



Social determinants of health and stress:

How different life stressors can create disparities in RETAIN program participation

Jessica Fernandez, PhD
University of Maryland, College Park

Workers' concerns following illness or injury

Can I stay at work?
Can I go back to work?
Should I go back to work?

How much work is
waiting for me?
How can I catch up?

Will I be able to do my job?
Can I change my schedule?
What will I need to do my job?
Should I stay at work if I'm not
supported?

Will working make my injury worse?
Will I reinjure myself?
How will I make it through the
workday feeling like this?

Can I drive?
How will I get to work?

Will my medical providers
understand my work duties?
Will my supervisor trust my
medical providers?

How am I going to attend all of
my medical appointments?

Do I want to continue working?
Am I ready to start a new job?

What will my coworkers say?
Will my boss be understanding?

Workers' concerns following illness or injury

Can I stay at work?

I don't fully understand the information about my injury or illness – what does this all mean?

I already felt discrimination at work. Now, how are people going to treat me?

I don't trust doctors and I don't trust research studies.

I cannot fit any additional stressors in my life.

I am in so much pain at work and I don't know how long I can keep this up.

How will I make it through the workday feeling like this?

Can I drive?

I'm worried I won't be able to meet the requirements. I don't have a safe place to rehab.

Will my coworkers say my boss be understanding?

Now that I'm a full-time caregiver, can I return to work?

Am I ready to start a

I can't drive to work and my only option is the bus, which is often unreliable.

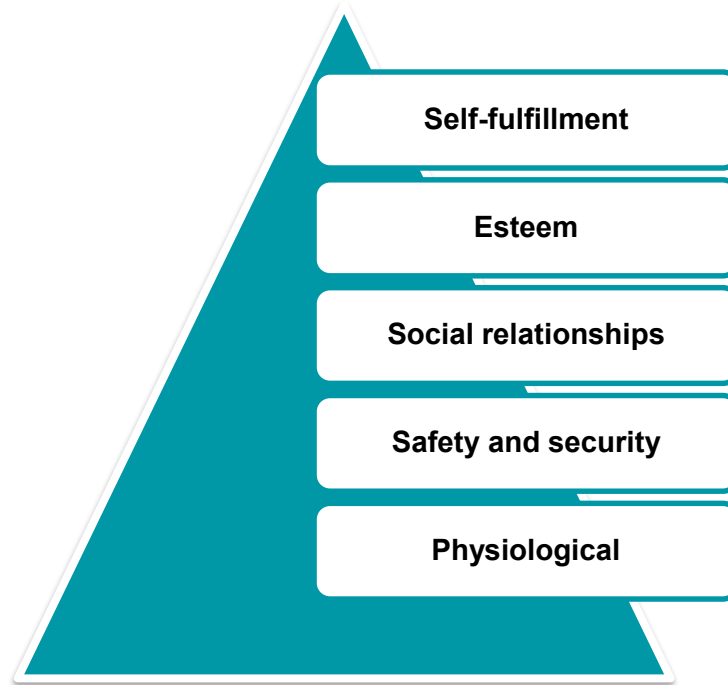
Key questions

- What are unmet needs and how do unmet needs impact health?
- How do social determinants of health create unmet needs?
- How can life stressors due to unmet needs impact participation in RETAIN programs?

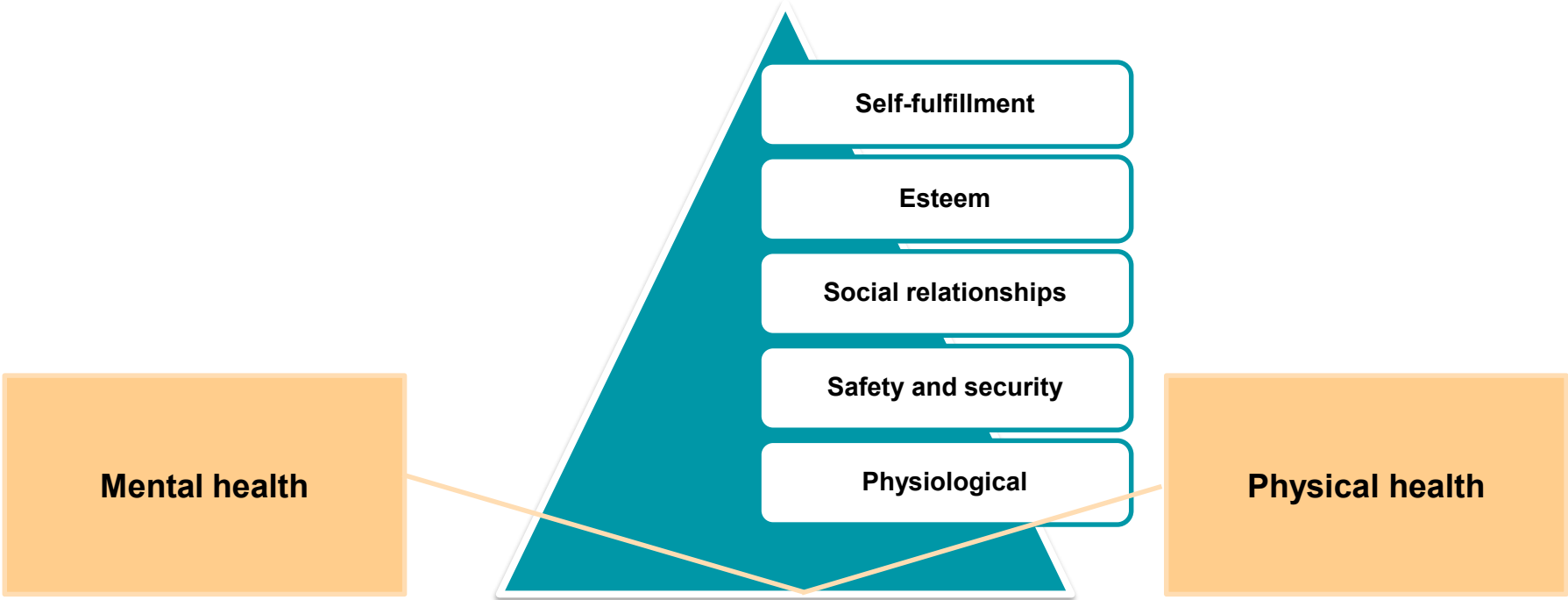
Key questions

- **What are unmet needs and how do unmet needs impact health?**
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Motivational needs¹

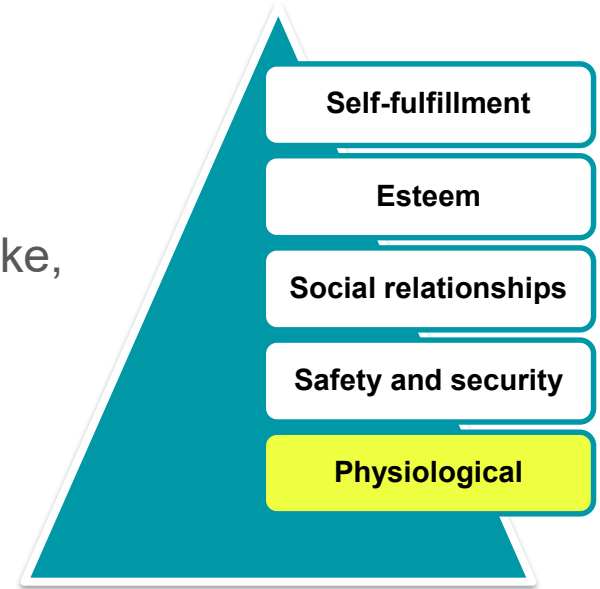


Motivational needs



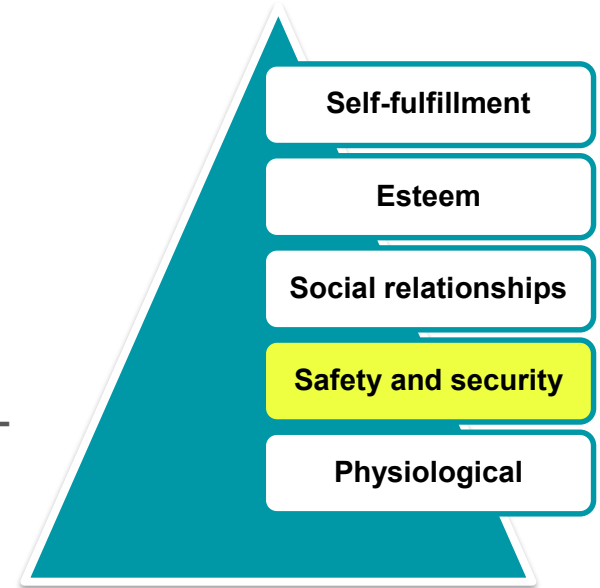
Consequences of unmet physiological needs

- **Food insecurity** → higher risk of anxiety, depression², hypertension, and diabetes³
- **Sleep deficiency** → higher risk of heart disease, kidney disease, high blood pressure, diabetes, stroke, obesity and depression⁴
- **Lack of housing** → higher risks of illness, hospitalization, and earlier mortality⁵



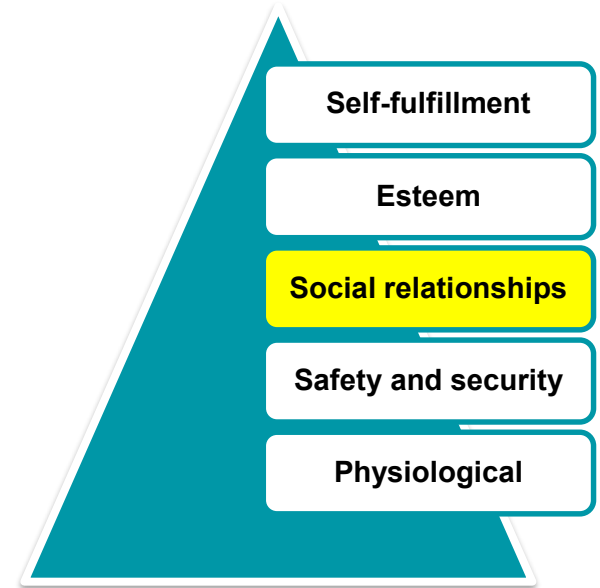
Consequences of unmet safety and security needs

- **Financial difficulties** → chronic pain, chronic medical conditions, poorer self-rated health, sick days, and depressive symptoms⁶
- **Job loss** → higher risk of developing stroke, heart attack, heart disease, or arthritis and depression⁷
- **Lack of neighborhood safety** → poorer daily well-being, increased sensitivity to daily stressors⁸ and higher risk of cardiovascular disease⁹



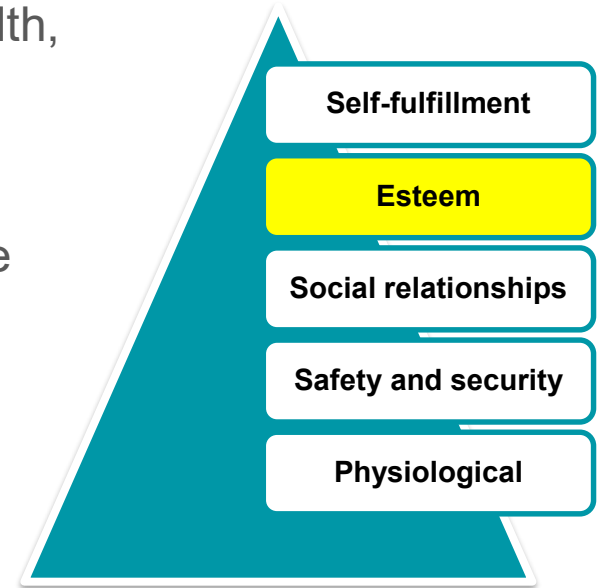
Consequences of unmet social relationships needs

- **Poor social relationships** → higher risk of heart disease, risk of stroke¹⁰
- **Loneliness** → higher rates of depression, anxiety, and suicide¹⁰
- **Social isolation** → poorer cognitive function at 4-year follow-up¹¹



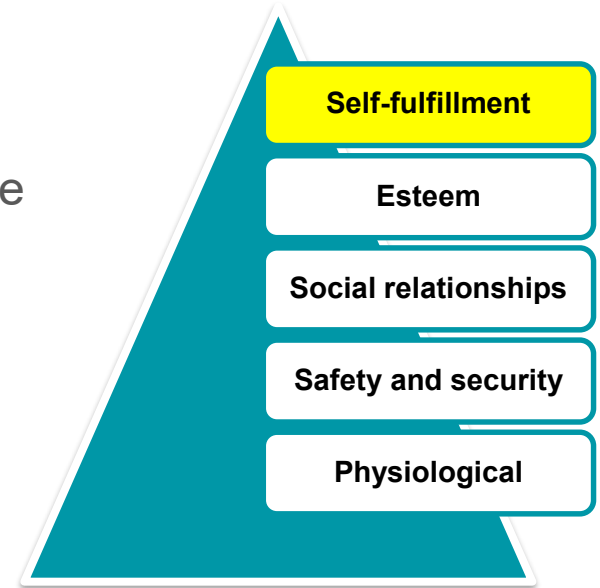
Consequences of unmet esteem needs

- **Everyday discrimination** → poorer-self-rated health, higher risk of chronic disease, greater depressive symptoms and stress¹²
- **Low perceived social status** → higher prevalence of angina, diabetes, respiratory illness, poor self-rated-health, and depression¹³



Consequences of unmet self-fulfillment needs

- **Lower sense of purpose** → higher risk of cardiovascular disease¹⁴ and dementia¹⁵
- **Lower sense of purpose** → higher risk of all-cause mortality at 8-year follow-up¹⁶



Unmet needs and stress



Images: <https://centerforparentingeducation.org/library-of-articles/focus-parents/parents-needs/>; <https://www.physiology.org/publications/news/the-physiologist-magazine/2019/november/stressed-out?SSO=Y>

Key questions	Unmet needs and health	Social determinants of health & unmet needs	Life stressors & participation in RETAIN programs
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Key questions

- What are unmet needs and how do unmet needs impact health?
- **How do social determinants of health create unmet needs?**
- How can life stressors due to unmet needs impact participation in RETAIN programs?

Social determinants of health

- Economic stability
- Education Access and Quality
- Health Care Access and Quality
- Neighborhood and Built Environment
- Social and Community Context



Image: Healthy People 2030, U.S. Department of Health and Human Services, Office of Disease Prevention and Health Promotion. <https://health.gov/healthypeople/objectives-and-data/social-determinants-health>

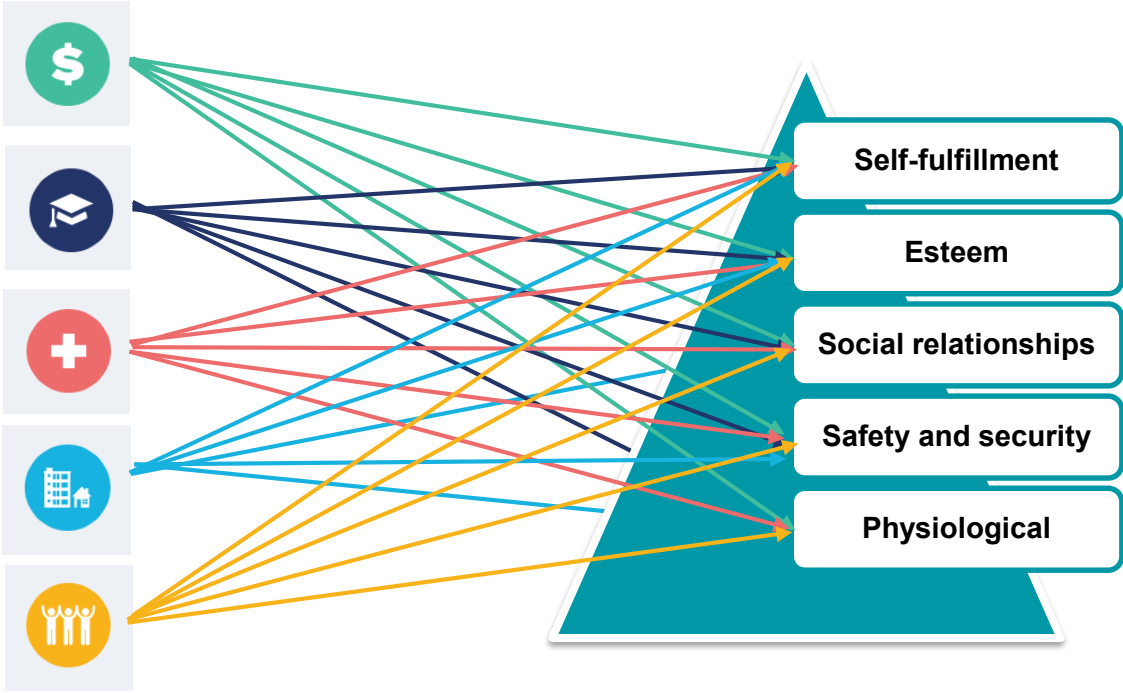
Key questions

Unmet needs and health

Social determinants of health & unmet
needs

Life stressors & participation in RETAIN
programs

How social determinants of health create unmet needs



Key questions

- What are unmet needs and how do unmet needs impact health?
- How do social determinants of health create unmet needs?
- **How can life stressors due to unmet needs impact participation in RETAIN programs?**

Financial hardship

- Stress and decision-making
- Risking long-term injury for fear of losing income
- Balancing priorities to afford living expenses



Financial hardship and the RETAIN program

- What are some examples in which financial hardship impacts RETAIN program participation?
- What are some strategies that can address the impact of financial hardship on RETAIN program participation?



Where workers live

- Accessing transportation to work
- Accessing transportation to healthcare
- Access to rehabilitation services or safe spaces to exercise



Where workers live and the RETAIN program

- What are some examples in which workers' living conditions impact RETAIN program participation?
- What are some strategies that can address the impact of workers' living conditions on RETAIN program participation?



Unsafe working conditions

- Lack of psychological safety
 - Fear of losing job
 - Workplace discrimination
 - Healthcare discrimination
 - Lack of trust in employer
 - Lack of trust in the organization, healthcare system
- Lack of physical safety
- Lack of support in seeking help for workplace problems



Unsafe working conditions and the RETAIN program

- What are some examples in which workers' working conditions impact RETAIN program participation?
- What are some strategies that can address the impact of workers' working conditions on RETAIN program participation?



Aging populations

- Age-related health conditions
- Lack of social support at work
- Sense of purpose from work



Image: <https://access-wealth.com/to-retain-or-not-to-retain-is-the-question/>

Aging populations and the RETAIN program

- What are some examples in which workers' age impacts RETAIN program participation?
- What are some strategies that can address the impact of workers' age on RETAIN program participation?



Image: <https://access-wealth.com/to-retire-or-not-to-retire-is-the-question/>

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Thank you!

- **Contact information:**
jrfern14@terpmail.umd.edu



Questions?

