

Health and Pay Equity Evaluation

A concrete lever for promoting workplace DEI

All employees deserve an equal opportunity to choose health benefits that work for them. MyHealthMath's Equity Evaluation shows employers opportunities to promote health and pay equity through benefit design changes.

Employers can:

- See how benefit design affects plan choice for employees depending on their income bracket and social demographics
- See how services are utilized and accessed across income brackets and social demographics
- Identify opportunities to improve benefit design and education



Lower-wage earners are more likely to overspend on health insurance and undersave for retirement.*



4/5ths of employers will take steps to promote DEI in their workplace culture and policies in the next three years.**



7 in 10 employers will promote DEI-related aspects of their benefit programs in the next three years.**



MyHealthMath offers a complimentary first-look evaluation based on income.

*Source: TIAA Institute Study, "Overpaying and Undersaving: Correlated Mistakes in Retirement Saving and Health Insurance Choices"

** Source: Willis Towers Watson, Emerging Trends in Health Care Survey