

THE INTERSECTION OF DEI & HEALTH & WELL-BEING

Diversity, Equity, & Inclusion is an imperative, not a nice-to-do

When people feel excluded, their brains showed activation in the neural region involved with the emotional distress that accompanies physical pain.¹

Lack of inclusion in the workplace has real implications on our physical and mental health and wellness.

“Do we have a seed problem, or do we have a soil problem?”

While organizations can be quick to focus on developing their diverse talent and helping them to operate at their highest levels, at the end of the day, if the culture and environment is not supportive of the individual, they will still end up feeling isolated with a high risk of leaving.

The Business Case for DEI, Health, & Wellness

Work stress is as risky as second-hand smoke — it can increase your chance of a heart attack or stroke by 40%.²

Sources of work stress:



Long Work Hours



Work-Family Conflict



Bias & Discrimination



Economic Insecurity

Poor health hurts employees AND employers.

Lost work days per patient per year:

- Heart disease: 13 days
- Stroke: 20 days

76%

of employees have struggled with at least one mental health issue

84%

of respondents said their workplace conditions have contributed to at least one mental health challenge³

Organizations need to understand the cost of turnover.

What is your replacement cost?

How can company leaders support employees' mental health?

- 1 Open up the conversation on mental health & well-being. Have senior leaders model the behavior and share their own experience to give people permission to have these important conversations.
- 2 Look at your benefits offerings — make sure you have support available for employees' physical health as well as mental health and well-being.
- 3 Make sure employees know about their benefits and encourage them to engage with and utilize them.



KAHILLA'S
STEP UP, REACH DOWN &
INNOVATE FORUM with

Cheryl Wade

MBA, PMP, Chief Diversity
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DE&I is about all of us

We can all identify a time in our lives when we didn't feel included. That makes this work important — *it's about all of us.*

(1): McFalls, E. (2021, November 30). Latest from the lab: When the intent and impact of allyship don't align. NeuroLeadership Institute.

(2): American Heart Association

(3): Workplace Mental Health & Well-being - current priorities of the U.S. Surgeon general. Workplace Mental Health & Well-Being - Current Priorities of the U.S. Surgeon General. (n.d.).