



Making Workplace Wellness Programs Fit the Needs of Black and Hispanic Workers

EBRI Webinar

February 23, 2022

Speakers



**Paul Fronstin,
Director of the
Health Research
and Education
Program, EBRI**



**Lawrence Smith,
President & Wealth
Planning Advisor,
ELS Vision Wealth
Management**



**Kameka Grady,
AVP, Marketplace
and Community
Diversity, Lincoln
Financial Group**



**Moderator: Lisa
Margeson Managing
Director, External
Affairs, Retirement
Research & Insights,
Bank of America**

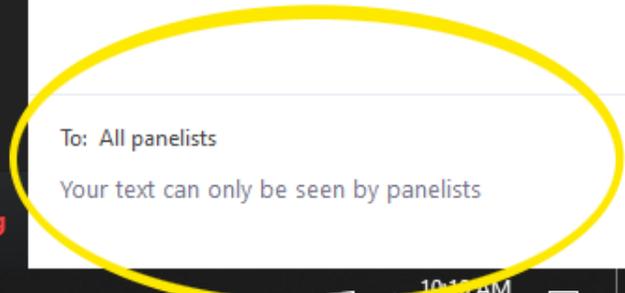
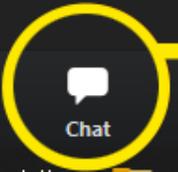
Enter Full Screen

Zoom Webinar Chat

John Doe

Click this button

Type question(s) here



Leave Meeting

Audio Settings

2021
Workplace Wellness Survey

**Making Workplace Wellness Programs Fit the
Needs of Black and Hispanic Workers**

2021 Workplace Wellness Survey Methodology Overview

- 2nd year of the Workplace Wellness Survey which builds on research going back to 1998.
- Surveyed 2,016 American full-time and part-time workers ages 21-64.
 - This year included a national sample of 1,000 workers and an oversample of 503 completed surveys among Black workers and 513 completed surveys among Hispanic workers (bringing the totals to 587 Black and 662 Hispanic workers).
- Information for this study was gathered through 20-minute online interviews conducted July 7 – July 27, 2021 using Dynata.
- Data is weighted by race, age, gender, and income to reflect employed Americans ages 21-64.

Please note percentages in the following tables and charts may not total to 100 due to rounding and/or missing categories. Any trend changes or differences in subgroups noted in text are statistically significant; if no trend changes are noted, there were no significant differences.

2021 Workplace Wellness Survey Sponsors

EBRI and Greenwald would like to thank the 2021 Workplace Wellness Survey sponsors who helped shape this year's survey.



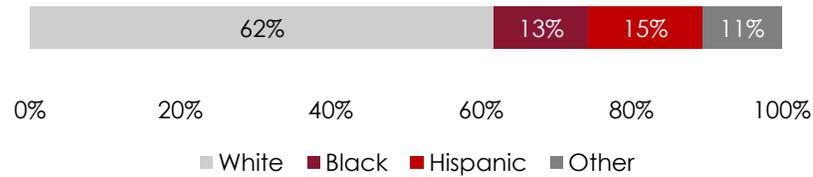
Morgan Stanley



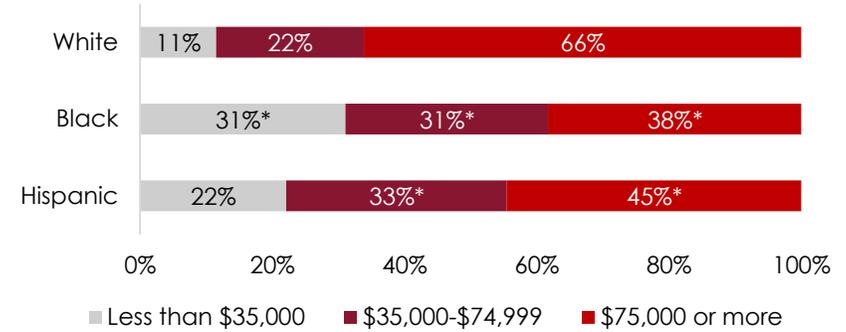
Demographics

Demographics

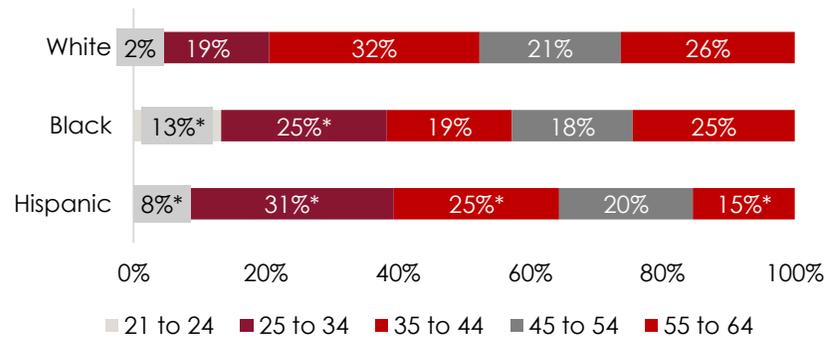
Race/Ethnicity



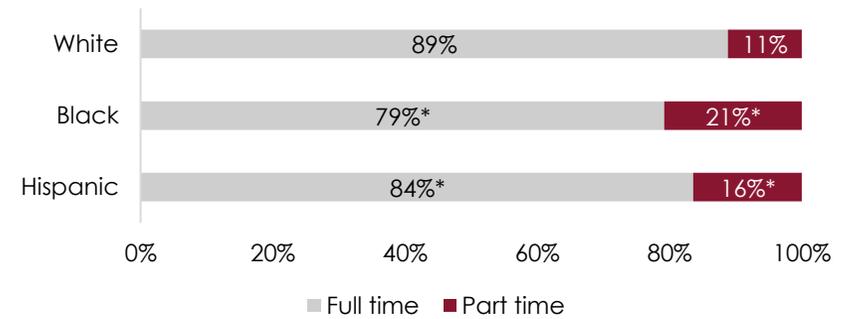
Household Income



Age

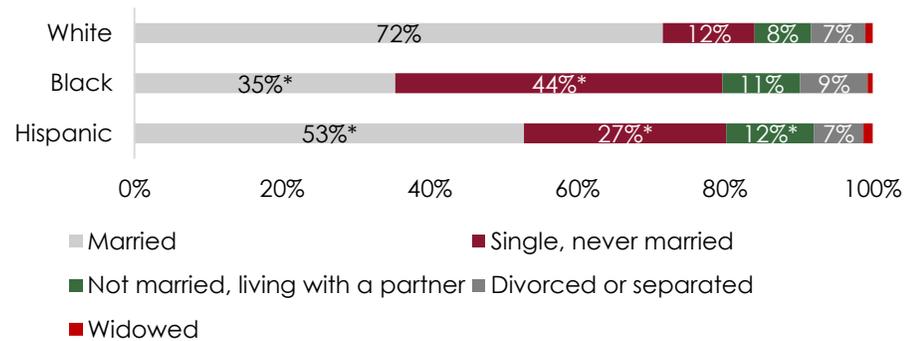


Employment Status

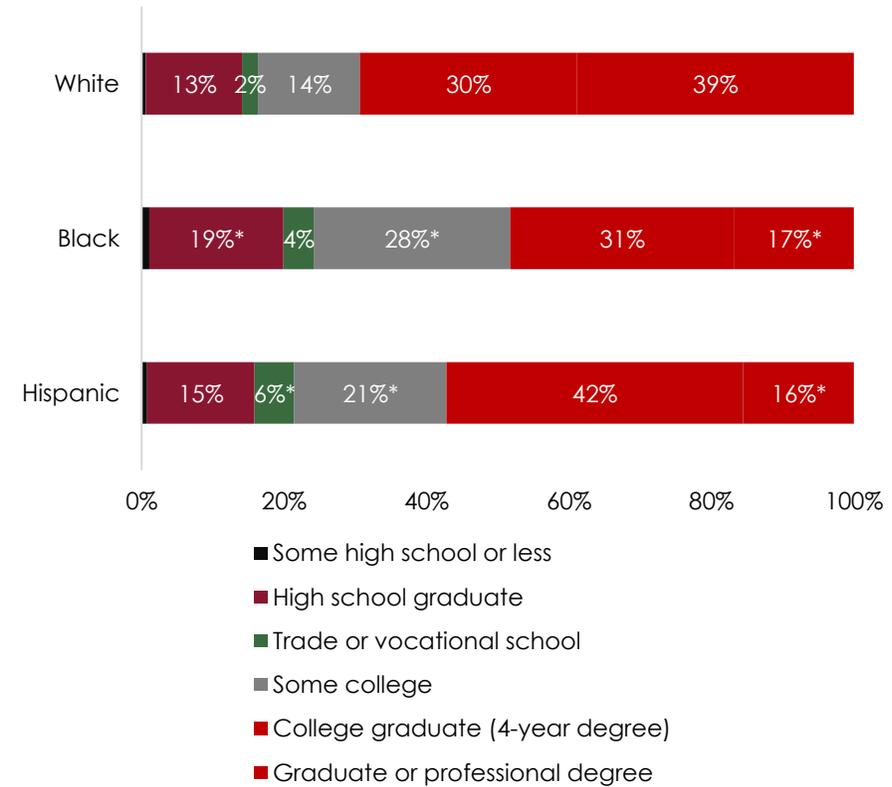


Demographics

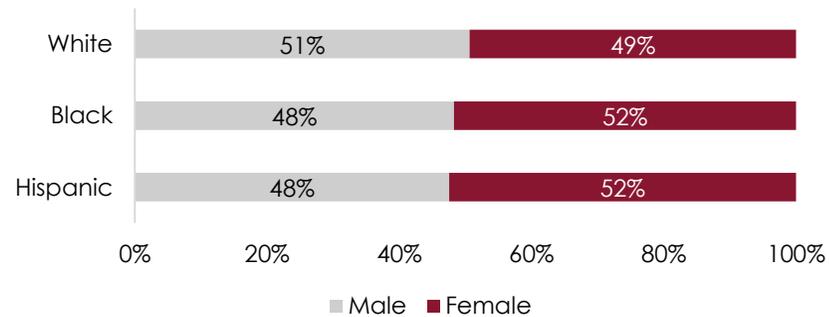
Marital Status



Education



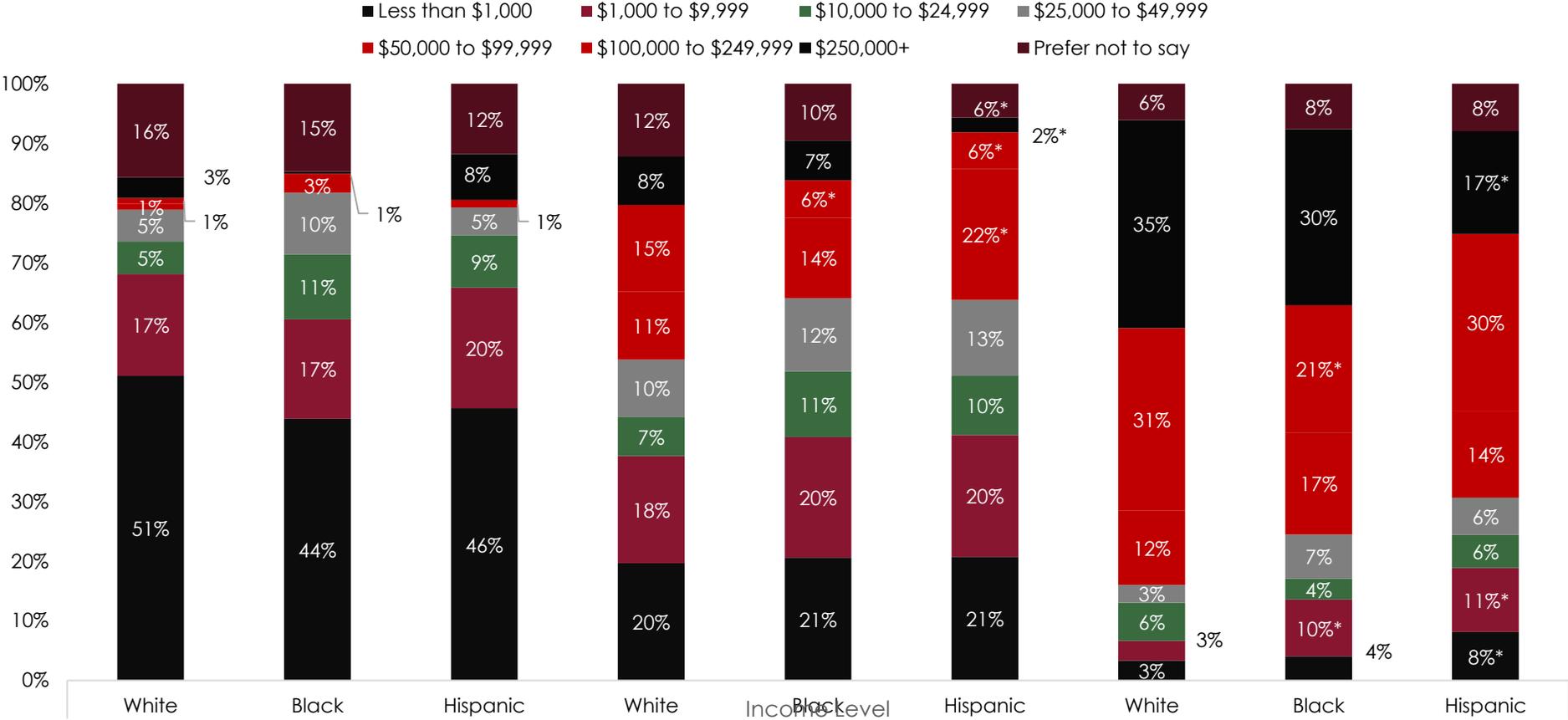
Gender



Debt/Financial Stress

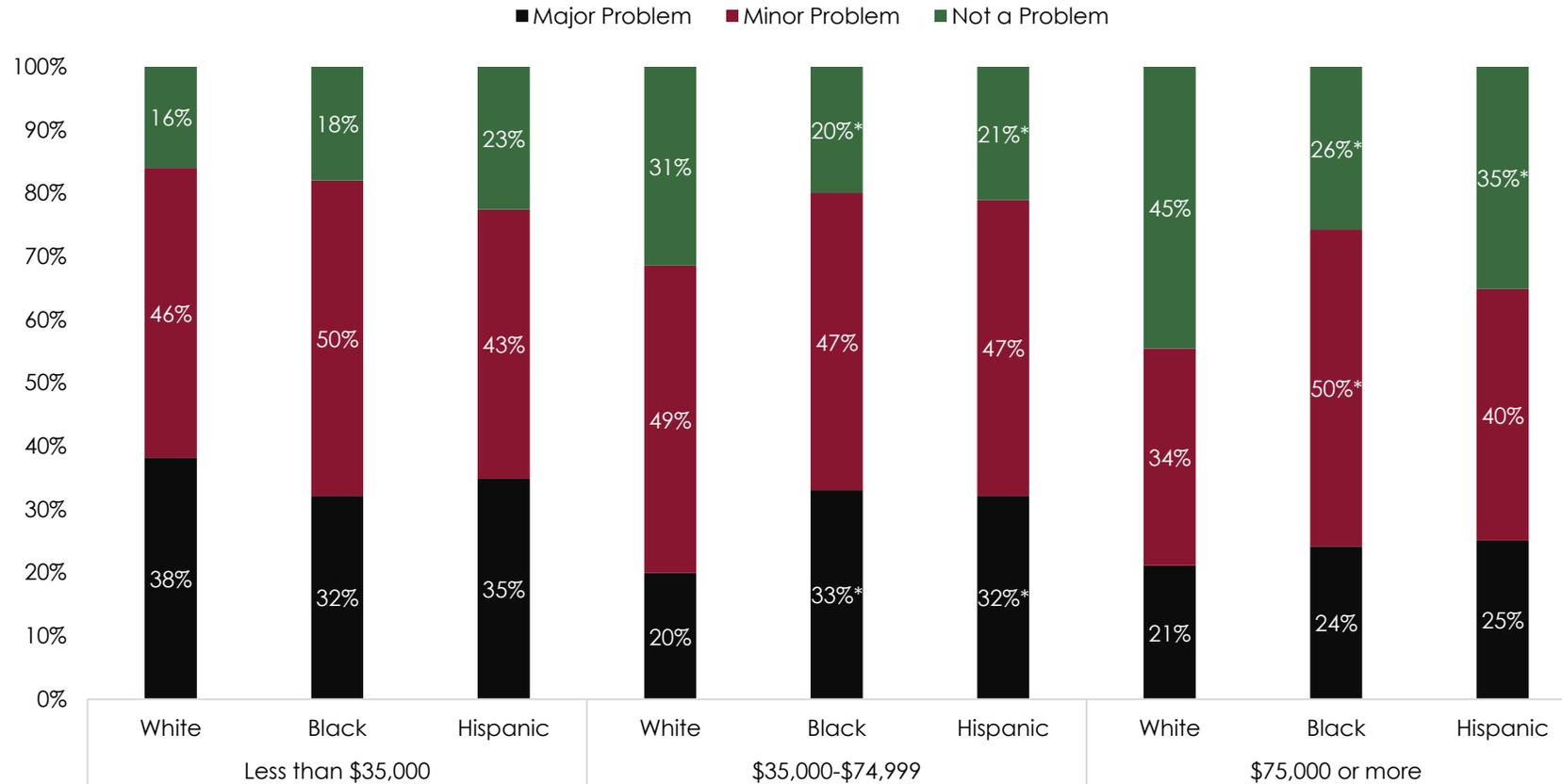
Amount Held in Savings and Investments, by Race/Ethnicity and Income

In total, about how much money would you say you (and your spouse/partner) currently have in savings and investments, not including the value of your primary residence?



Description of Household Debt

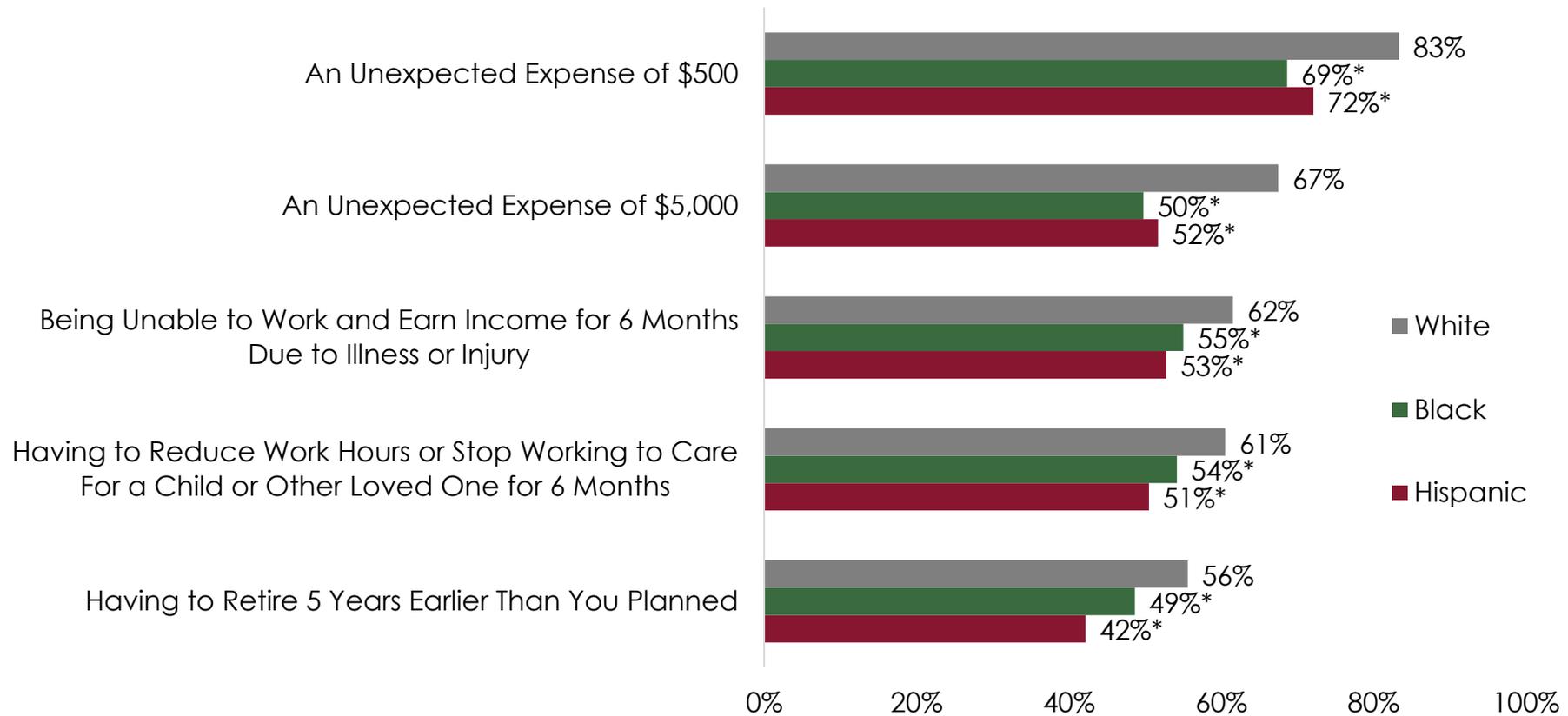
Thinking about your current financial situation, how would you describe your level of debt?



Emergency Savings

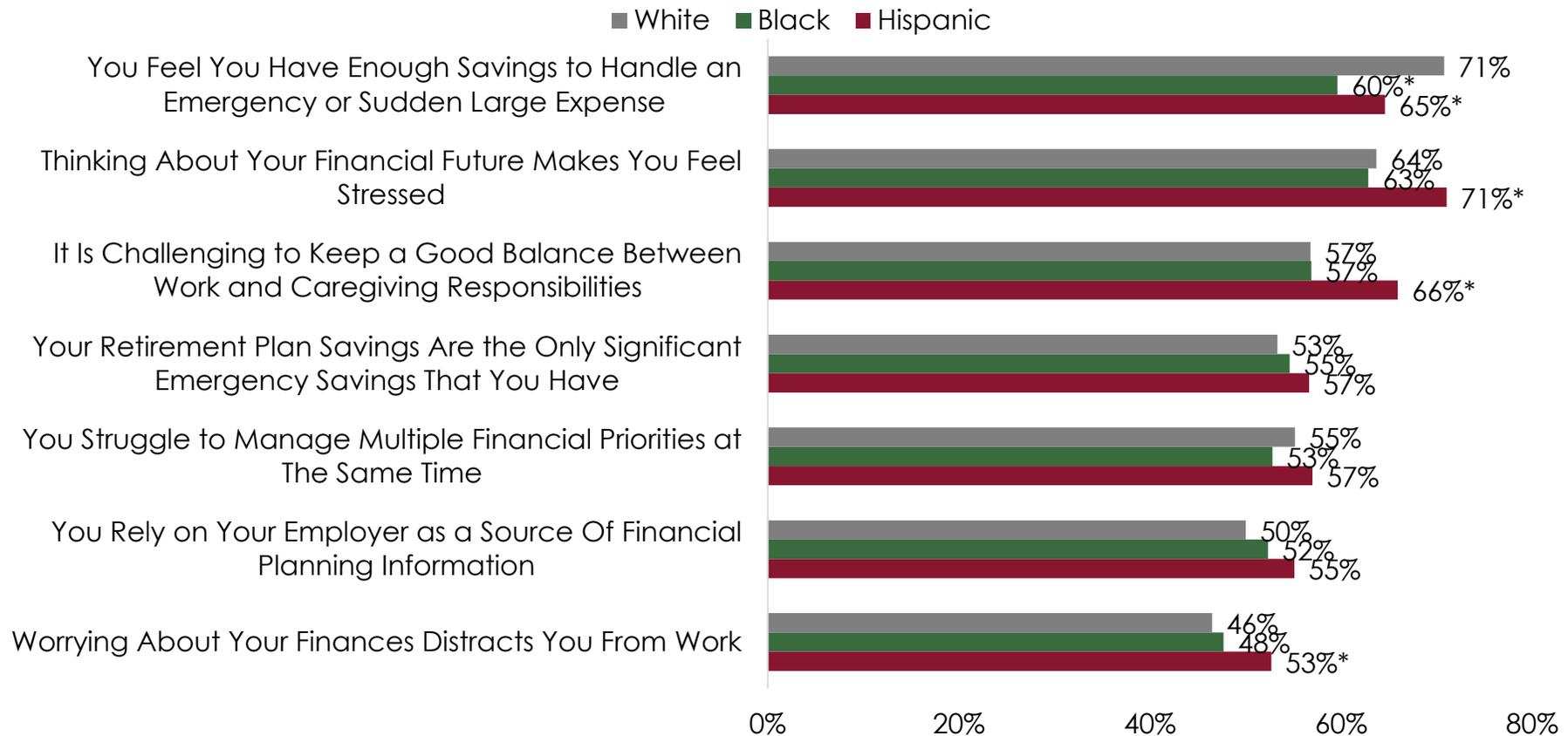
Preparedness to Handle Various Financial Situations

To what extent do you feel prepared to handle the following financial events in your life?
 (Percentage Very or Somewhat Prepared)



Attitudes Toward Various Aspects of Personal Finances

To what extent do you agree or disagree with the following statements?
(Percentage Who Strongly or Somewhat Agree)

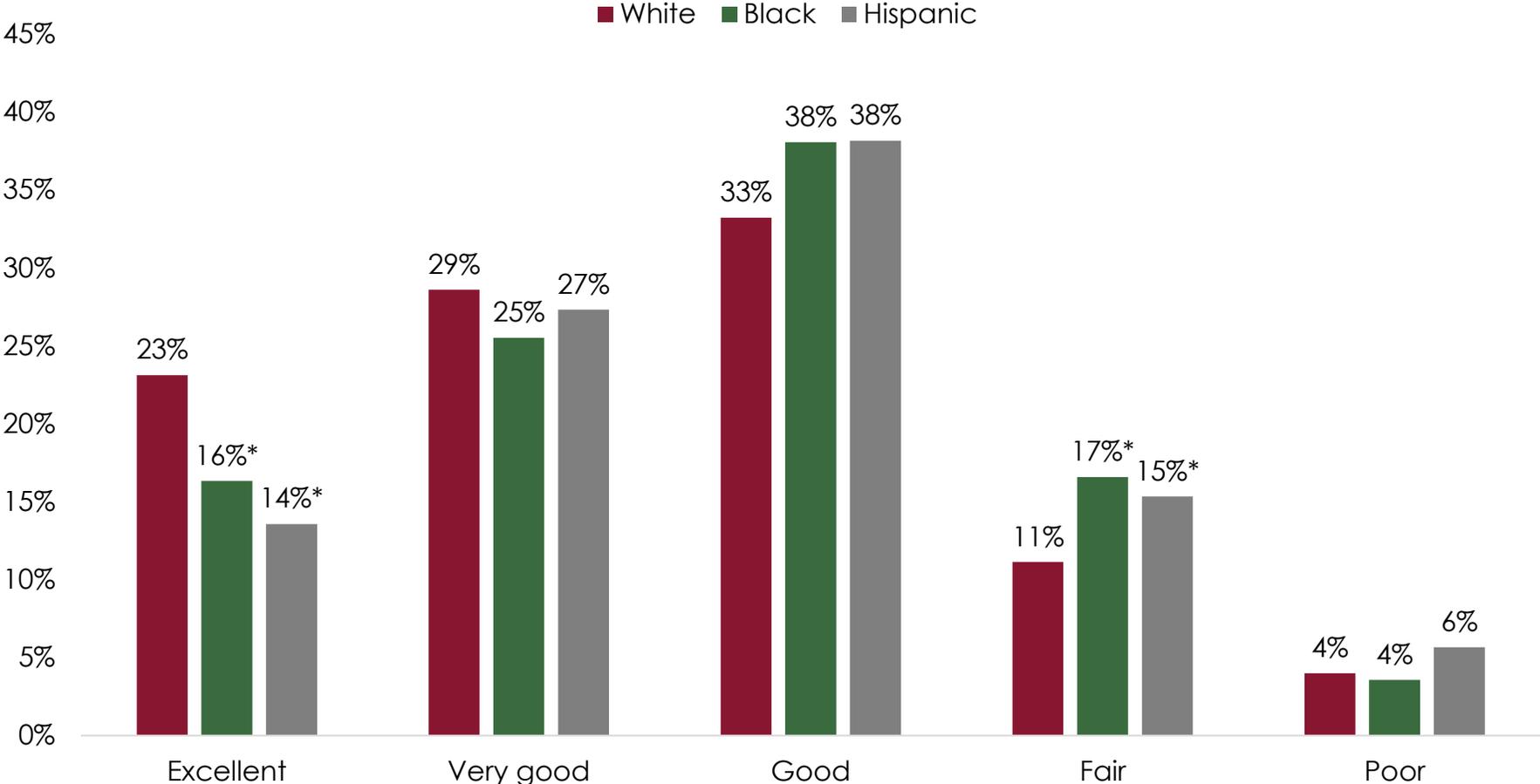


Source: Employee Benefit Research Institute and Greenwald Research, 2021 Workplace Wellness Surveys

Work-Life Balance

Work-Life Balance – Significant Variation by Race/Ethnicity

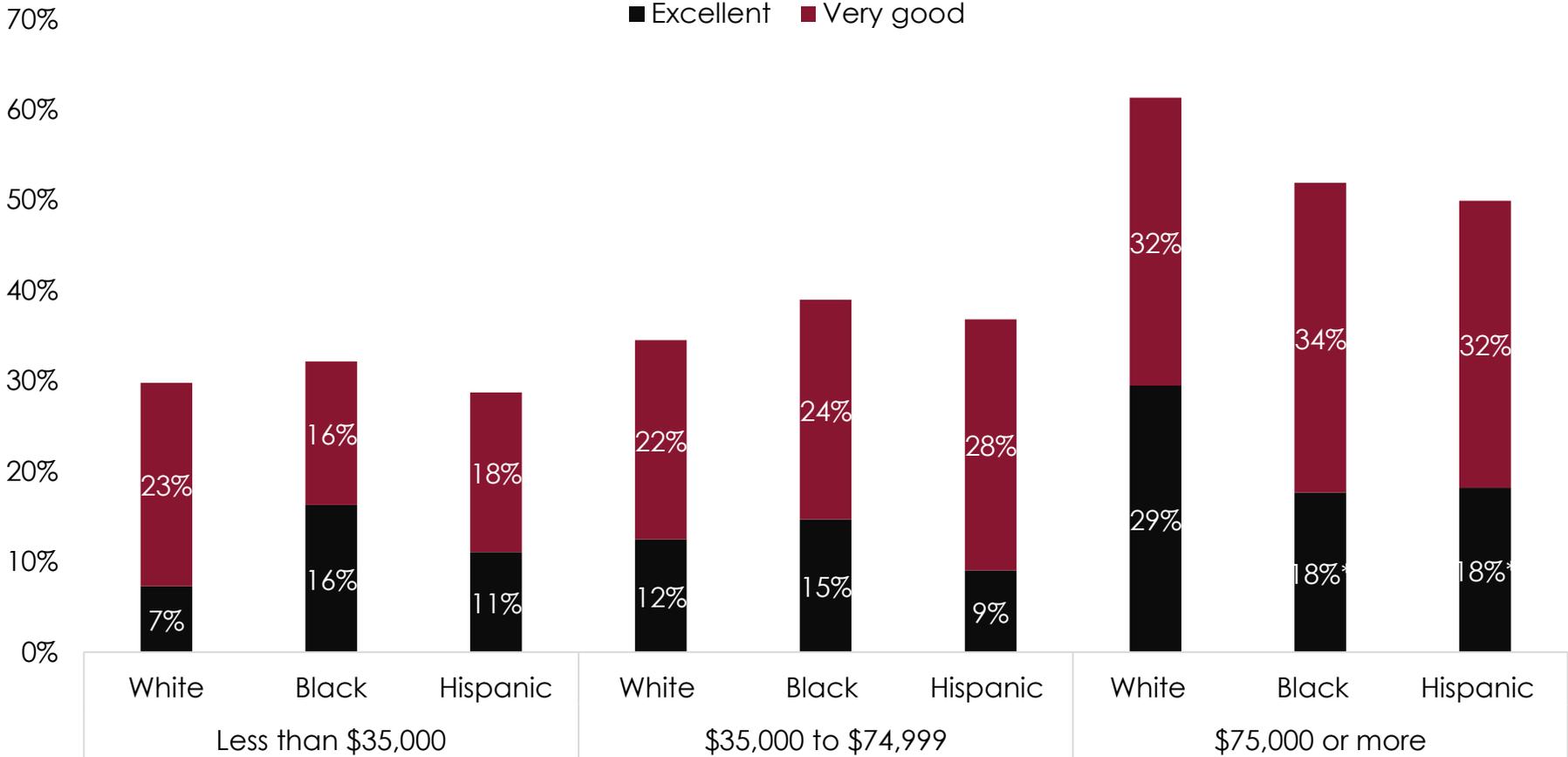
How would you describe the work-life balance at your company?



Source: Employee Benefit Research Institute and Greenwald Research, 2021 Workplace Wellness Survey

Some Work-Life Balance Differences in Disappear When Examined by Income

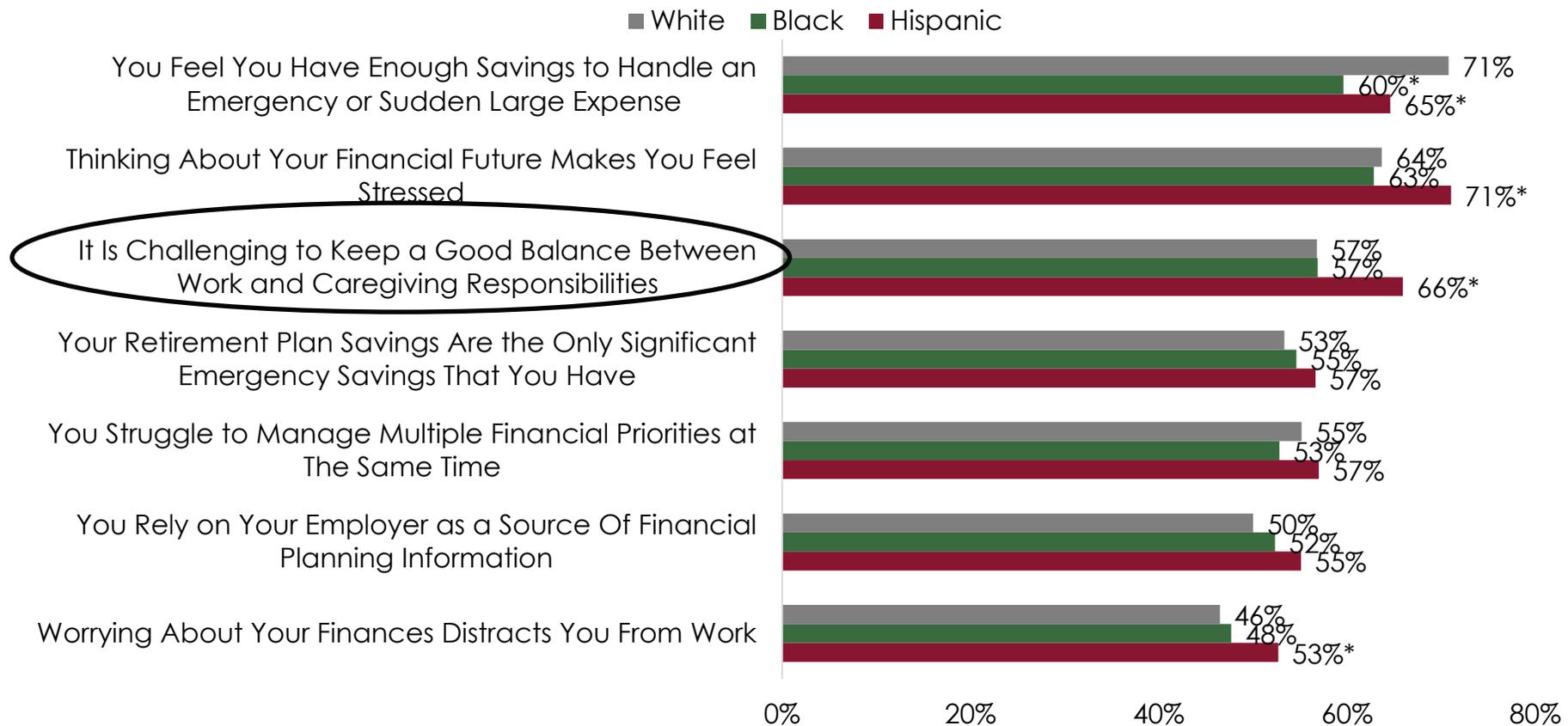
How would you describe the work-life balance at your company?



Source: Employee Benefit Research Institute and Greenwald Research, 2021 Workplace Wellness Survey

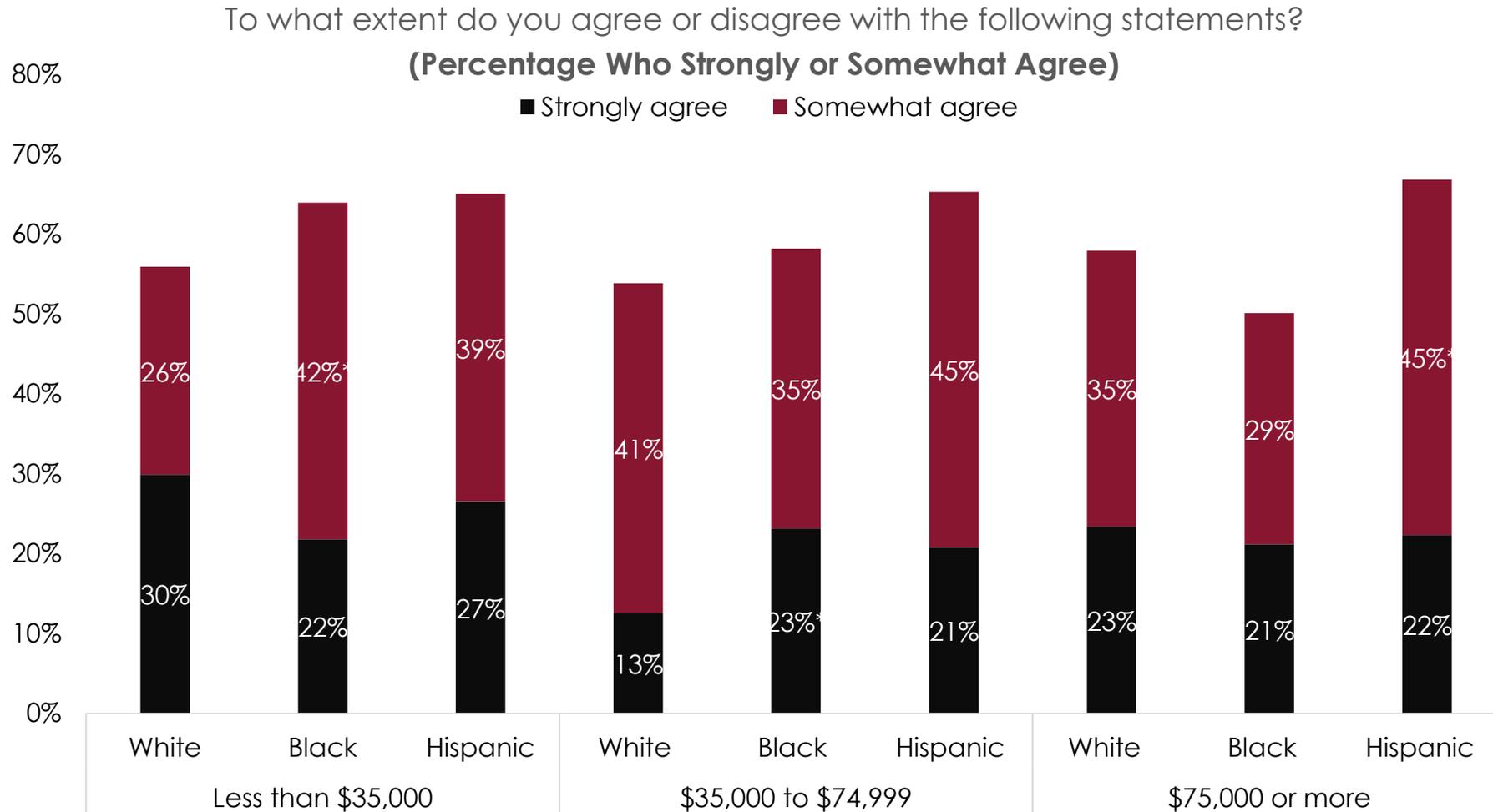
Balance Between Work and Caregiving is a Challenge, Especially Among Hispanic Workers

To what extent do you agree or disagree with the following statements?
(Percentage Who Strongly or Somewhat Agree)



Source: Employee Benefit Research Institute and Greenwald Research, 2021 Workplace Wellness Surveys

Balance Between Work and Caregiving is Most Challenging for Hispanic Workers Across all Income Groups

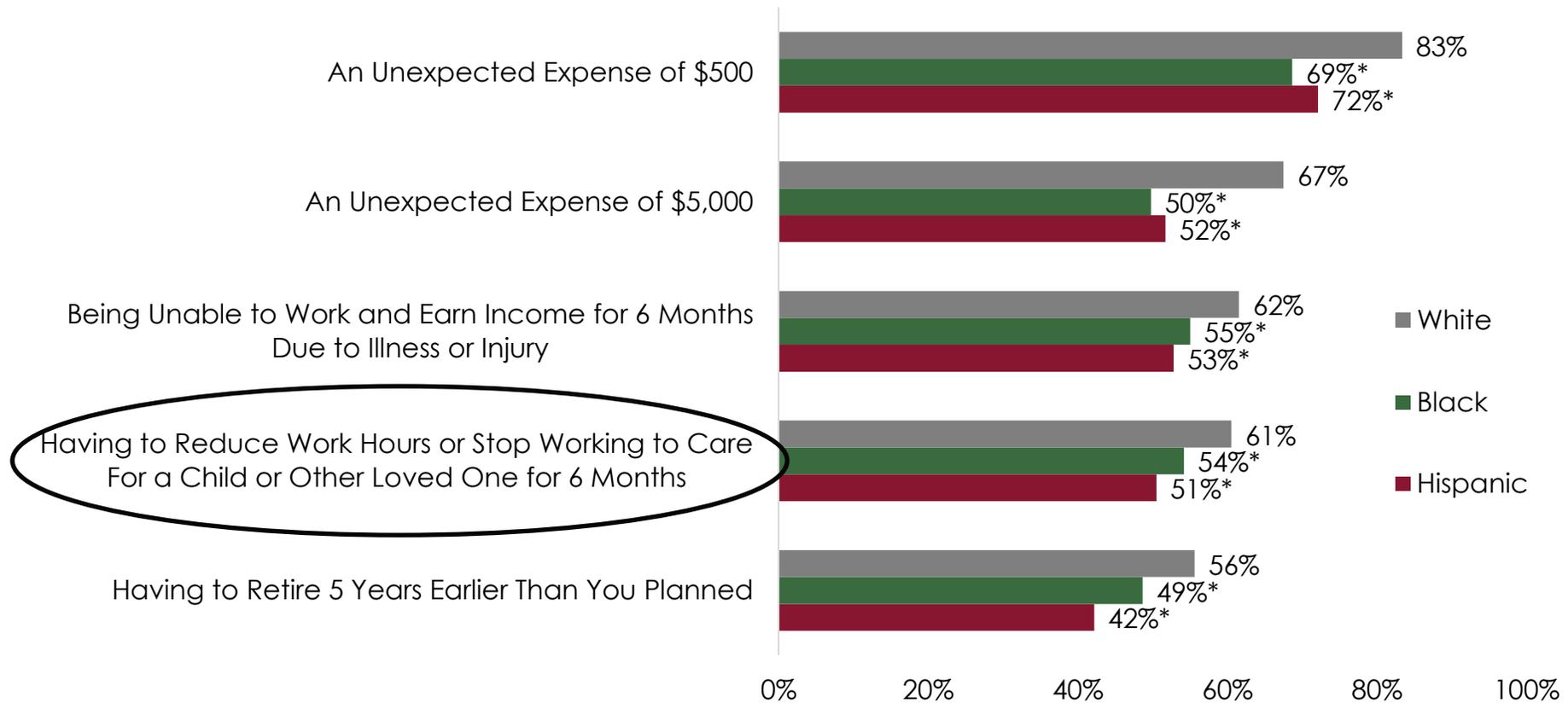


Source: Employee Benefit Research Institute and Greenwald Research, 2021 Workplace Wellness Surveys

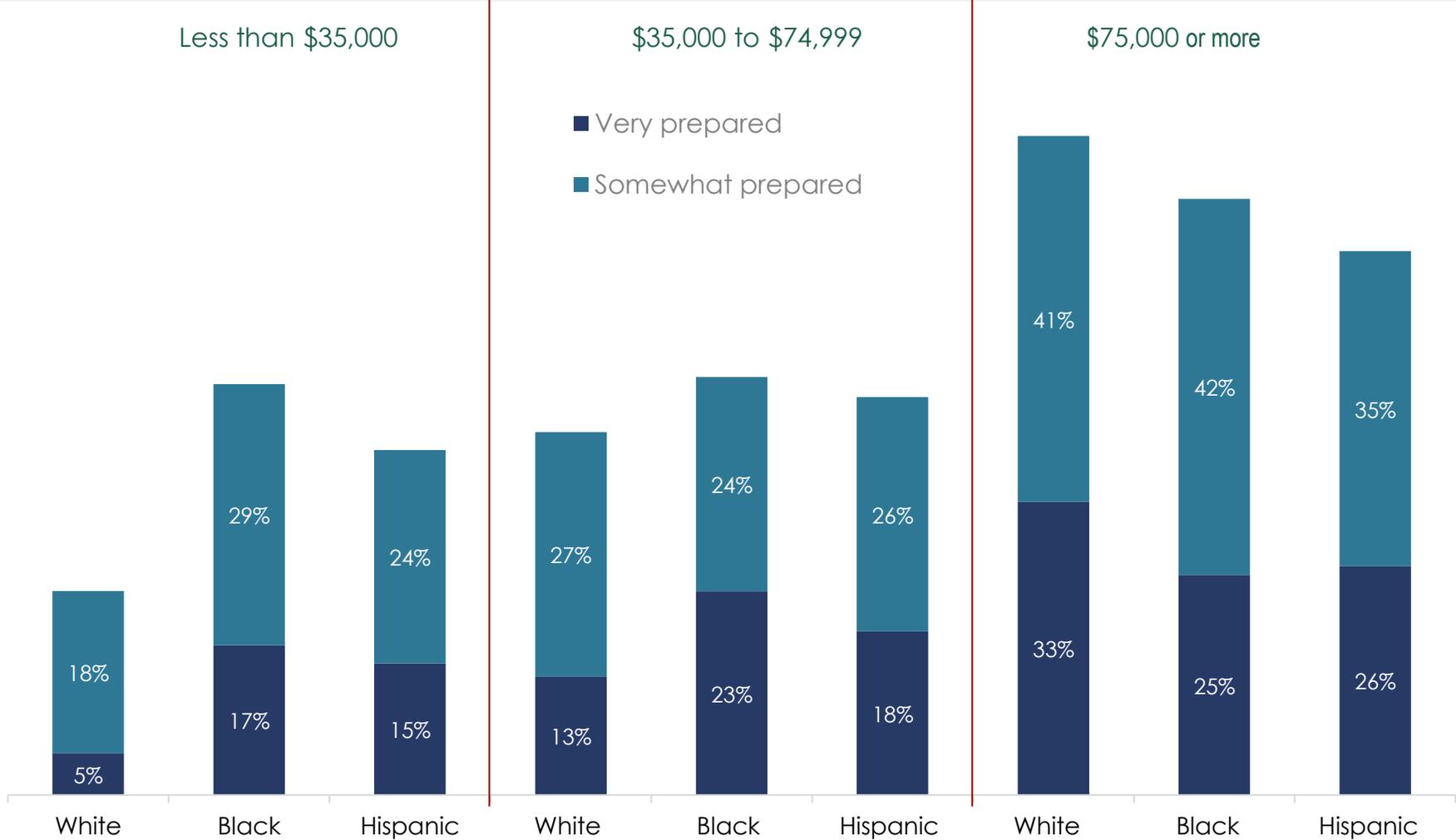
Caregiving

Significant Differences by Race/Ethnicity When it Comes to Working and Caregiving

To what extent do you feel prepared to handle the following financial events in your life?
(Percentage Very or Somewhat Prepared)



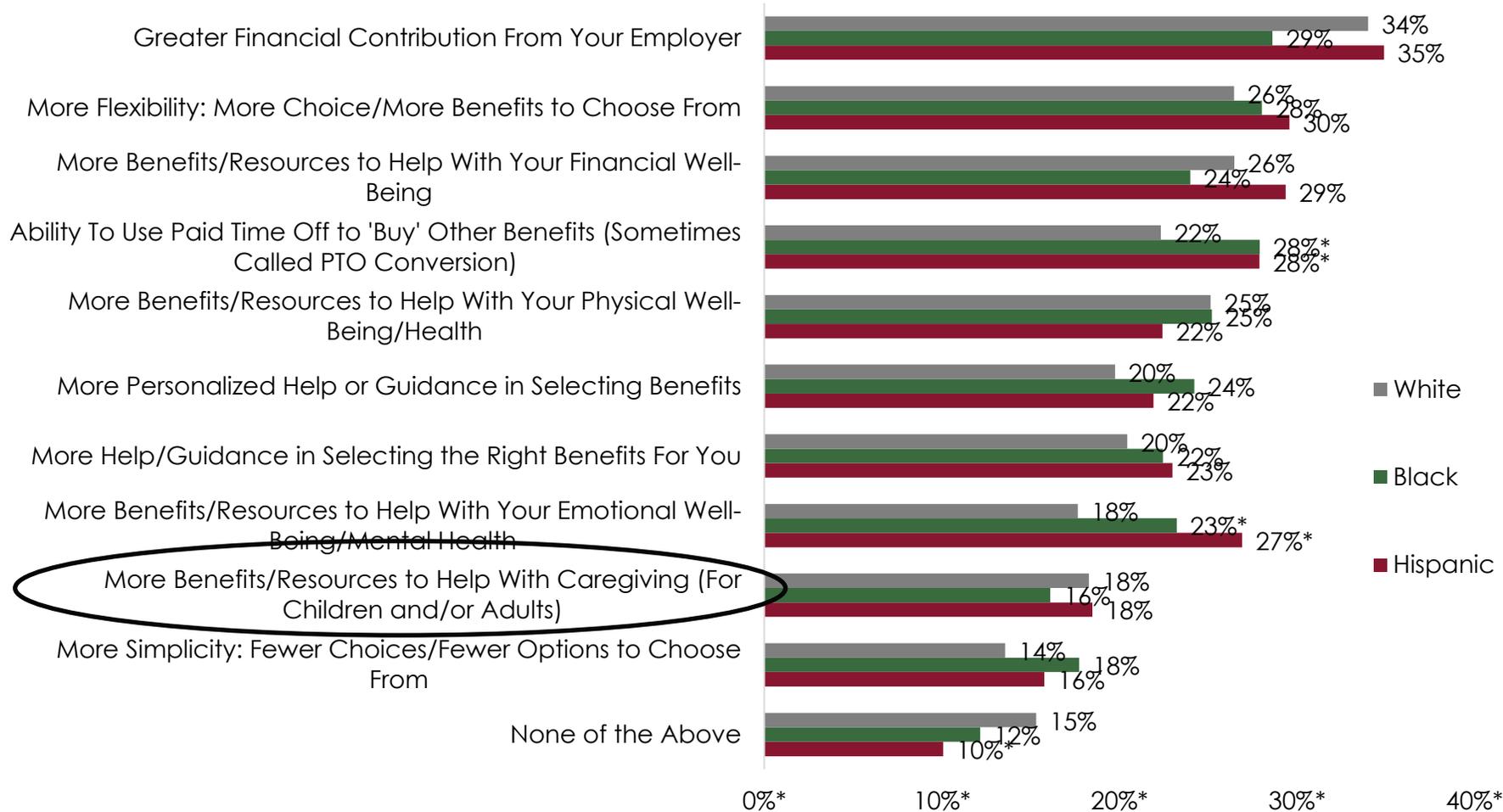
Differences in Preparedness Still Exist After Controlling for Income



Source: Employee Benefit Research Institute and Greenwald Research, 2021 Workplace Wellness Survey

Consistency by Race/Ethnicity in the Most Valuable Improvements to Employee Benefits Program That Employers Can Make

Which of the following, if any, would be the most valuable improvements to your employer's employee benefits programs and offerings?



Source: Employee Benefit Research Institute and Greenwald Research, 2021 Workplace Wellness Surveys

Challenges Balancing Work and Caregiving Affect All Workers Board

What type of challenges do you face balancing your work and caregiving responsibilities?



Source: Employee Benefit Research Institute and Greenwald Research, 2021 Workplace Wellness Survey

Kameka Grady, Assistant VP Marketplace & Community Diversity



- Kameka leads execution of strategic marketplace and multicultural community programs at Lincoln Financial Group
- Drives strategy and implementation of Diversity, Equity & Inclusion to enhance community engagement and business development
- Serves as Co-Chair of LIMRA Diversity Marketing Committee, a Global Industry Research Institute, focused on increasing effectiveness of inclusion, equity and diversity priorities for 24 member organizations
- Certified International Master Coach, emphasis on Career Development and Financial Wellness
- Implemented Coaching program for diverse teams representing 9 countries

Lawrence Smith, CFP ®, CRPC ®, CRPS ®



- Lawrence is a Certified Financial Planner™ (recognized as the standard of excellence for the financial planning profession.)
- Also holds the Chartered Retirement Planning Counselor™ and Chartered Retirement Plans SpecialistSM designations from the College for Financial Planning.
- President of ELS Vision Wealth Management a financial planning firm that specializes in providing advice and financial planning for Retirement Plan Participants, Business Owners, and Professional Athletes.
- Authorized in 2022 to act as an NFLPA Registered Player Financial Advisor pursuant to the NFLPA Regulations and Code of Conduct.
- As a registered representative of Lincoln Financial Advisors Corp., he serves as the Employer Sponsored Plan representative for Government Entities, Small Businesses, Colleges, Universities and Health Care Facilities in 12 different states throughout the country with an estimated 30,000 eligible employees.
- Inaugural Board Member of the AAFPN (African American Financial Professionals Network) of Lincoln Financial Network a member of Lincoln Financial Group.

Q&A



Upcoming Events

March 9 — Members-Only Research Round-Up Webinar

March 30 — The Three Certainties of Life: Death, Taxes and Updates From EBRI's HSA Database Webinar

May 10 — EBRI May Policy Forum

Please visit ebri.org for more information.

Align your brand – Sponsor these events: contact info@ebri.org



Engage With EBRI

Check out our website – www.ebri.org

Join EBRI as a Member – Contact info@ebri.org

Sign up for *EBRInsights*