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MANAGING CHRONIC DISEASE IN THE WORKPLACE: BIPOC PERSPECTIVES

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Disabled World (8-8-2021)

Synopsis: Disabilities can affect people in different ways, even when one person has the same type of disability as another person. Categories of disability types include various physical and mental impairments that can hamper or reduce a person's ability to carry out their day to day activities.

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Disabled World (8-8-2021)

A disability is defined as a condition or function judged to be significantly impaired relative to the usual standard of an individual or group. The term is used to refer to individual functioning, including physical impairment, sensory impairment, cognitive impairment, intellectual impairment mental illness, and various types of chronic disease.

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CDC: Social Determinants of Health. Healthy People 2020 website. Updated June 1, 2020

The conditions in which we are born, live, learn, work, play, worship, and age – known as social determinants of health (SDOH) – have a profound impact on health. They influence the opportunities available to us to practice healthy behaviors, enhancing or limiting our ability to live healthy lives.

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CDC: Social Determinants of Health. Healthy People 2020 website. Updated June 1, 2020

Differences in SDOH contribute to the stark and persistent chronic disease disparities in the United States among racial, ethnic, and socioeconomic groups, systematically limiting opportunities for members of some groups to be healthy. While public health crises and economic uncertainty may focus attention on disparities, health inequities have persisted across generations because of structural policies and practices that have systematically limited health access and opportunities.

(Braveman P, Egerter S, Williams DR. The social determinants of health: coming of age. *Annu Rev Public Health*. 2011;32:381-398. doi:10.1146/annurev-publhealth-031210-101218)

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CDC: Social Determinants of Health. Healthy People 2020 website. Updated June 1, 2020

Interventions targeting SDOH have tremendous potential to narrow disparities across many chronic diseases by removing systemic and unfair barriers to practicing healthy behaviors. By addressing SDOH, we make progress toward [health equity](#), a state in which every person has the opportunity to attain their highest level of health.

(Braveman P, Gruskin S. Defining equity in health. *J Epidemiol Community Health*. 2003;57(4):254-258. doi:10.1136/jech.57.4.254)

(Thornton RL, Glover CM, Cené CW, Glik DC, Henderson JA, Williams DR. Evaluating Strategies for Reducing Health Disparities By Addressing The Social Determinants Of Health. *Health Aff (Millwood)*. 2016;35(8):1416-1423. doi:10.1377/hlthaff.2015.1357)

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Race, Ethnicity and Disability: The Financial Impact of Systemic Inequality and Intersectionality (National Disability Institute, August 2020)

Today, the U.S. is facing two concurrent crises, the COVID-19 pandemic and widespread recognition of historic and systemic racism that disproportionately impact Americans that are Black, Indigenous and People of Color (BIPOC).

BIPOC Americans with disabilities face unique systemic challenges as a result of their intersecting identities.

Systemic injustices lead to economic inequality. As we reflect on the advances achieved, based on the passage of the Americans with Disabilities Act (ADA) 30 years ago, this promise must cover ALL individuals with disabilities regardless of race, ethnicity, gender and sexual orientation.

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Race, Ethnicity and Disability: The Financial Impact of Systemic Inequality and Intersectionality (National Disability Institute, August 2020)

Centuries of exclusive practices in the United States, such as redlining and employment discrimination, have resulted in a society where people of color with disabilities, particularly BIPOC and the Latinx community, are at a particular disadvantage financially. Building on the National Disability Institute (NDI) 2017 report, Financial Inequality: Disability, Race and Poverty in America, updated research on the financial conditions of individuals, grouped by disability status and racial/ethnic identity, reflects that individuals who live at this intersection of race and disability experience disproportionate levels of financial distress.

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The Equality Act 2010

Employers have a legal duty to provide support for workers with chronic illnesses. The Equality Act 2010 requires that employers make “reasonable adjustments” in the workplace to prevent employees from being treated less favorably than others for reasons related to their disability or progressive condition. The conditions covered by the Act are physical or mental impairments that have more than a minor or trivial long-term adverse effect on a person’s ability to carry out normal day-to-day activities. Supporting employees with chronic ill health can also minimise the potential costs of long-term absence and staff turnover and can encourage productivity, job retention and quality of life. Furthermore, it can retain the experience, knowledge and skills of a worker.

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Tips To Manage Chronic Diseases At The Workplace ([Employee Wellness](#) / By [Yachana Verma-MantraCare](#))

- Discussion with your supervisor about how you would like them involved in chronic disease management.
- Set up an open channel of communication between yourself and co-workers.
- Employer provides (ADA) (JAN) reasonable accommodations around your condition by being understanding when it comes to chronic health issues at work and SDoH.
- Explore ways to save energy (TEA) while working without having a negative impact on productivity levels.
- Establish chronic disease plan in place for chronic illness at work so everyone knows what the expectations are and how to manage chronic disease.

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Drink Your TEA Daily: Thoughts, Expressions & Actions

- **Altitude in Attitude/Gratitude**
- **Supervision/Insight**
- **Vacate (ion)**
- **Recreate (ion)**
- **Observation/Knowledge/Consciousness**
- **Victim vs. Victorious**
- **Cultivate Your Legacy**
- **Aspiration/Self-Discipline**
- **Focus: Definite Chief Aim**
- **S.W.O.T.**

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Advocate Sustenance



- 30 day mental diet
- Autosuggestion/PMA
- Critical thinking/pm
- Cognitive/behavioral
- Cultivate learning org.
- Dis-Ease-Balance
- Choice-Power-Speech
- Person-Centered
- Energy Management

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QUESTIONS – GAPS – FOLLOW UP



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THANK YOU!

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Illinois
Department of Commerce
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OFFICE OF EMPLOYMENT & TRAINING
JB Pritzker, Governor