



**GLOBAL WELLNESS
INSTITUTE™**
EMPOWERING WELLNESS WORLDWIDE

Awareness Action Kit - HEALTH STATUS -

Global Perspectives on Inclusive Well-Being:
The Role of Health and Wellness Coaching in
Fostering Diversity, Equity, Inclusion, and
Belonging

Empowering Individuals, Leaders, Service
Providers, and Advocates of DEIB Through the
Lens of Health and Wellness Coaching

- 2024 -



WELLNESS COACHING INITIATIVE
GLOBAL WELLNESS INSTITUTE

Welcome!

We are thrilled to introduce you to our **Awareness Action Kit**, designed to kickstart your journey into understanding the invaluable intersection of Health and Wellness with Diversity, Equity, Inclusion, and Belonging.

This kit offers you a practical, actionable, and easily digestible resource to delve into the profound impact that Health and Wellness can have in fostering a culture of Diversity, Equity, Inclusion, And Belonging.

Directly excerpted from our comprehensive 130-page whitepaper, "Global Perspectives on Inclusive Well-Being: The Role of Health and Wellness Coaching in Fostering Diversity, Equity, Inclusion, and Belonging," these resources are a simple gateway to a deeper understanding.

We invite you to download the complete whitepaper along with its accompanying PowerPoint presentation and 11-page infographic, available [HERE](#).

Within the whitepaper, you'll explore 10 distinct areas of diversity, each accompanied by its own Awareness Action Kit:

- 1. Race and Ethnicity**
- 2. Age and Generations**
- 3. Gender**
- 4. Sexual Orientation**
- 5. Religion and Spirituality**
- 6. Disability**
- 7. Socioeconomic Status and Social Determinants of Health**
- 8. Health Status**
- 9. Neurodiversity**
- 10. Weight Bias and Stigma**

Each kit provides insights into the definition of the specific type of diversity, why it's crucial, how Health and Wellness Coaching can play a pivotal role in supporting it, and real-life "Voices from the field" to enrich your understanding.

Additionally, each Awareness Action Kit comes complete with a "**Questions for Discussion Guide**" to prompt thoughtful reflection and dialogue, as well as essential "**Contact Information**" to reach out for further support or inquiries. There is an **(11th)** separate **Glossary of Terms Awareness Action Kit** to enhance your comprehension across all areas covered.

Happy discovering - we're excited you've joined us!
The Global Wellness Institute Wellness Coaching Initiative Team.

XVII. Health Status



XV. Health Status

- **What it is**

Health status is the impact of disease on patient function as reported by the patient. An important point here is that clinicians are traditionally focused on the diagnosis of disease and evaluation of symptoms, whereas patients are focused on the complete range of health status. Furthermore, patient report is essential because it has been shown that clinicians do not accurately estimate the health status of patients. There is often a large discrepancy between physician-rated and patient-rated symptom burden and functional limitation, and traditional clinical testing is of limited help because there is generally a poor correlation between test results and patient-reported health status. Therefore, for care to become more patient-centered, we need to use standardized patient surveys to measure the complete spectrum of health status (Rumsfeld, 2002).

The WHO's definition of health status aligns with this whole-person perspective, considering various factors that contribute to an individual's or a population's health, such as physical health, mental health, social well-being, environmental factors, and access to healthcare. This comprehensive approach acknowledges that health is a multidimensional concept that goes beyond the absence of illness to encompass the broader aspects of well-being and quality of life (WHO, 2023).

Beyond the broad term, the American Public Health Association (APHA) defines health status as the "promotion and protection of the health of all people and their communities. APHA redirects that definition of health status to "health equity" stating that "Creating health equity is a guiding priority... By health equity, we mean everyone has the opportunity to attain their highest level of health" (APHA, 2023).

Health status can be evaluated through medical assessments, surveys, questionnaires, and other data sources. It is a valuable concept for healthcare providers, researchers, policymakers, and public health professionals to understand the health needs of individuals or populations and to develop strategies for improving health and well-being. It can be used to track trends, identify disparities, and make informed decisions about healthcare delivery, interventions, and resource allocation.

It is critical to take into account that health status is regulated by both interpersonal and intrapersonal judgments and decisions. Interpersonal refers to "interactions with other people, which can provide social support

or create barriers to interpersonal growth, that promotes healthy behavior.” Intrapersonal refers to “influence behavior such as knowledge, attitudes, beliefs, and personality” (Ecological Models, 2018).

- **Why it matters**

The concept of "health status" holds significant relevance in the DEIB conversation, acting as a focal point for addressing disparities, promoting equitable access to care, and guiding efforts to enhance overall well-being for individuals, irrespective of their background.

Health disparities form a pivotal aspect of this dialog, acknowledging that health outcomes and access to healthcare services vary across demographic groups, influenced by factors such as race, ethnicity, socioeconomic status, and gender. In DEIB efforts, recognizing and addressing these disparities becomes critical.

The notion of health status aligns seamlessly with the concept of intersectionality, acknowledging that individuals often belong to multiple marginalized groups, which can compound health disparities. It emphasizes the interconnectedness of various aspects of identity and their collective impact on an individual's health.

Equitable access to care is a central theme in DEIB discussions, and health status disparities underscore the necessity for fair access to quality healthcare services, regardless of an individual's background. Hence there is also a clear connection between health status and social determinants of health, discussed elsewhere in this paper.

Recognizing disparities in health status emphasizes the need for healthcare environments that provide culturally competent and respectful care to individuals from all backgrounds. Cultivating cultural competency among healthcare providers becomes crucial, as a fundamental tool to provide sensitive and responsive care.

Ultimately, DEIB is not solely about access to healthcare; it extends to improving the overall well-being and quality of life for all individuals, irrespective of their background. The concept of health status resonates with this broader goal, emphasizing the universal nature of DEIB efforts in the realm of health and wellness.

- **How Health and Wellness Coaching can support this diversity**

Health and Wellness Coaches serve as catalysts for positive change, embracing a comprehensive approach to promote equity and inclusivity. With a clear commitment to an open-minded approach, they are essential advocates for inclusive needs, fostering self-sufficiency in individuals' health and wellness goals (Bennett et al., 2013). Positioned uniquely with a focus on personalized support and integral well-being, Health and Wellness Coaches play a pivotal role in advancing equity in "health status." Their impact is multi-faceted, encompassing various strategies aimed at addressing disparities, enhancing resource access, and promoting inclusivity.

Cultural safety is paramount in this approach, influencing healthcare providers to minimize bias and achieve equity within the workforce and working environment (Curtis et al., 2019). Culturally competent Health and Wellness Coaches, respecting diverse backgrounds and beliefs, provide inclusive and tailored support. Additionally, coaches promote health literacy, empowering clients to make informed decisions, particularly crucial for those facing educational or language barriers.

Recognizing unique health needs within different backgrounds, coaches tailor interventions to specific circumstances and cultural factors. Collaboration with healthcare professionals ensures clients receive coordinated care, addressing both physical and mental health needs. Coaches also work to reduce stigma related to mental health and certain conditions, facilitating help-seeking behaviors.

- **Voices from the Field**

Open Source Wellness (OSW) is an organization determined to see every patient as a whole person and address individual needs in a human-centered way. OSW offers an accessible alternative to gain community support in behavioral health "prescriptions." According to their co-founder, Dr. Elizabeth Markle, there are plenty of "boutique health and wellness systems, and those with privilege can shop at Whole Foods, hire health coaches, and join gyms. But for those individuals and families who need it most, who struggle with poverty, unsafe environments, and upstream drivers of chronic disease, - there is no affordable, accessible, and culturally relevant delivery system for the behavioral medicine that they need" (Open Source Wellness, 2023).

The OSW model was designed to function as a behavioral pharmacy; an affordable, accessible delivery system for a universal experiential prescription: MOVE (physical activity), NOURISH (healthy meals), CONNECT (social support), and BE (stress reduction) (Emmert-Aronson et al., 2019).

A recent study evaluated the OSW model where health coaches worked with participants, mostly women, racially and ethnically diverse, divided in small groups to provide support and create accountability for goals. Results showed that participants demonstrated significant increases in daily servings of fruits and vegetables, exercise, as well as significant reductions in body mass index. Depressed patients saw reductions in depression symptoms, and hypertensive patients saw reductions in systolic blood pressure (Emmert-Aronson et al., 2019).

This study demonstrated the effectiveness of the OSW model as an example of an individualized coaching experience within the framework of an inclusive community-support model that promotes collective health and well-being (Emmert-Aronson et al., 2019).

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Want to contribute?

Health and Wellness Coaching Connection Blog Space.

It is our mission to empower individuals and businesses around the world to confidently partner with wellness coaches, optimizing health and well-being and clarifying wellness coach specialties and global guidelines through education and community resources. The GWI WCI Blog is one of these resources intended to advance the global Health & Wellness Coaching Community by providing accessible, evidence-based articles related to the field of Health & Wellness Coaching. Blogs will be posted on our area of the [GWI website](#) and cross-posted on LinkedIn.

Learn more here :

[Wellness Coaching Connection Contributor Guidelines](#)
[Blog-Newsletter Submission Form](#)

Please email us (gwiwci2023@gmail.com) if anything is unclear or if you have questions. We look forward to receiving your submissions!

Questions for Discussion Guide

Complementing our research, this Questions for Discussion Guide serves as an organized tool to facilitate ongoing discussion and contemplation on the pivotal role of Health and Wellness Coaching within the realms of Diversity, Equity, and Inclusion. Intended for educators, students, and readers, this guide provides a structured framework for further exploration, encouraging thoughtful analysis and collaborative dialogue to advance inclusive practices in the field.

- What does a diverse, equitable, and inclusive workplace/ world/ community where everyone belongs look like/feel like?
- What are the gaps in your organization around this type of diversity?
- How might you champion greater inclusion in your day to day?
- How can you champion more inclusion and awareness around this diversity?
- What might be a personal obstacle to embracing this type of diversity?
- What unconscious bias might you have in this type of diversity?
 - How might you explore your unconscious bias?
- What is the greatest challenge for you concerning this type of diversity and why?
- Who might support you to better understand this type of diversity?
- In what context might you find this type of diversity most relevant (i.e. Workplace? Schools? Community?)
- Where (country, location, venue) might this type of diversity NOT be a challenge and why?
- What has been your personal experience with this type of diversity - from the outside or inside?