

ADVANCING THE ANCHOR MISSION THROUGH EMPLOYEE OWNERSHIP

BENEFITS OF EMPLOYEE OWNERSHIP

ANCHORS

- ✦ Increase supply chain resiliency
- ✦ Retain long-term contracts
- ✦ Advance community benefits

BUSINESSES

- ✦ Increase productivity & growth
- ✦ Reduce employee turnover
- ✦ Extend business lifespan
- ✦ Provide market value to owner

EMPLOYEES

- ✦ Increase pay & benefits
- ✦ Build assets & equity
- ✦ Have a voice in key decisions
- ✦ Grow leadership skills

COMMUNITIES

- ✦ Retain good businesses & jobs
- ✦ Enhance civic engagement
- ✦ Revive local economies

In pursuit of their “**anchor mission**,” members of the Healthcare Anchor Network are looking for new ways to address the economic and racial inequities that drive health disparities. Many are working to align their purchasing power with clinical and community efforts to improve societal health and wellbeing.

Advancing employee ownership is one way that anchor institutions can create better health and economic outcomes for local workers, small business owners and communities.

Employee ownership (EO) models are structures where a broad base of employees have an equity stake in the business they work for. Employee-owned businesses create economic resiliency for businesses, workers and local economies.

BUSINESS RESILIENCY THROUGH EMPLOYEE OWNERSHIP (BREO)

BREO is a collaborative **HAN** initiative, in partnership with **Obran Cooperative** and **Project Equity**. Launched in early 2023, BREO has three objectives:

- 1 EDUCATE** health system suppliers about employee ownership
- 2 SUPPORT** supplier companies in transitioning to employee ownership
- 3 POSITION** EO transitions as a leading strategy for health systems to support community wealth building and achieve their anchor mission

Learn more about the evidence for EO in [Project Equity's The Case for Employee Ownership \(2020\)](#).

BREO



HEALTHCARE
ANCHOR
NETWORK

OBAN

Project
{Equity}

Join the the employee ownership movement!
Anchor institutions can play many roles....

A robust ecosystem of nonprofits, employee-owned companies and service providers is using diverse strategies to expand EO and create a more resilient and equitable economy.

CREATE

1. Provide grants for coop development and startup technical assistance
2. Provide grants for EO transitions and business outreach

FINANCE

1. Invest in CDFIs that finance EO businesses
2. Invest in funds and organizations that provide capital for EO transitions

EDUCATE

1. Educate suppliers
2. Provide grants for education and awareness raising

INSTITUTIONALIZE

1. Create pro-EO internal purchasing policies
2. Support public and private sector policy change
3. Partner with field building organizations

JOIN HAN MEMBERS IN SUPPORTING EMPLOYEE OWNERSHIP

HAN members are supporting groundbreaking EO initiatives and partnering with field leaders

BUSINESS RESILIENCY THROUGH EMPLOYEE OWNERSHIP (BREO)

Kaiser Permanente, Trinity Health, CommonSpirit Health and Rush University System for Health are inaugural participants in the BREO project, with HAN, Obran and Project Equity. We are seeking more health systems to join!

Learn more: [Obran Cooperative](#) & [BREO](#), Lueh Soh, lueh@obran.org

HAN'S IMPACT PURCHASING COMMITMENT

Fourteen health systems have signed HAN's [Impact Purchasing Commitment](#), pledging to collectively increase – by \$1 billion over five years – their spend with vendors that are minority- or women-owned, sustainable, local, and/or helping to build community wealth (including through employee ownership).

Learn more: [HAN](#), Claire Brawdy, cbrawdy@anchornetwork.org

EVERGREEN COOPERATIVES

The Cleveland Clinic and University Hospitals supported the launch and growth of Evergreen Cooperatives, creating living-wage jobs and building community wealth in low-income neighborhoods in Cleveland since 2007.

Learn more: [Evergreen Cooperatives](#), John McMicken, jmcmicken@evgoh.com

OTHER ECOSYSTEM LEADERS

EO education, ecosystem building, and policy:
[Project Equity](#), Hilary Abell, hilary@project-equity.org

EO certification and EO company directory:
[Certified EO](#), Thomas Dudley, thomas@certifiedeo.com