

Special Webcast

National Diabetes Month: Protecting Vulnerable Employees Through Mental Resilience

November 12, 2021

THE CONFERENCE BOARD 

● DAY
— TWO



Today we will be discussing:

- Why one-size-fits-all approaches to diabetes are limited
- How to protect employees with diabetes in a chronic COVID environment
- The ways in which precision nutrition fits into existing employee lifestyle
- Focusing on a Food-as-Medicine approach to regaining control of food choices and reducing stress levels



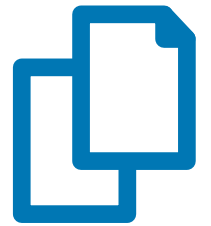
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Making the most of the webcast



Today's Speakers



Mary Lou Morey, MSA
Director of
Benefits & Wellness
*Central Michigan
University*



**Melinda Maryniuk,
MEd, RD, CDE, FADA**
Registered Dietician



**Dr. Alan Spiro, M.D.,
F.A.C.N.**
Chief Medical Officer
Day Two



**Deb Cohen, PhD
(Moderator)**
Consultant and
Distinguished Principal
Research Fellow
The Conference Board

Video

300 Programs

2,200 Faculty / Staff

16,000 Students

College of Medicine

30 Locations

Founded in 1892



CENTRAL
MICHIGAN UNIVERSITY

Why—in the middle of a pandemic—did CMU choose to focus on a diabetes solution?



40 % of COVID deaths were adults with diabetes.

Given pandemic's ongoing surge, we wanted to help our most at-risk employees take a proactive approach to their health.

*Strengthening our vulnerable populations
is the most powerful way to **build resilience.***



50% of US adults are affected by diabetes & metabolic diseases

\$327B

Total US spend
on T2D alone

Population

38MM

Type 2 Diabetes

Human Impact

1 in 10



Population

88MM

Prediabetes

Human Impact

1 in 4



Population

134MM

Clinical Obesity

Human Impact

1 in 2



Traditional approaches are limited

1-size-fits-all, hard to maintain



**ADA
Guidelines**

Expensive + Side effects



Medication

1-size-fits-all, hard to maintain



Strict Diet

Expensive + Invasive



Surgery



Employees w/ diabetes struggle to manage an
“invisible second job”

“People [with diabetes] feel stressed and have emotional responses such as feeling down or hopeless. Then they may avoid dealing with their diabetes and experience setbacks...[which] further contribute to their distress, and it can become a vicious cycle.”

– Jeffrey Gonzalez, PhD, author

Psychiatric and Psychosocial Issues Among Individuals Living with Diabetes

2-3x more likely to
experience depression

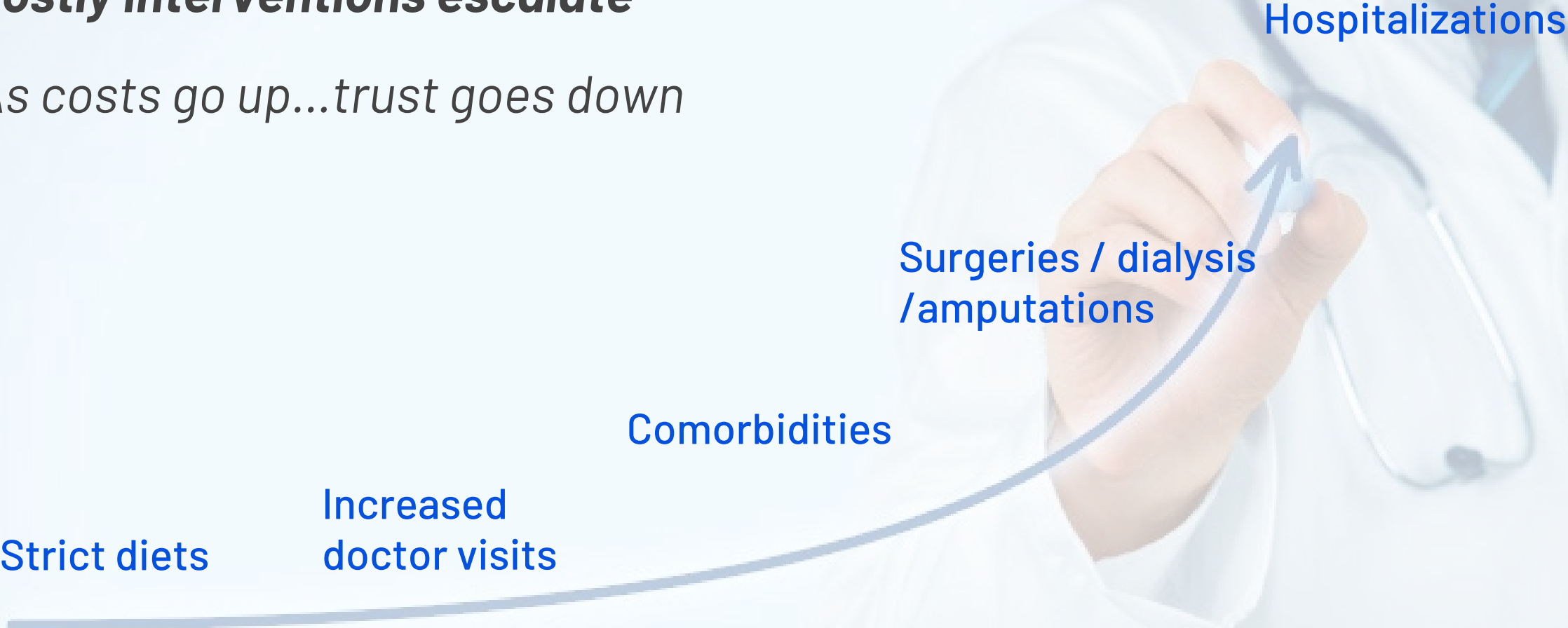
20% more likely to
experience anxiety

33-50% likely to
experience diabetes stress
at least 1x every 18 mos



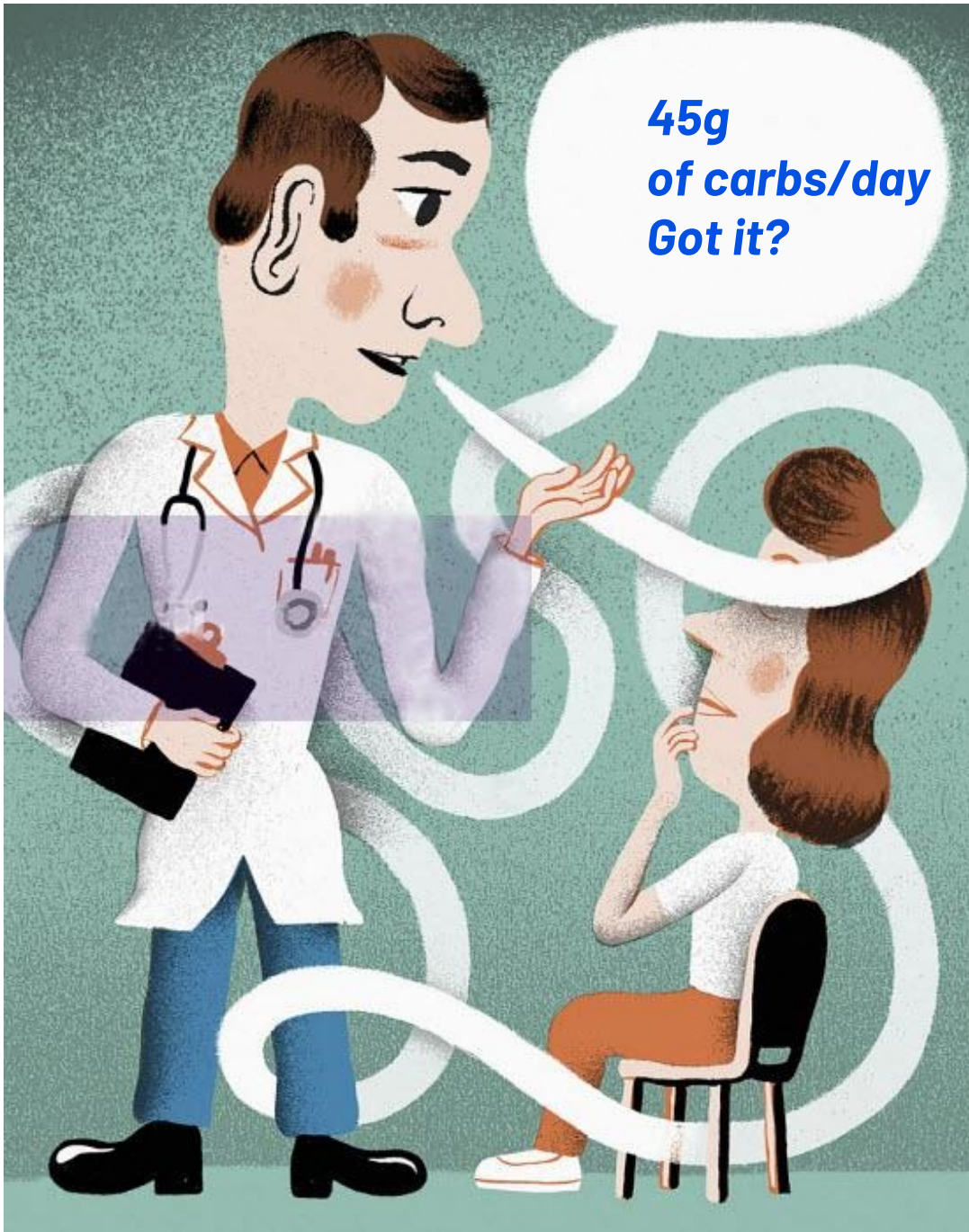
**Because care is not personalized,
costly interventions escalate**

As costs go up...trust goes down



**COMPOUNDING
MEDICATIONS**





45g
of carbs/day
Got it?



Can I still
eat rice?



Keto diet
forever?



***In real life, does 1-size-fits-all
translate trust & engagement
that sticks?***

What if there isn't one
“**best diet,**” but rather, knowing
what works **specifically for you?**

DayTwo is using microbiome science to predict individuals' blood sugar response to any food...

(...before they even take a bite!)

Precision Nutrition

Microbiome

Analysis

+

Predictive AI

Food Predictions

+

Virtual Care

1:1 Dietitian Support



Taking a proactive approach to unprecedented individualized support

100% Personalization

To the way an individual's body processes food

Predictive Data

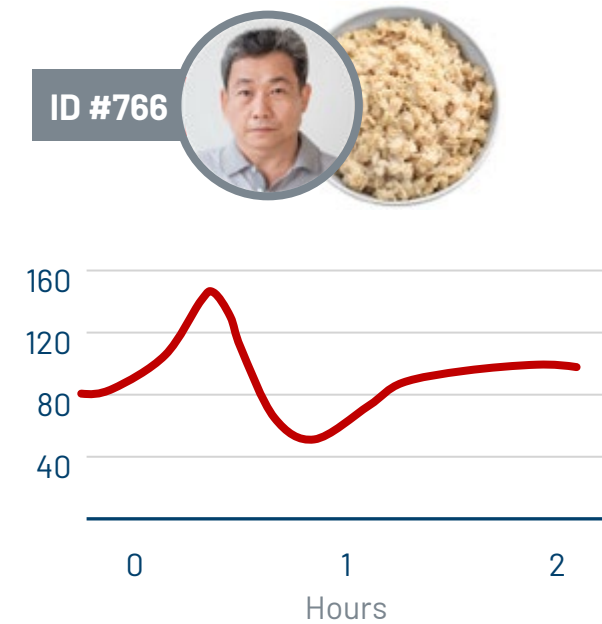
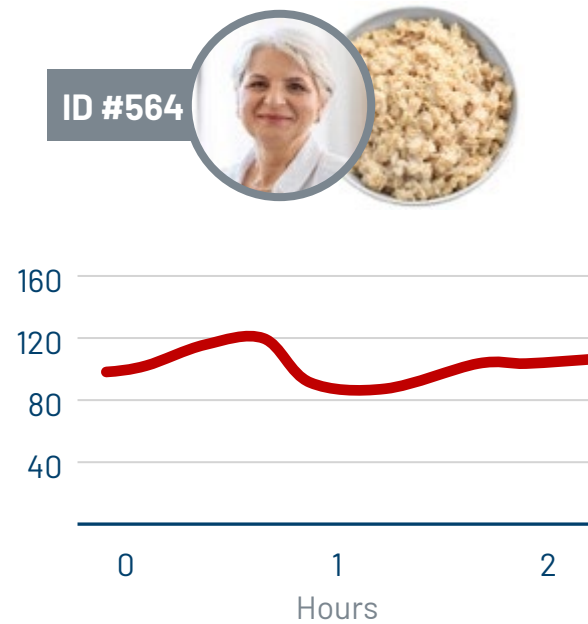
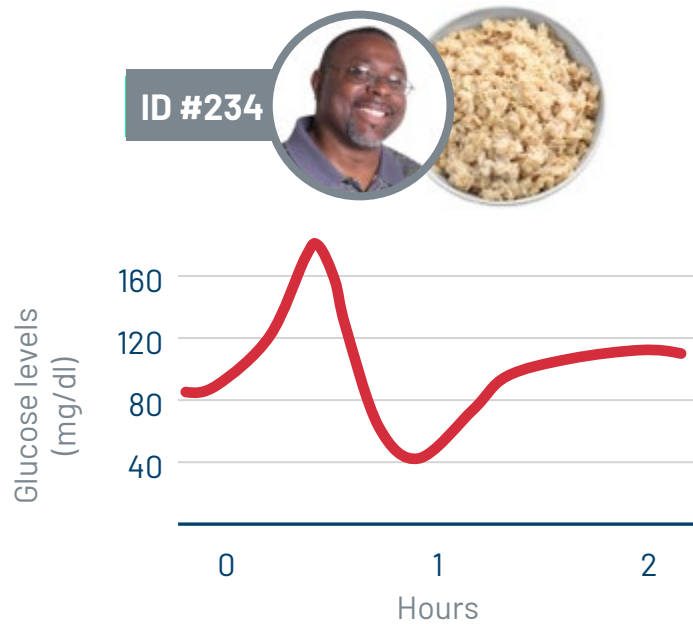
Used to proactively prevent blood sugar from spiking

Cultural Relevance

Food preferences & lifestyle needs



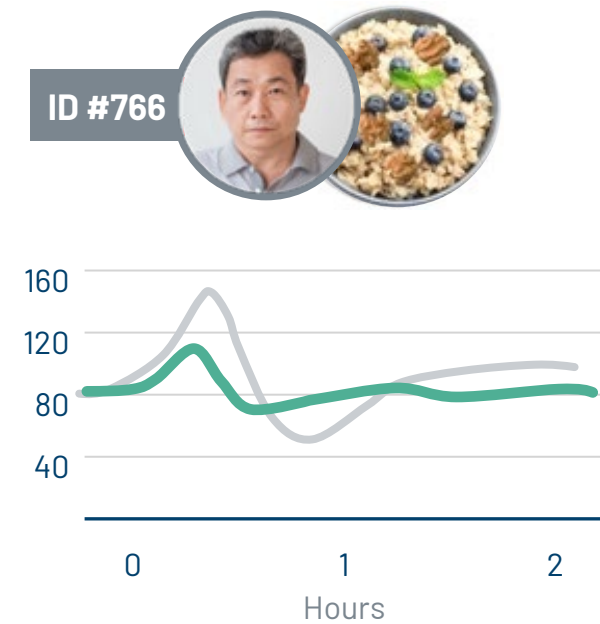
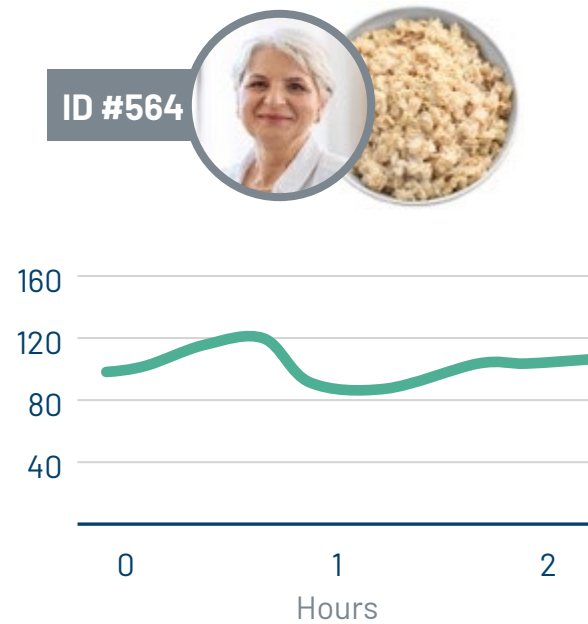
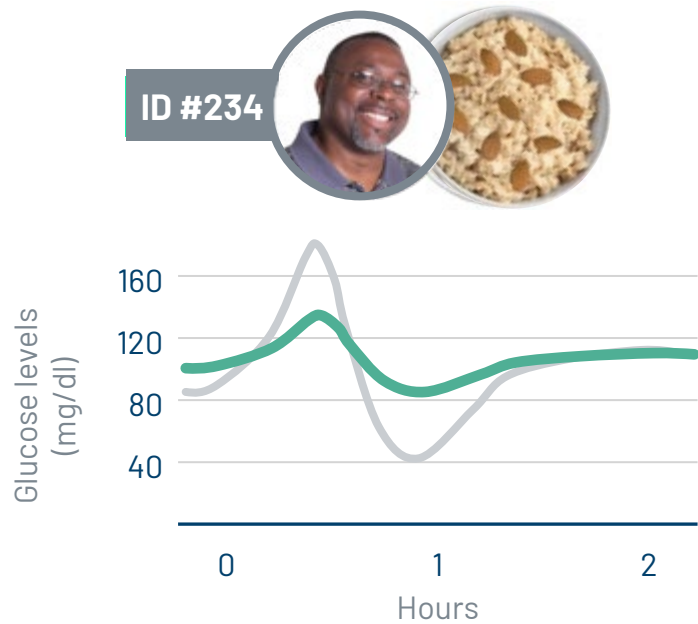
People Respond Differently to the Same Food



[Source: Cell Personalized Nutrition by Prediction of Glycemic Responses](#)



Food Responses Can Be Normalized



Source: [Cell Personalized Nutrition by Prediction of Glycemic Responses](#)



The Largest Nutrition RCTs Ever Conducted

10 years of science

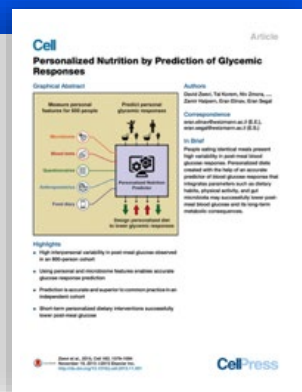
Cell

Cell
Metabolism

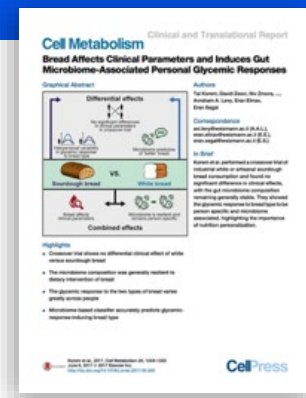
nature

JAMA

The American Journal of
CLINICAL NUTRITION



Personalized Nutrition by Prediction of Glycemic Responses



Bread Affects Clinical Parameters and Induces Gut Microbiome-Associated Personal Glycemic Responses



Environment Dominates Over Host Genetics in Shaping Human Gut Microbiota



Assessment of Personalized Nutrition by Prediction of Glycemic Responses



Model of Personalized Postprandial Glycemic Response to Food



▼ **61%**

*Health-Related
Stress*

"It's hard to manage diabetes on my own. I knew DayTwo was a different opportunity that would provide me with **help that would be more personalized.**"

- DayTwo member
Jennifer Dehaemers

65% to 95%
Boost her Time-in-Range

Outcomes



100%
Engagement



100
NPS

CLINICAL MEASURES

-1.0
Drop in A1C

+74%
Time-in-Range

-11lbs
Weight Loss

-35%
Medication

HUMANISTIC MEASURES

+52%
Energy

+52%
Sleep Quality

-61%
Hunger

-61%
Stress



Poll Question 1: Does your organization currently offer a diabetes program for employees or members?

Answers:

Yes

No

Unsure

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Answers:

Yes

No

Unsure

Poll Question 2: How satisfied are you with employee or member engagement?

Answers:

Completely satisfied

Very satisfied

Moderately satisfied

Slightly satisfied

Not at all satisfied

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How many of you have a benefits program for diabetes?

What does your ROI look like?



How is the engagement?

Are participants reducing health-related stress?

How do you know if the program is successfully boosting resilience?

Upcoming Webcast Programming from The Conference Board



- [It Seemed Like a Good Idea at the Time: From Principle to Practice in Executive Compensation \(November 15, 2021\)](#)
- [Human Capital Watch™: Impact of AI in HR - Real Benefits and On-Going Challenges \(November 16, 2021\)](#)
- [Confronting Surgical Spend: The Secret to Lower Healthcare Costs \(November 16, 2021\)](#)

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