

Health Equity: The Impact of Where We Live, Work & Play

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Disclosure

I have the following financial relationships to disclose:

Honoraria from: Novartis for Grant Review

—

I will not discuss off label use and/or investigational use in my presentation.

OBJECTIVES

Participants will:

- **Understand how the social determinants affect disparities and health equity.**
- **Be able to discuss work as a social determinant influences access to health and health outcome.**
- **Apply an equity lens to research in occupational health.**

What Is Health Equity?



Why Do I Hear About Health Disparities?



Definition of Social Determinants of Health

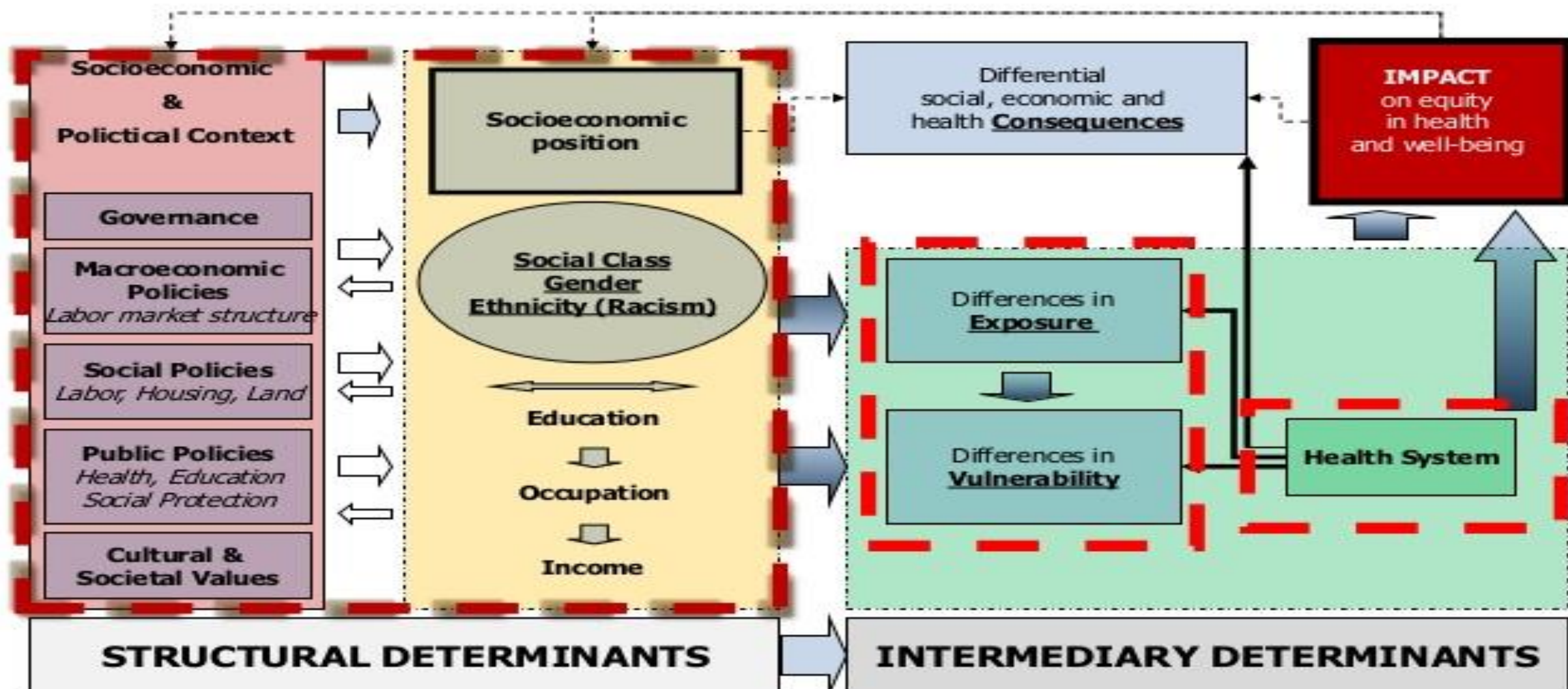
According to the World Health Organization

The **social determinants of health** are the conditions in which people are born, grow, live, work and age. ...

The **social determinants of health** are mostly responsible for **health inequities** - the unfair and avoidable differences in **health** status seen within and between countries.

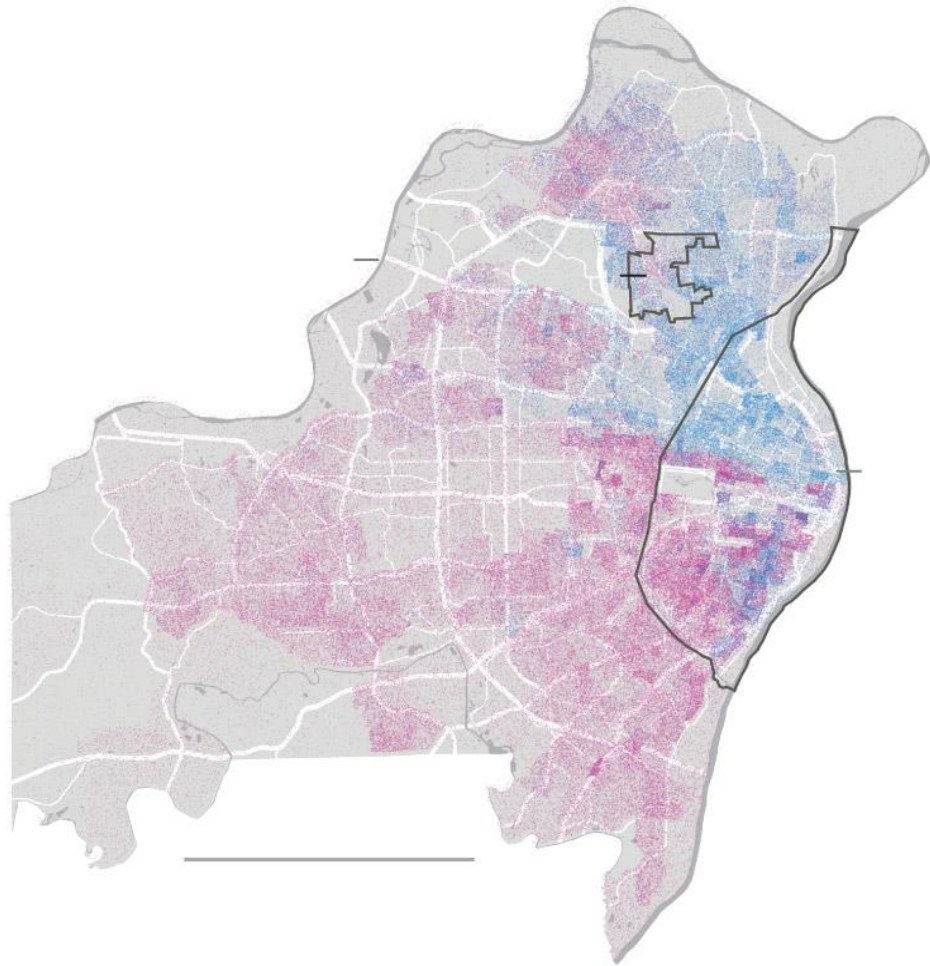
Social Determinants of Health Inequities

A Conceptual Framework for Action on the Social Determinants of Health, World Health Organization, 2010



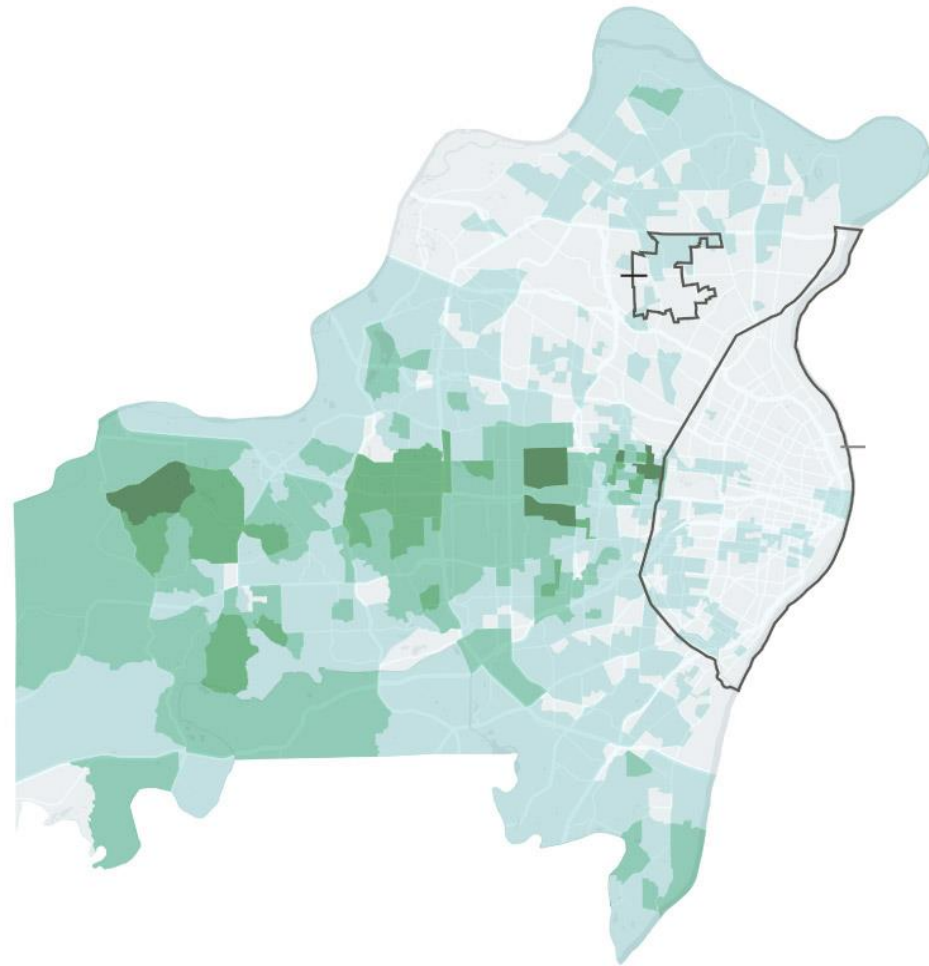
Population Distribution by Race Income

● White ● Black



Median Household

\$0 \$50K \$100K \$150K \$200K \$250K



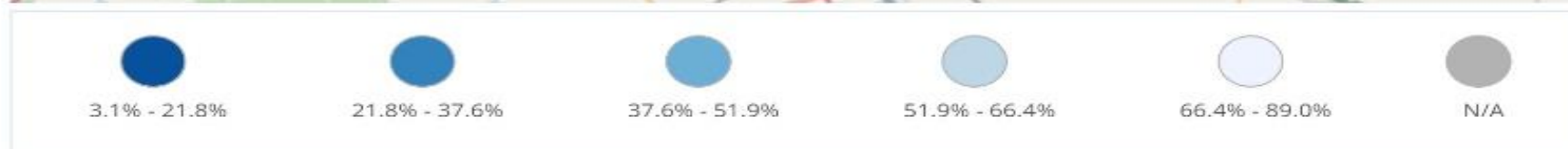
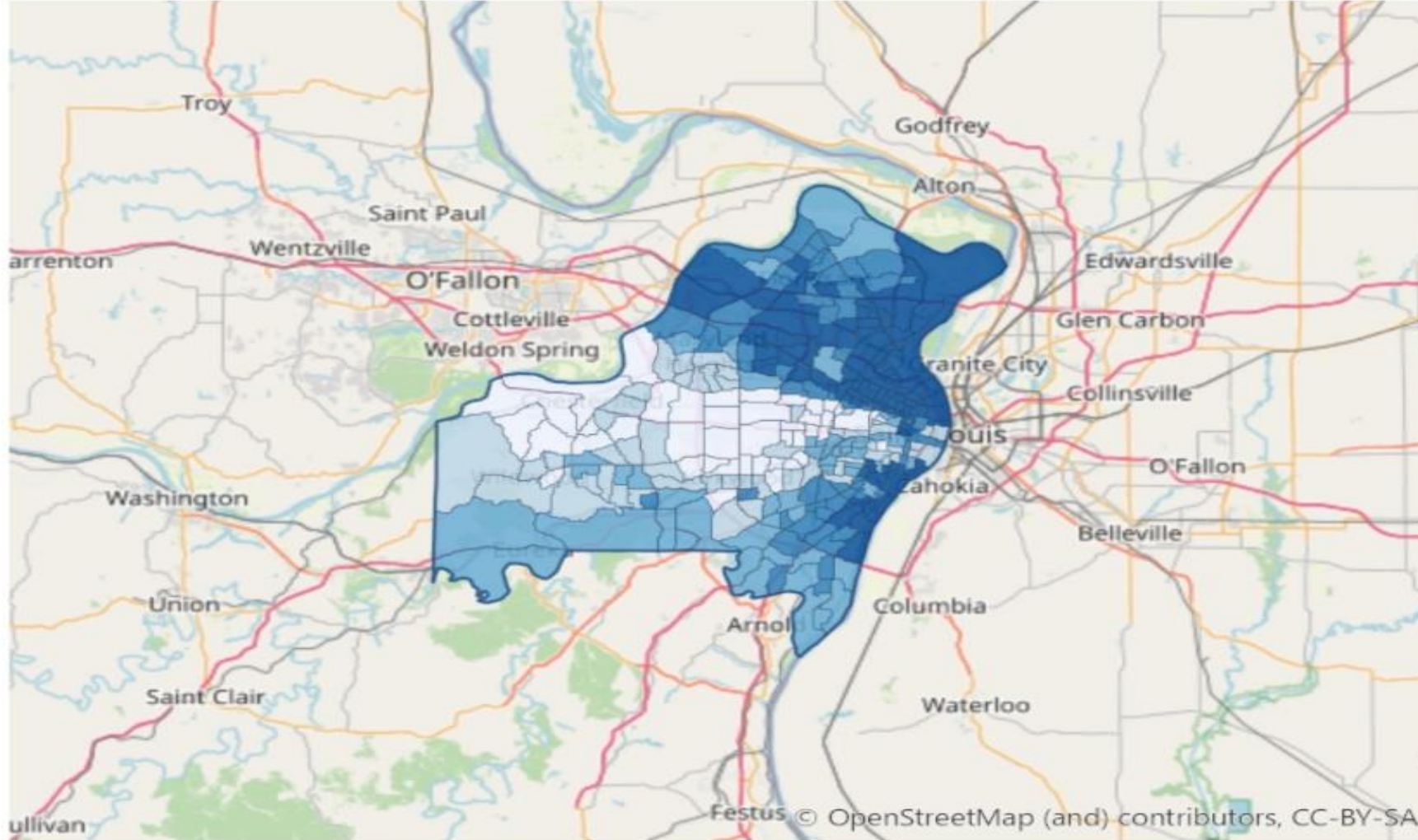
Sources: U.S. census ACS 5-year estimates and Maps4News/HERE

People 25+ with a Bachelor's Degree or Higher

Census Tract

Measurement Period: 2015-2019

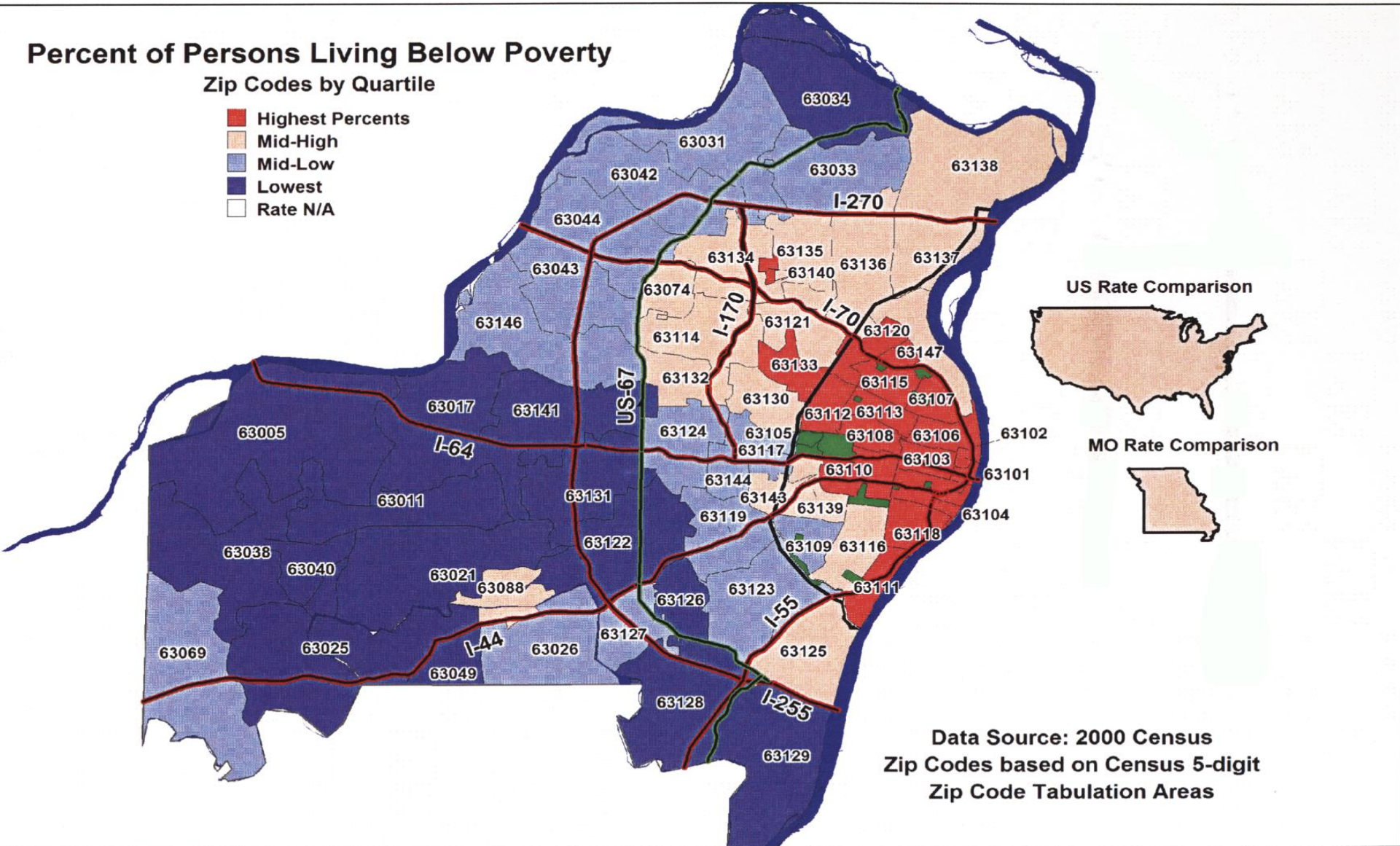
Data Source: American Community Survey



Percent of Persons Living Below Poverty

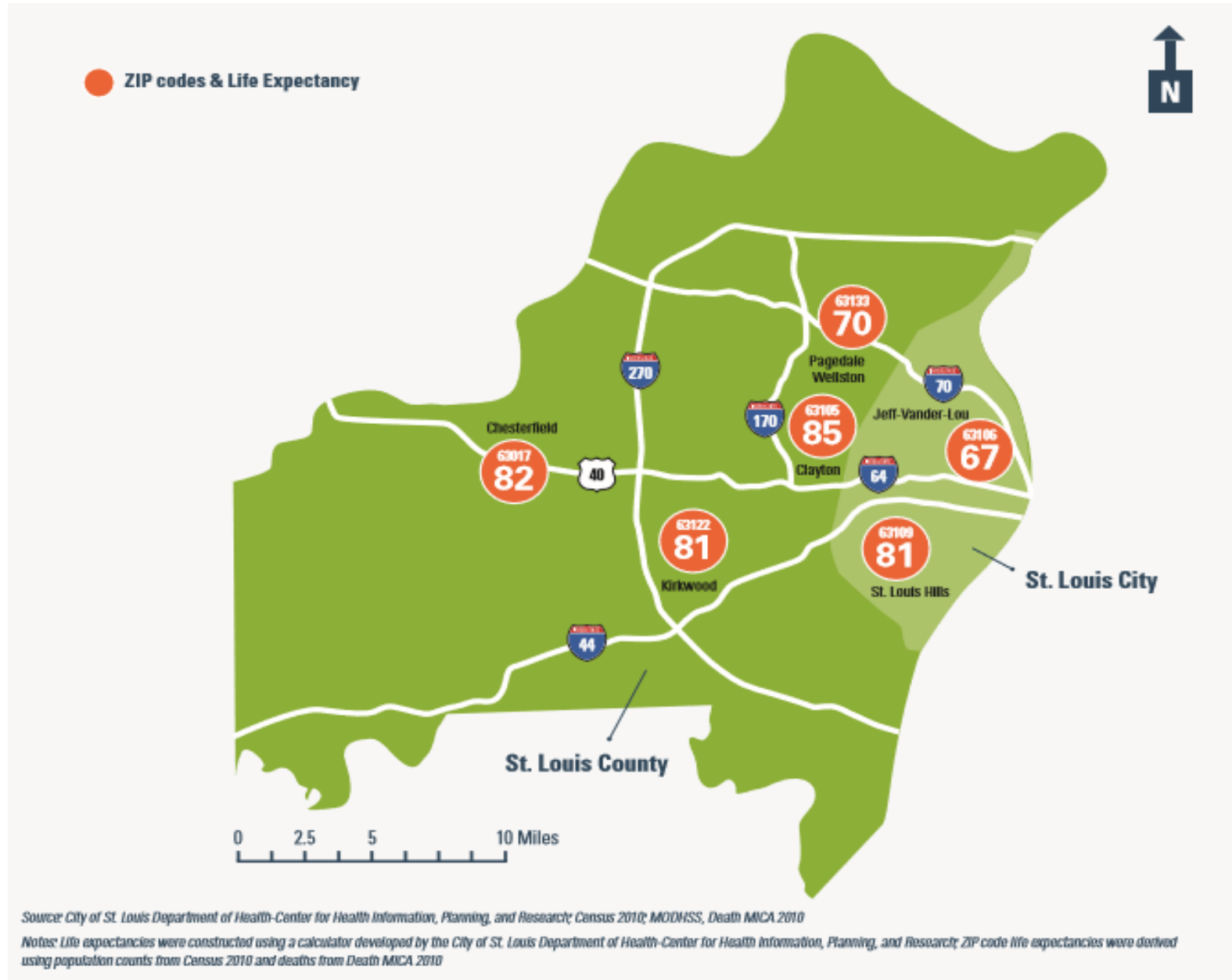
Zip Codes by Quartile

- Highest Percents
- Mid-High
- Mid-Low
- Lowest
- Rate N/A



Data Source: 2000 Census
 Zip Codes based on Census 5-digit
 Zip Code Tabulation Areas

Life expectancy at birth by ZIP code



COVID-19: Minority Scholars Feeling the Pressure to Act

1 in 5 African American workers could work from home; 1 in 6 Latin@;
Nearly 25% were employed in essential service industries;

Given the rate of chronic illnesses in these communities the workers might reasonably be expected to be at higher risk of severe illness.

Fewer work place benefits, lower wages could reasonable be expected to affect ability to absorb early testing costs, PPE expenses, time off if sick or caring for loved ones who were infected.

Approximately 60% of individuals in racial ethnic communities use public transportation, affecting distancing and risk

March 19, 2020; Elise Gould & Heidi Shierholz

Economic Policy Institute; Working Economics Blog

Not Everybody can work from home: Black & Hispanic workers are much less likely to be able to telework

<https://www.epi.org/blog/black-and-hispanic-workers-are-much-less-likely-to-be-able-to-work-from-home/>

“Everyone is working from home”

Economic Focus

- Only 16.2% of Black and 19.7% of Hispanic worker could telework
- Wages drove the differences, with higher wage workers being six times as likely to be able to work from home as lower wages workers
- Broke out the occupations that could not work from home – leisure, hospitality; retail work threatened by social distancing; lack of school and child care options threatened continued employment.

Social Determinants & Minority Workers

Joint Center for Political and Economic Studies

COVID-19 Policy & Black Communities Roundup

<https://jointcenter.org/>

Highlighted studies suggesting that although African American workers were more likely to be unemployed they were less likely to receive jobless benefits – implications for housing.

Brookings Institution Scholars Stephen Roll & Michal Grinstein-Weiss (September 2020) observed that African Americans workers 8% more likely and Latin@ workers were 11% experience a delay in receiving stimulus checks, which might affect health behaviors that could be enacted during COVID.

Figure 2

Health Coverage of Nonelderly Population by Race and Ethnicity, 2019

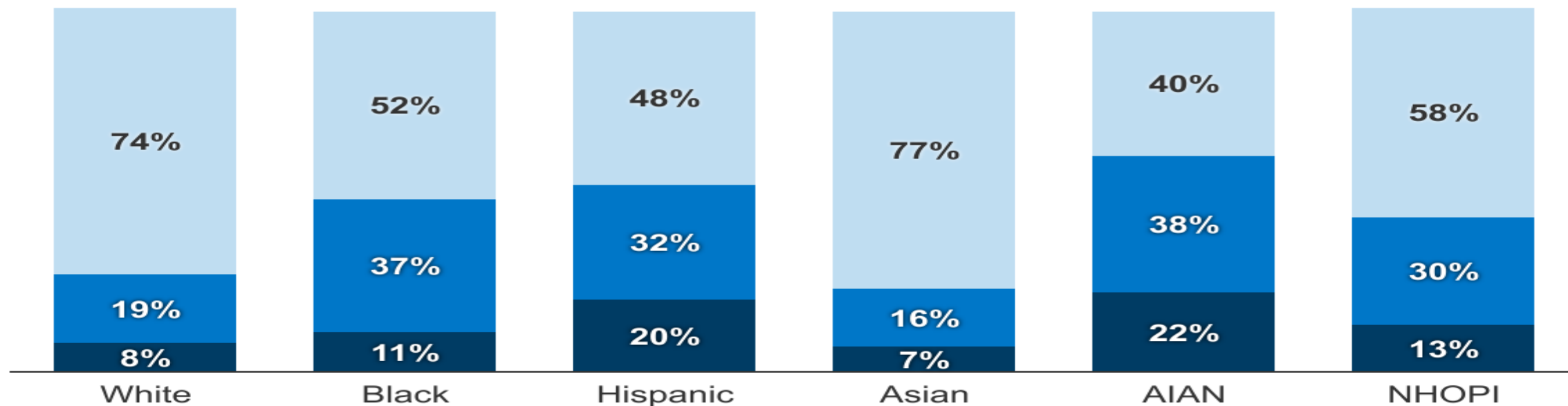
Click on the buttons below to see data for different age groups:

Ages 0 to 64

Ages 19 to 64

Ages 0 to 18

■ Uninsured ■ Medicaid/Other Public ■ Private



NOTE: Includes individuals ages 0 to 64. Persons of Hispanic origin may be of any race but are categorized as Hispanic for this analysis; other groups are non-Hispanic. AIAN refers to American Indians and Alaska Natives. NHOPI refers to Native Hawaiians and Other Pacific Islanders. Totals may not sum to 100 percent due to rounding.

SOURCE: KFF analysis of 2019 American Community Survey, 1-Year Estimates.

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Social Determinants & Minority Workers

More African American (24%) and Latin@ workers were laid off or furloughed during the coronavirus outbreak.

Brookings Institution Scholars Stephen Roll & Michal Grinstein-Weiss (September 2020) observed that African Americans workers 8% more likely and Latin@ workers were 11% experience a delay in receiving stimulus checks, which might affect health behaviors that could be enacted during COVID. However, these payment helped prevent growth of income and poverty gaps between these communities and white communities.

**According to
ChangeLabs, in
2020:**

- **Workers with access to fixed # days of sick leave (avg 8 days per year) - 68%**
- **Unlimited sick leave - 3%**
- **Workers with unspecified paid time off that could be used for medical purposes - approx. - 29%**
- **Workers with a limited number of days:**
 - **57% could carry over unused sick leave to the next year,**
 - **21% could carry over unlimited days,**
 - **36% had limits on the number of days they could carry over,**
 - **43% could not carry over any days.**

Access to Sick Leave by Professional Category

Professional Category	%
Management & Professional	90
Office & Administration	82
Production	68
Sales	64
Service	58
Construction & Natural Resources	56

Disparities In Paid Sick Leave

- According to a 2020 report, low-wage workers are about half as likely as high-wage workers to have access to paid sick leave.
- Female workers disproportionately experience lack of paid leave benefits, since they are more likely to be in low-wage and part-time employment.
- According to a 2014 report, unionized workers are more likely to have access to all forms of leave, including both paid sick leave and other general medical leave (sometimes unpaid).

Summary

- **Apply an equity lens.**
 - Consider workplace health in context
 - Who is working, where do they work, when do they
 - Access to benefits/differences in the benefits available
- **Disaggregate data when considering:**
 - Injuries, death
 - Exposures, risks
 - Outcomes
 - Consider new areas of research that help to track progress on the Healthy People 2030 objectives.

References

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Questions?

