



# 12

## Facts to Know About Wellness & DEI



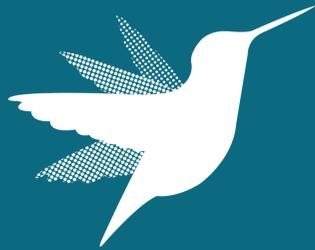


## FACT #1:

Stress is the physiological demand placed on our bodies to adapt, cope or adjust.

Two major forms of stress include acute (short-term) and chronic (long-term).

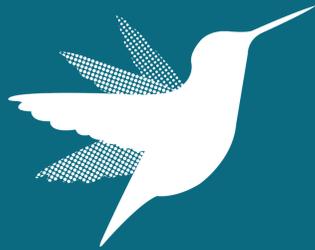




## FACT #2:

Acute stress can trigger important adaptive processes, but chronic stress releases hormones that create wear and tear - or allostatic load - on our bodily systems. When environmental challenges exceed our ability to cope, then allostatic OVERLOAD ensues.

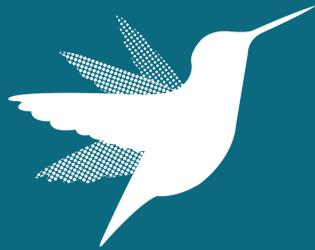




## FACT #3:

Allostatic overload is linked to heart disease, high blood pressure, high cholesterol, obesity, inflammatory and autoimmune disorders, diabetes, depression, anxiety, and cognitive impairment.

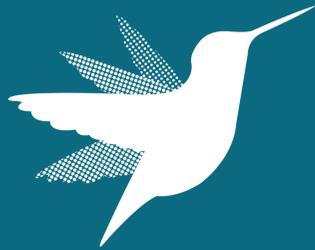




## FACT #4:

Environmental challenges include stress related to: socioeconomic status, education, geography and neighbourhood, lower-quality or inadequate access to healthcare, exposure to racism, perceived discrimination, identity-based stigma, and acculturation.

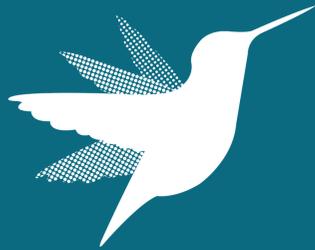




## FACT #5

Individuals who self-identify as LGBTQIA+ are at an increased risk for psychiatric morbidity compared to those who identify as heterosexual, due to stigma resulting from perceived discrimination.

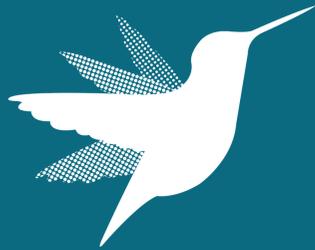




## FACT #6:

Immigrants, refugees, and other Historically Excluded Groups (HEGs) are vulnerable to acculturative stress; the feeling of tension and anxiety that accompanies efforts to adapt to the orientation and values of a dominant culture.





## FACT #7:

African Americans experience significant health disparities.

Sojourner Syndrome and Superwoman Schema (SWS) are two concepts used to explain the phenomenon of early onset of morbidity among African American women in response to chronic stress and active coping.

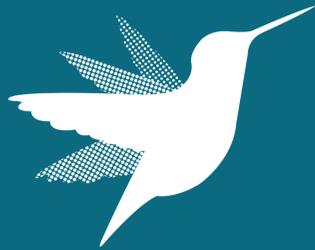




## FACT #8:

Racial bias and unfair treatment has prompted employee turnover estimated by SHRM to have cost U.S. employers \$172.4 billion over the past 5 years.

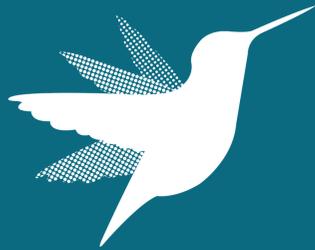




## FACT #9:

Racial and ethnic minority groups have experienced a disproportionate decline in employment-based health coverage since the late 1970s, according to the Institute of Medicine, with African Americans, Hispanics and immigrants faring the worst.





## FACT #10:

White Americans are benefiting from an outsized share of health care dollars relative to their proportion of the population, according to a 2021 analysis of US health care spending by IHME.

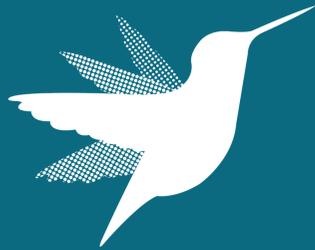




## FACT #11:

The cost of racism in the US in lost GDP is \$16 trillion, according to a 2020 Citi study, due to 4 key racial gaps between African Americans and whites: lost business revenues, wage gaps, and discrimination in housing credit and access to higher education.

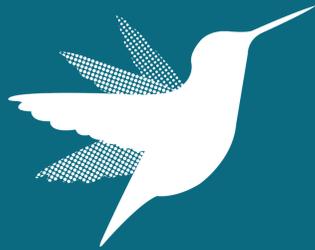




## FACT #12:

Organizations can address the interrelated and interconnected nature of DEI and wellness by implementing holistic DEI and wellness strategies, and by making strategic investments in leadership coaching to support organizational, cultural and behavioural changes.





# ABOUT US

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