

Could atopic dermatitis be detracting from equity and productivity in your workplace?

Atopic dermatitis (AD), commonly known as eczema, is an inflammatory skin condition with a negative impact on two priorities in many workplaces: equity and productivity. It burdens some population groups more than others. Meanwhile, sleeplessness caused by itchiness worsens both absenteeism and presenteeism.



A disproportionate effect on people of colour

Variability in the frequency and type of gene mutations involved in skin barrier function and immunity likely impact the incidence and severity of AD in certain populations.¹ As a result, **six times as many Black children experience severe AD** compared to white children.²

People of colour are at greater risk of:



Delays in diagnosis and treatment¹



Missing days of work because of AD³



Hospitalization with severe AD³

Furthermore, **post-inflammatory hyper/hypo pigmentation** affecting darker skin tones may be more distressing than the AD itself.⁴



Underdiagnosis of severe AD because common scoring systems that rely on erythema dramatically underestimate the severity of AD in darker skin tones¹

A costly burden of disease

AD affects quality of life and productivity at work, including associations with:

- Sleep deprivation—**74%** of people with moderate-to-severe AD lose at least one night of sleep per month and **20%** lose 10 or more nights of sleep per month⁵
- Activity impairment and absenteeism correlated with increased frequency of pruritus (itchiness) and sleep disruption⁶
- Average absenteeism of **14.8 days** per year and average presenteeism of **54.0 days** per year (total **68.8 days** per year) found across 28 studies focused on adults and adolescents⁷
- Average absenteeism of **3.5 days** per year due to AD flares among 14-to-17-year olds⁸

The power of DEI and how to support your employees

At Eli Lilly Canada (Lilly), we believe in the power of diversity, equity and inclusion (DEI) to fulfill our purpose of creating medicines that make life better for people around the world. At our core, we believe that by leveraging the varied backgrounds of our employees and by driving actionable and measurable strategies to improve DEI, we can better deliver effective solutions to patients.

Looking for more resources for your employees living with atopic dermatitis? Patient advocacy groups play a pivotal role in supporting the needs of all atopic dermatitis patients in Canada. Check out the Eczema Society of Canada (eczemahelp.ca) and the Canadian Skin Patient Alliance (canadianskin.ca) for more resources.

References

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