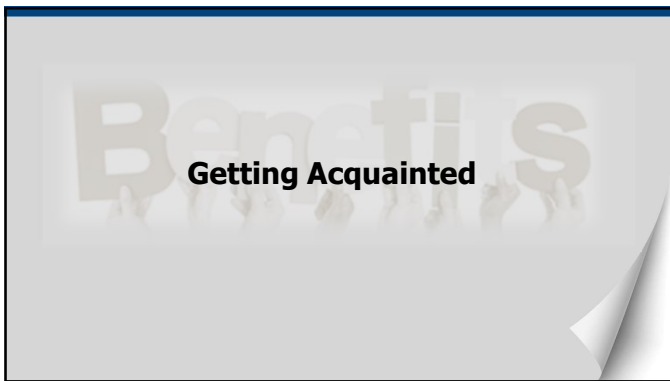




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Curiosity

cu·ri·os·i·ty

/kʏoʊrēāsədə/

noun

a strong desire to know or learn something.



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Equality v. Equity

Equality is giving everyone the exact same resources across the board, regardless of individuals' or groups of people's actual needs or opportunities/resources already provided to them.

Equity recognizes each person has different circumstances and needs, and therefore different groups of people need different resources and opportunities allocated to them in order to thrive.



Equality

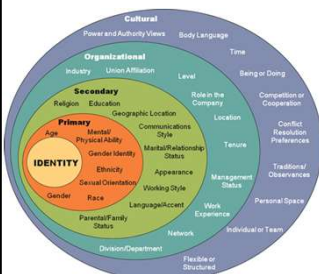
Equity

United Way of the National Capital Area
<https://unitedwaynca.org/blog/equality-or-equality/>

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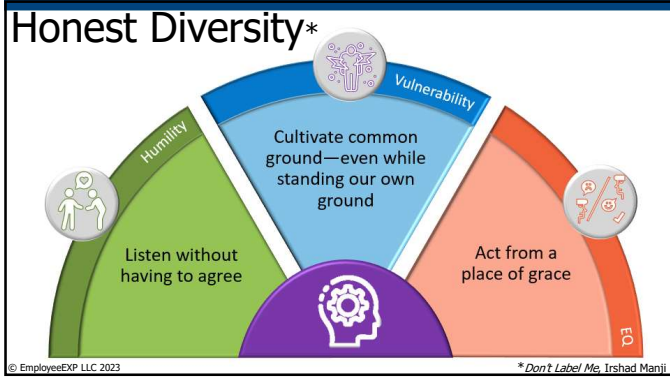
Dimensions of Diversity



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Unknown and Turning Health Risk Into Value, MERCER MARSH Benefits

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- **Alice asks the question:** "Would you tell me, please, which way I ought to go from here?"
- **The Cheshire Cat replies:** "That depends a good deal on where you want to get to."
- **Alice:** "I don't much care where."
- **The Cheshire Cat:** "Then it doesn't much matter which way you go."

8

Mission, Vision, Values

Sales & Marketing

Our mission is to position our organization as the go-to solutions provider for our customers by fielding a sales team that reflects the diversity of our customers, markets and communities

Corporate Vision & Mission

To bring the best personal computing products and support to students, educators, designers, scientists, engineers, businesspersons and consumers in over 140 countries around the world."

Total Rewards (L & D)

To deliver a Total Rewards program that facilitates healthy outcomes, supports individual difference, and ensures access to career development at every level of our employee population

Corporate DEI

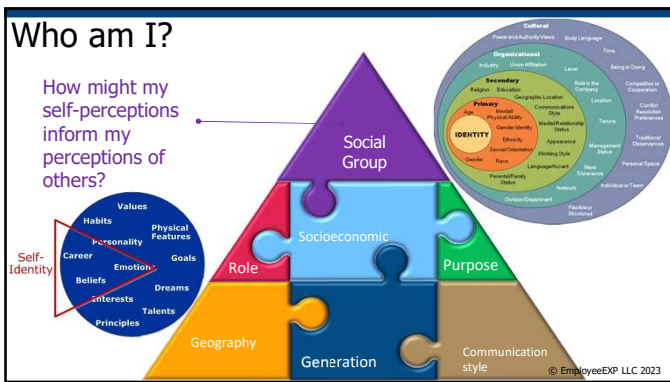
At Apple, we're not all the same. And that's our greatest strength. We draw on the differences in who we are, what we've experienced, and how we think

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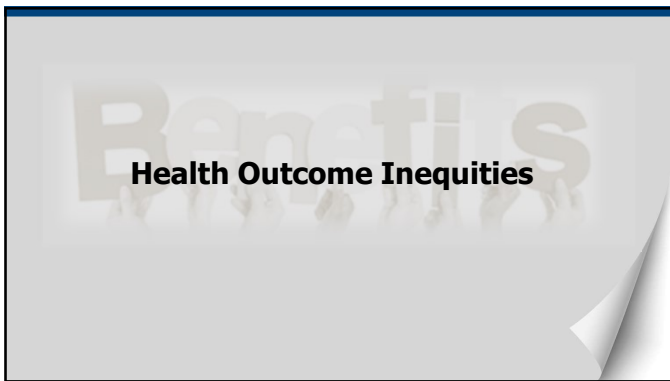
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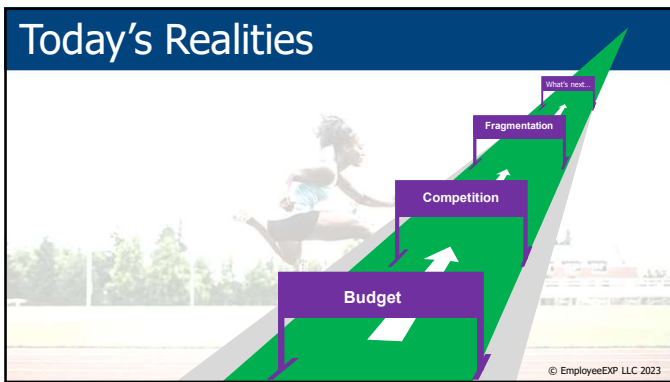
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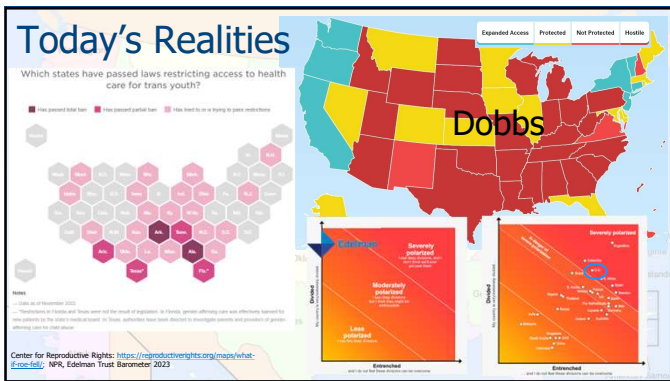
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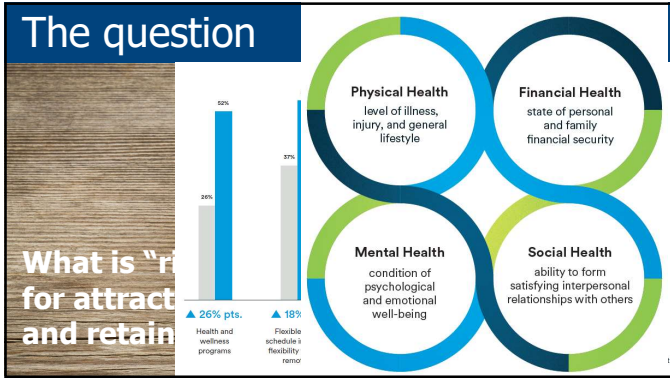
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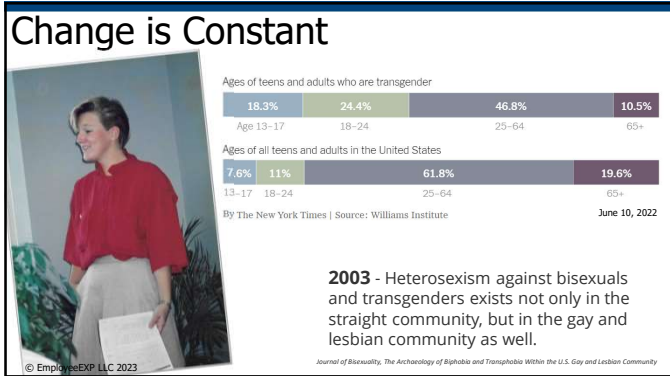
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LGBTQ Healthcare

15% of LGBTQ respondents endorsed postponing or avoiding medical treatment due to fear of discrimination.

- Goes to 30% for transgender respondents
- 33% transgender respondents reported the need to teach providers about their sexual identity in order to receive adequate care.

Center for American Progress, 2020
<https://hplu.li.edu/blog/transgender-discrimination-healthcare>
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Weathering

“We’ve learned a lot about what stress does to your body and your organs and how it **accelerates the aging of your cells,**” Arline Geronimus, University of Michigan School of Public Health and member of the National Academy of Medicine. “This has helped me understand how **lived experiences become biology,**” says Geronimus, who first coined the term “weathering” with her landmark 1992 Ethnicity and Disease hypothesis.

<https://pubmed.ncbi.nlm.nih.gov/1467758/>
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Weathering

Weathering plays a significant and intriguing role in conversations about **black maternal mortality,** a public health crisis based around the fact that **black women are three to four times more likely to die from pregnancy-related complications** than white women in the United States, according to the CDC.

<https://pubmed.ncbi.nlm.nih.gov/1467758/>
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Healthcare disparities

- 1970 graduating class from Yale, Black graduates were three times more likely to die prematurely.
- Even when treated in the same health care settings, Black patients receive poorer care.”



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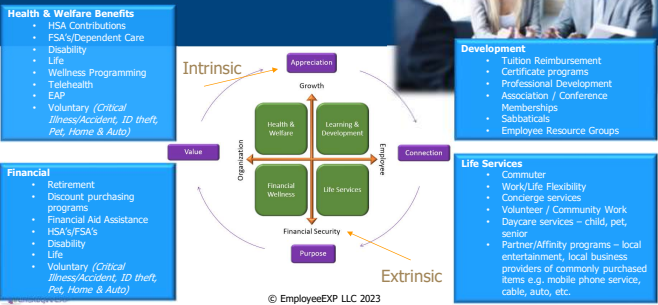
60 Minutes: Racism's corrosive impact on the health of Black Americans, <https://www.cbsnews.com/news/60-minutes-racism-black-american-04-19-2021-04-19/>

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Inclusive Benefits

23

Defining Benefits



24

Life & family

"Many traditional benefit plans assume a linear life pattern, where an "average" employee gets married, buys a home, builds a family, and retires... As such, health, risk protection and well-being benefits are far behind the reality of a diverse workforce."

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Data Tracking

The first thing employers can do is quite simple: Begin tracking aggregated and de-identified health claims and risk data through the lens of race/ethnicity.

Figure 13. Tracking health benefits data by race/ethnicity
Please indicate which of the following are tracked by race/ethnicity:

None of the above	85%
Voluntary benefit participation rates	15%
Employee utilization/enrollment of benefits	13%
Use of preventive services and medication	12%
Disability claims	12%

Note: More than one answer could be selected; therefore, the total may exceed 100%.

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Data Tracking cont.

The only way to measure and confront gaps is by gathering the data close to home and understanding what is happening with our employees and why — a process that most companies have not implemented fully

Figure 14. Tracking health disparities data by race/ethnicity
Incorporate data on race/ethnicity in the data warehouse and/or with the health plan

Implemented	10	25	40	25
Plan to implement in the next two years	13	23	38	25

Figure 15. Tracking prevention services by race/ethnicity
Track use of prevention services such as cancer screenings by race/ethnicity

Implemented	6	27	42	25
Track use and gaps in refills for medications for chronic disease, such as diabetes and asthma	6	29	40	25

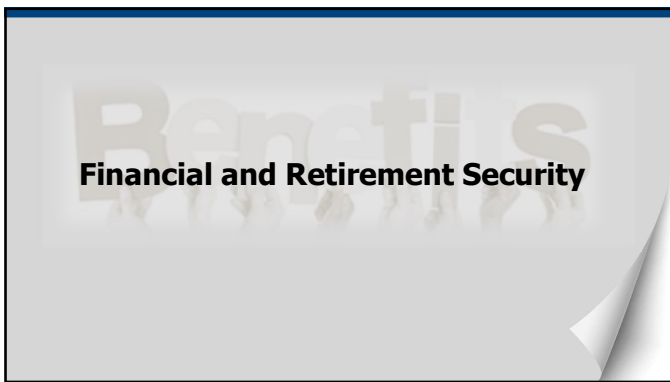
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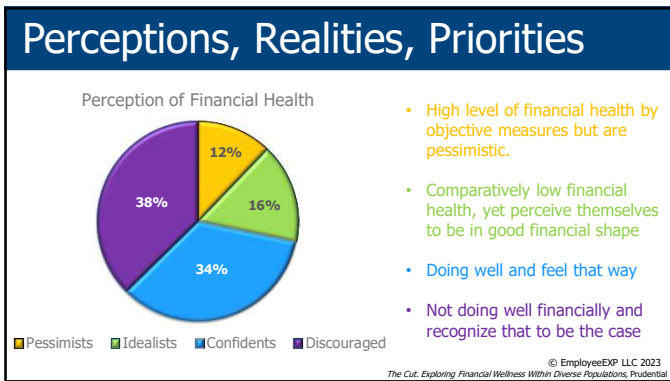
	Race & ethnicity	Women / All gender care	LGBTQ+	Disabilities	Multigenerational / aging
Inclusive Benefits	Mental health support	Mental health support	Mental health support	Mental health support	Mental health support
	Cardiovascular care	Menopause & climacteric	HIV, PrEP coverage	Body support devices, prosthesis, eyewear and hearing devices	Cardiovascular care: devices, manometers, glucometer, CPAP
	Multilingual and multicultural healthcare navigators	Maternity / parental leave / child and senior care	Comprehensive gender affirmation services – reassignment surgery, voice therapy	Return to work programs, including job / home accommodations	Body support and hearing devices
	Pre and postnatal care	Cancer screenings and support	LGBTQ specialized clinics	Autism and access to care coverage	Flexible time / Life transition preparation
	Chronic care e.g. diabetes, cancer, hypertension	Inclusive family support – fertility care, adoption, surrogacy	Inclusive family support – fertility care, adoption, surrogacy	Caregiver benefits	Caregiver benefits

Mercer 2022

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Diversity in Financial Priorities

- **Black / African American Cut** – Family first—black American respondents at all income levels were more likely than the general population to prioritize helping others financially e.g., parents, children, other family members.
- **Caregiver Cut** – Almost a quarter of American adults in our sample serve as caregivers. Family care is equivalent to a second job.
- **Latino American Cut** – Latinos' focus on helping the next generation was particularly striking. While they place a higher priority on paying down debts and saving for their homes, 45% of Latinos make it a priority to help their children with a down payment for a home, compared to just 30% of the general population.
- **LGBTQ Cut** – Financing major purchases was a priority among LGBTQ women. LGBTQ women are more focused than other women on financing major purchases, buying a home, providing tuition for their children and reducing student loan debt.

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The New AI Elephant – Partner? Foe? Both?

5 considerations employee benefits and DEI reporting

1. Diversify your benefits offerings: Review your current employee benefits package to ensure it includes a range of options that cater to the diverse needs of your employees. For example, offering paid time off for cultural or religious holidays that are important to certain employees can demonstrate an understanding and appreciation of diverse cultures.
2. Use benefits to attract diverse candidates: Consider how your employee benefits package can be used to attract diverse candidates. Highlight your commitment to diversity and inclusion through your benefits offerings in your recruitment materials and during the interview process.
3. Increase transparency in benefits: Be transparent with your benefits offerings, so that all employees feel included and know what benefits they are entitled to. Make sure that the information is easily accessible and communicated in a way that is easy to understand.
4. Consider intersectionality: Ensure that your employee benefits are designed to meet the unique needs of employees who may experience multiple forms of discrimination, such as women of color. For example, offering flexible working arrangements can help support employees who may have caregiving responsibilities in addition to work responsibilities.
5. Continuously evaluate and improve: Regularly evaluate your employee benefits package to ensure that it remains aligned with your diversity, equity, and inclusion goals. Solicit feedback from employees to understand their needs and preferences, and make adjustments accordingly. Regularly reviewing your benefits offerings can help ensure that they remain relevant and effective in attracting and retaining a diverse workforce.

7m ways to align employee benefits with inclusion

1. Conduct a diversity and inclusion audit: Start by conducting an audit of your current employee benefits package and identify any potential areas of bias.
2. Offer flexible benefits: Consider offering flexible benefits that allow employees to choose the benefits that best fit their unique needs and circumstances.
3. Provide family-friendly benefits: Consider offering family-friendly benefits such as parental leave, flexible working arrangements, and childcare subsidies.
4. Promote mental health benefits: Offer a range of mental health benefits, including counseling services, mindfulness programs, and mental health days off.
5. Foster a culture of inclusion: Encourage a culture of inclusion within the workplace by promoting diversity and fostering a sense of belonging among all employees.
6. Offer career development opportunities: Ensure that all employees have access to career development opportunities, regardless of their background or identity.
7. Provide health and wellness benefits: Offer health and wellness benefits such as gym memberships, healthy meal options, and wellness coaching.
8. Ensure pay equity: Ensure that all employees are paid fairly and equitably, regardless of their gender, ethnicity, or any other identifying factor.
9. Create an employee resource group: Create an employee resource group that focuses on diversity and inclusion issues and provides a safe and supportive space for employees to discuss these topics.
10. Communicate your commitment: Communicate your organization's commitment to diversity and inclusion through regular internal and external communications, including in your recruitment and hiring processes.

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Questions to Ask

A Guide to Benefits Equity: Strategies, Actions and the Power of Curiosity

By Patricia M. Janssen | EmployeeEXP

- Questions You Can Ask
- Asking the following questions can help further guide efforts to implement or improve benefits equity:
- What "problem" are we trying to solve?
 - Why are we implementing this new benefit?
 - How does the new offering align with our mission, vision and values?
 - How does the new offering support sustainable change versus creating exposure for the organization by reacting to the latest headline?
 - How will it impact our employees? Who specifically is the intended audience?
 - How does it improve the everyday experience of the intended audience?
 - How might it be a burden or negatively impact the overall employee experience?
 - How does it integrate with existing benefits offered?
 - How does the new offering increase engagement/productivity by making things easier for the members of the intended audience?

second quarter 2022 benefits quarterly 27 © EmployeeEXP LLC 2023

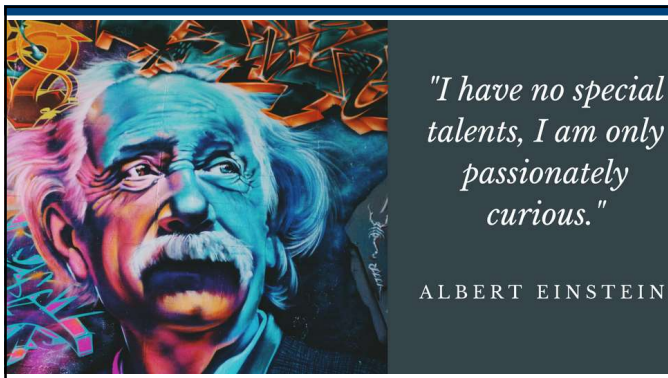
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Key Takeaways

- Be mindful that identity is unique to every individual regardless as to their "group."
- Consider what you can do to address known inequities in healthcare.
- Consider the benefits needed to attract and retain a more diverse population.
- Avoid assumptions as to what an individual values with regard to their desired benefits—if you're not sure....ask!
- **BE CURIOUS!!!!!!**

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