

Opportunities to Increase HIV Prevention for People with Disabilities

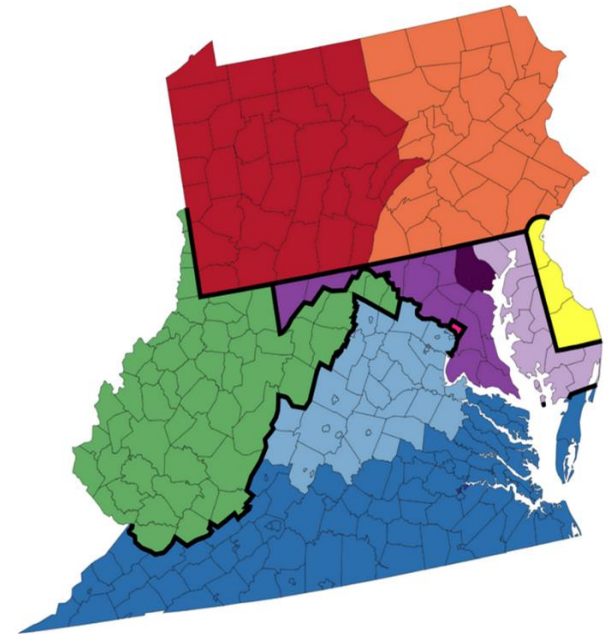
MIDATLANTIC AIDS EDUCATION AND TRAINING CENTER



The MidAtlantic AIDS Education and Training Center (MAAETC)

provides HIV/AIDS education, consultation, technical assistance, and resource materials to healthcare professionals throughout Pennsylvania, Maryland, Virginia, West Virginia, Delaware, and the District of Columbia.

www.maaetc.org



Topics Include:

- HIV Prevention
- HIV Care & Treatment
- HIV & Substance Use
- HIV & Mental Health
- Trauma-Informed Care
- Cultural Humility
- Patient-Centered Care
- Retention & Engagement

High-Quality Education & Training Programs For:

- Physicians, Physicians, & Physician Assistants
- Nurses & Nurse Practitioners
- Dentists & Dental Hygienists
- Patient Educators & Community Health Workers
- Case Managers & Social Workers
- First Responders & EMS Personnel
- Public Health Professionals
- All Members of Interdisciplinary Care Teams

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Acknowledgement

The MidAtlantic AIDS Education and Training Center (MAAETC) is supported by DHHS, Health Resources and Services Administration (HRSA) as part of a grant with 0% financed with non-governmental sources. The program aims to provide HIV training and technical assistance to USPHS Region 3 (Pennsylvania, Maryland, Delaware, the District of Columbia, Virginia, and West Virginia).

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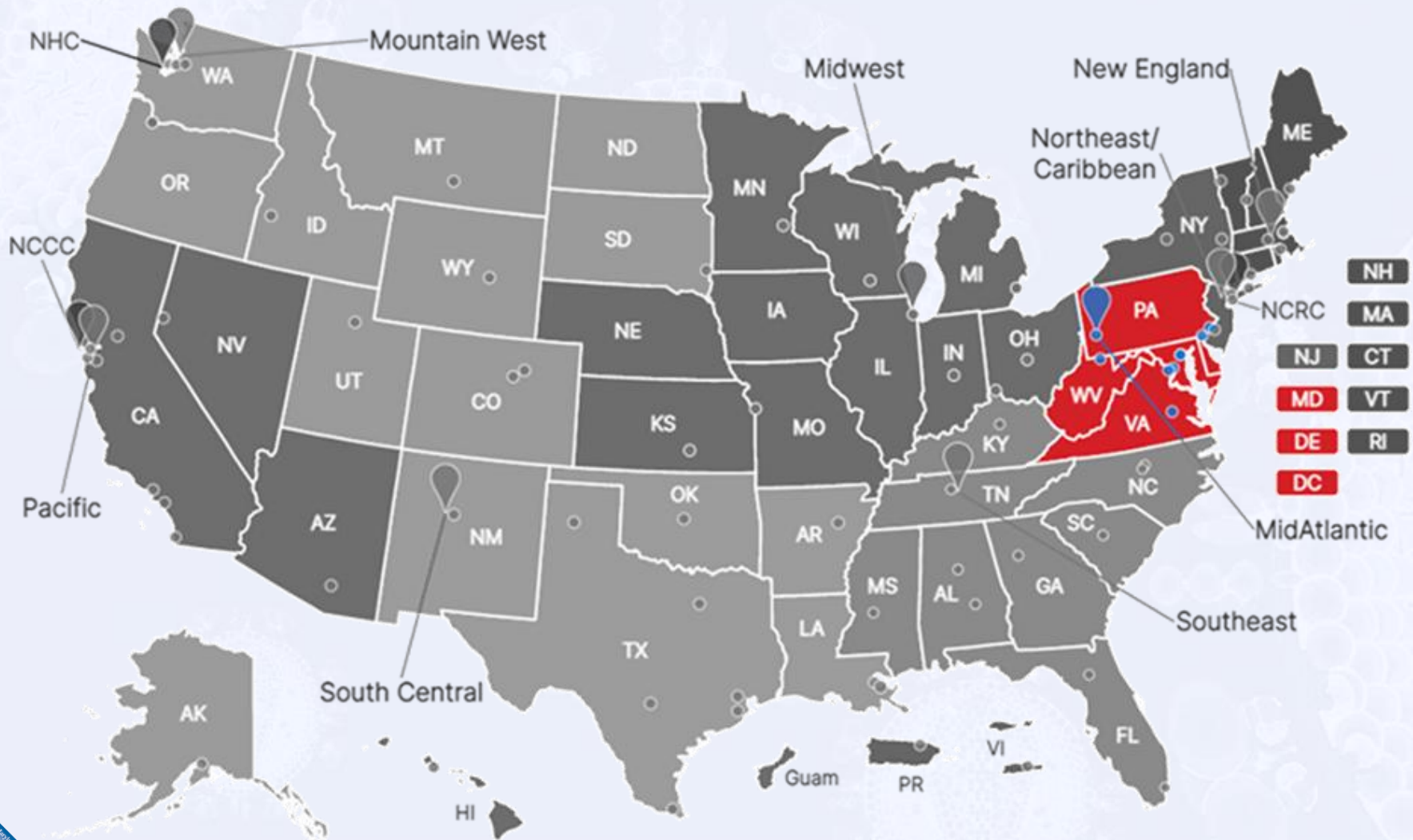
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MidAtlantic AIDS Education and Training Center



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- The staff and faculty involved with the planning of today's event **do not** have any conflicts of interest to disclose.
- The Speaker has no conflicts of interest to disclose



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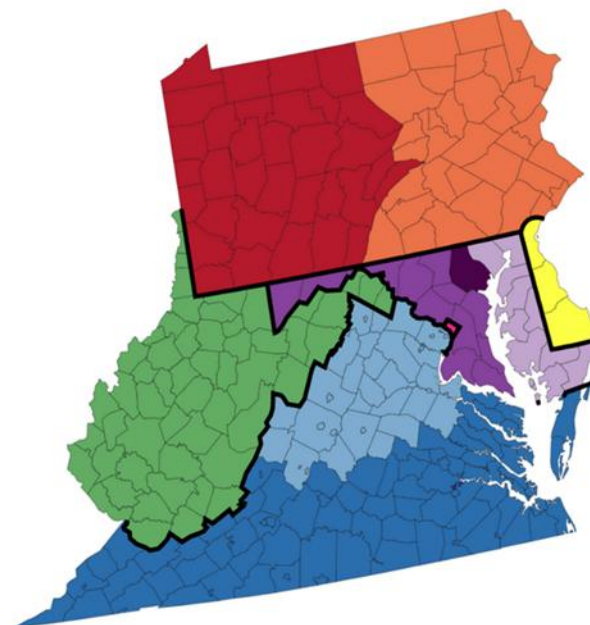
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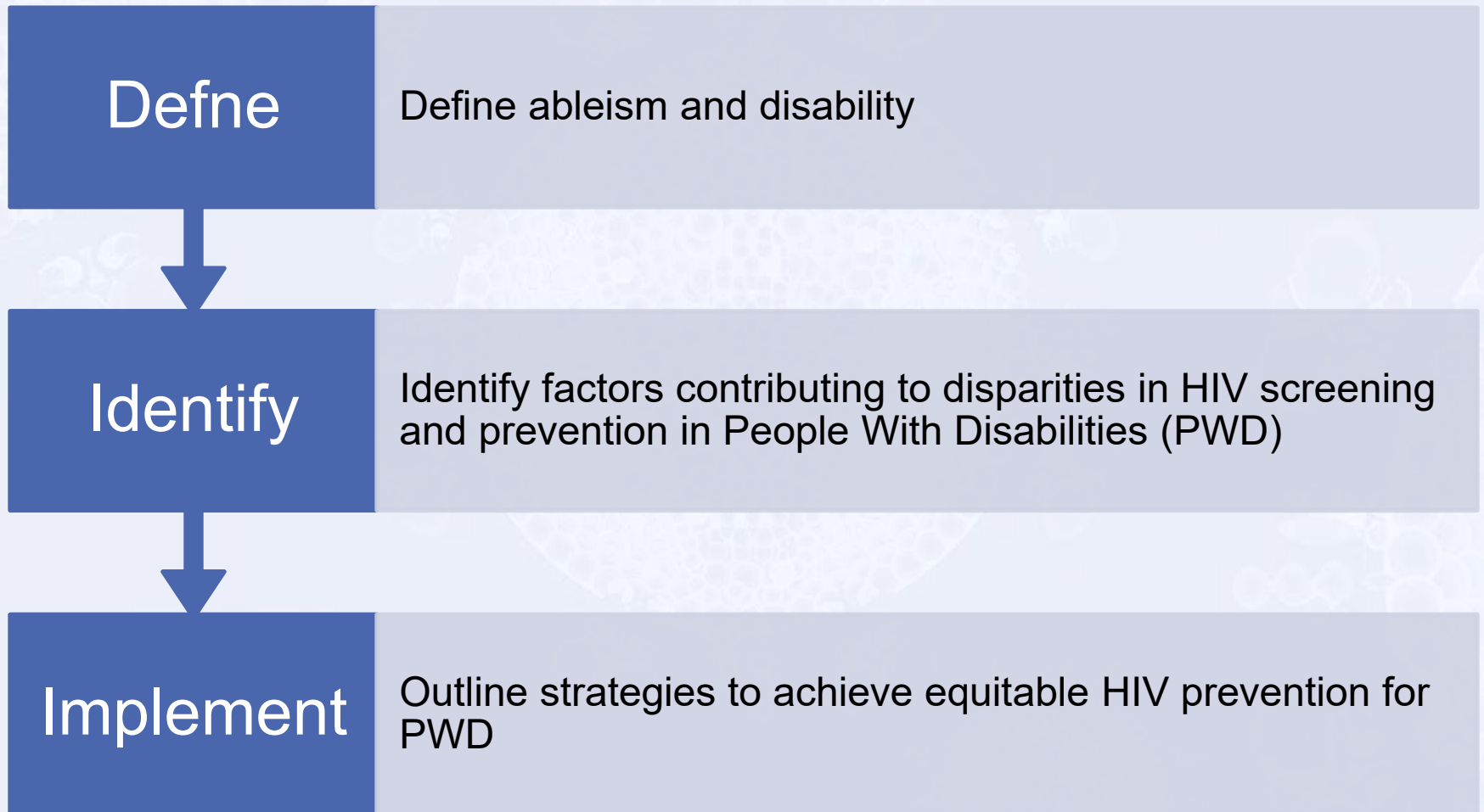
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[IG Disability Pride Video](#)



Goals and Objectives



Case Study

- A 63-year-old man who has an intellectual disability since birth, presented to clinic for routine healthcare.
- A decade ago, the patient was diagnosed with Stage III Diffuse Large B-cell Non-Hodgkin Lymphoma.
- The patient presented at a 3 months prior to another facility, due to a weight loss of 10 kg over the past 5 months. Oral thrush had been diagnosed by ENT shortly before. During this medical evaluation, pancytopenia was identified.
- Throughout this time, the patient was never tested for HIV in the past.
- At this current visit: HIV positivity was revealed. The AIDS-defining diagnosis, along with a CD4 + cell count of 41/ μ l, suggests a prolonged period of HIV positivity.

Würfel LM, Potthoff A, Nambiar S, Skaletz-Rorowski A. Missed opportunities for HIV testing and sexual health-related challenges in an individual with intellectual disability: a case report. *AIDS Res Ther.* 2024 Apr 5;21(1):20. doi: 10.1186/s12981-024-00606-7. PMID: 38581028; PMCID: PMC10996268.



Case Study

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Implicit Bias is...



Attitudes, Stereotypes, & Beliefs
that can affect how we treat others.

Implicit bias is not intentional, but it can still impact how we judge others based on factors, such as:

THAT DEAF GUY

BY MATT & KAY DAIGLE



affect how providers perceive and respond to children, which can lead to unfair differences in the use of exclusionary discipline practices, such as suspension and expulsion.

Go to our Guide to learn about recommended policies and strategies for promoting all children's success and preventing suspensions and expulsions in early childhood settings! preventexpulsion.org

SRI Education™
A DIVISION OF SRI INTERNATIONAL



About Us

Project Implicit is a 501(c)(3) non-profit organization and international collaborative of researchers who are interested in implicit social cognition.

Project Implicit was founded in 1998 by three scientists – Dr. Tony Greenwald (University of Washington), Dr. Mahzarin Banaji (Harvard University), and Dr. Brian Nosek (University of Virginia). [Project Implicit Health](#) (formerly Project Implicit Mental Health) launched in 2011 and is led by Dr. Bethany Teachman (University of Virginia) and Dr. Matt Nock (Harvard University).

The mission of Project Implicit is to educate the public about bias and to provide a “virtual laboratory” for collecting data on the internet. Project Implicit scientists produce high-impact research that forms the basis of our scientific knowledge about bias and disparities.

Please visit <https://www.projectimplicit.net> to learn more about our team and the programs and services that we offer.

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Andover Commission on Disability Invites You to Explore Ways to Combat Implicit Bias Towards People With Disabilities.



What is Implicit Bias?
Implicit Bias is Having Negative Attitudes
Without Conscious Awareness.



1

Slow Down
Our Brains
React Quickly
to
Preconceived
Ideas.

**Four Ways to
Challenge
Unconscious
Bias**

2

Be aware
of
Assumptions
Made About
People With
Disabilities.

3

Challenge the
Preconceived Ideas You
Might Have About People
With Disabilities.

4

Get to know People With
Disabilities. This Opens the
Door for Understanding
and Friendship.

Resources

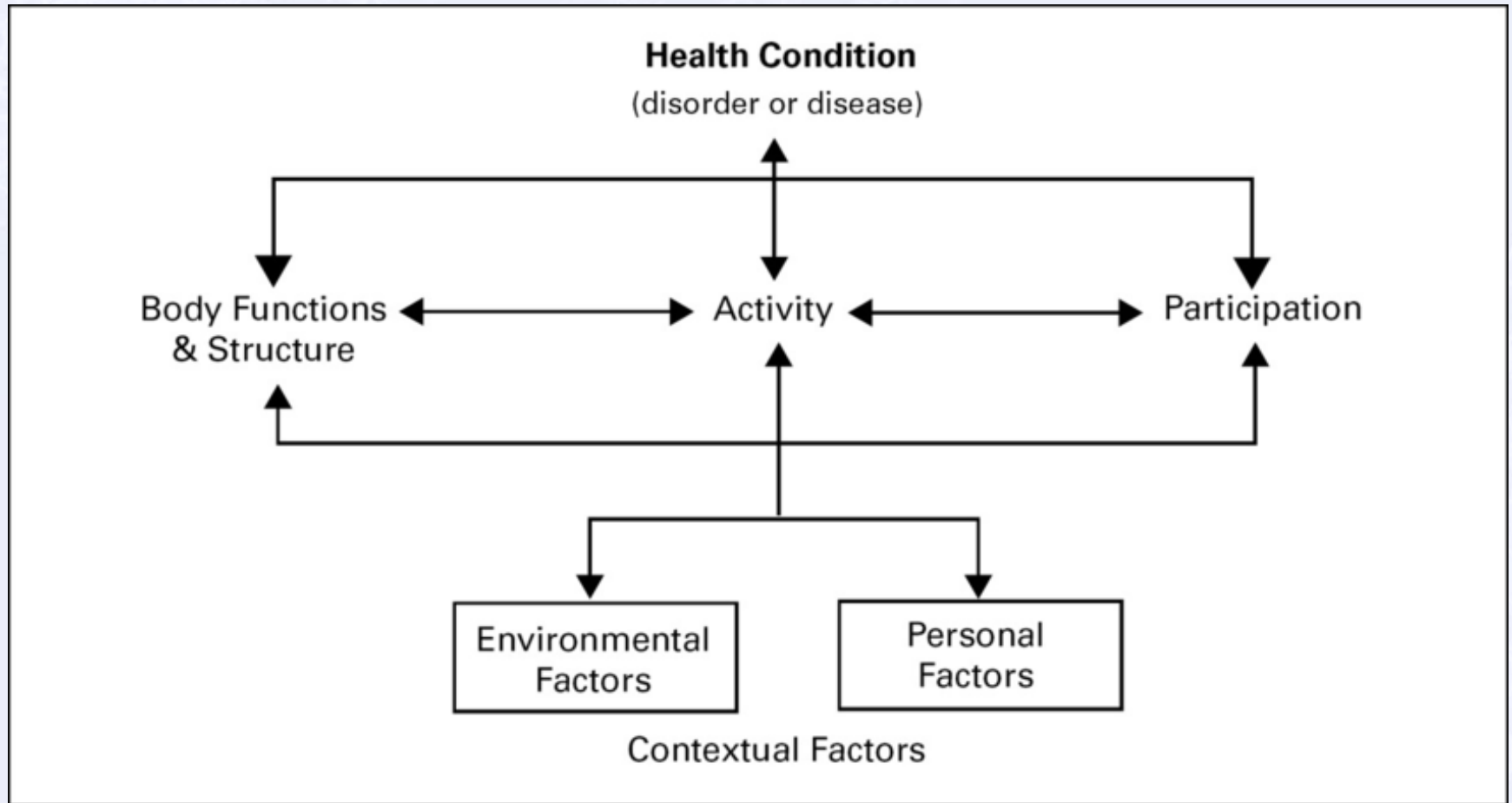
The Andover Commission on Disability invites you to learn
more at acod.mhl.org.



What is a Disability?

- According to the Americans with Disabilities Act (ADA), a person with a disability is an individual with a “physical or mental impairment that substantially limits one or more major life activities”.
 - Legal definition

What is Disability?



Evidence-Based Advocacy: Using Photovoice to Identify Barriers and Facilitators to Community Participation After Spinal Cord Injury - Scientific Figure on ResearchGate. Available from: https://www.researchgate.net/figure/Biopsychosocial-Model-of-Disability-WHO-2001_fig1_42387640

What is Disability

1. Do you have difficulty seeing, even if wearing glasses?
2. Do you have difficulty hearing, even if using a hearing aid?
3. Do you have difficulty walking or climbing steps?
4. Do you have difficulty remembering or concentrating?
5. Do you have difficulty with self-care, such as washing all over or dressing?
6. Using your usual (customary) language, do you have difficulty communicating (for example, understanding or being understood by others)?

WHO World Report on Disability. Available at www.who

Disability Impacts **ALL of US**

COMMUNITIES



HEALTH



ACCESS



61 million adults in the United States live with a disability

Click for
state-specific
information →



26%
(1 in 4) of adults in
the United States
have some type
of disability

The percentage of people
living with disabilities is
highest in the South



<https://www.cdc.gov/disability-and-health/articles-documents/disability-impacts-all-of-us-infographic.html>

Ableism

Disability justice activist and educator Lydia X Z Brown:

1. The oppression, prejudice, stereotyping, or discrimination against disabled people on the basis of actual or presumed disability.
2. The belief that people are superior or inferior, have better quality of life, or have lives more valuable or worth living on the basis of actual or perceived disability.

Ableism

- “That’s so lame.”
- “That guy is crazy.”
- “You’re acting so bipolar today.”
- “It’s like the blind leading the blind.”
- “My ideas fell on deaf ears.”
- “I’m super OCD about how I clean my apartment.”
- “I don’t even think of you as disabled.”

What Ableism looks like:



Believing Disability is only visible or physical.



Telling someone they don't look Disabled.



Asking a Person to prove they are Disabled.



Making a judgment on a Disabled Person's capability.



Designing or creating something inaccessible.



Not making your recruitment process accessible.



Refusing to make an event/environment accessible.



Using outdated or offensive language..



You asking a Person to prove they are Disabled.

Ableism

- Throughout his life, David constantly faced ableist biases. Seeing a diagnosis of “developmental disability,” medical teams would incorrectly assume he was nonverbal, incontinent, and unable to ambulate independently.
- I once posted signs in his hospital room listing his favorite discussion topics, such as country music and recently released comedic movies, hoping that if we humanized him, his team would provide better care.

Morris MA. Death by Ableism. N Engl J Med. 2023 Jan 5;388(1):5-7. doi: 10.1056/NEJMp2212109. Epub 2022 Dec 31. PMID: 36592337.

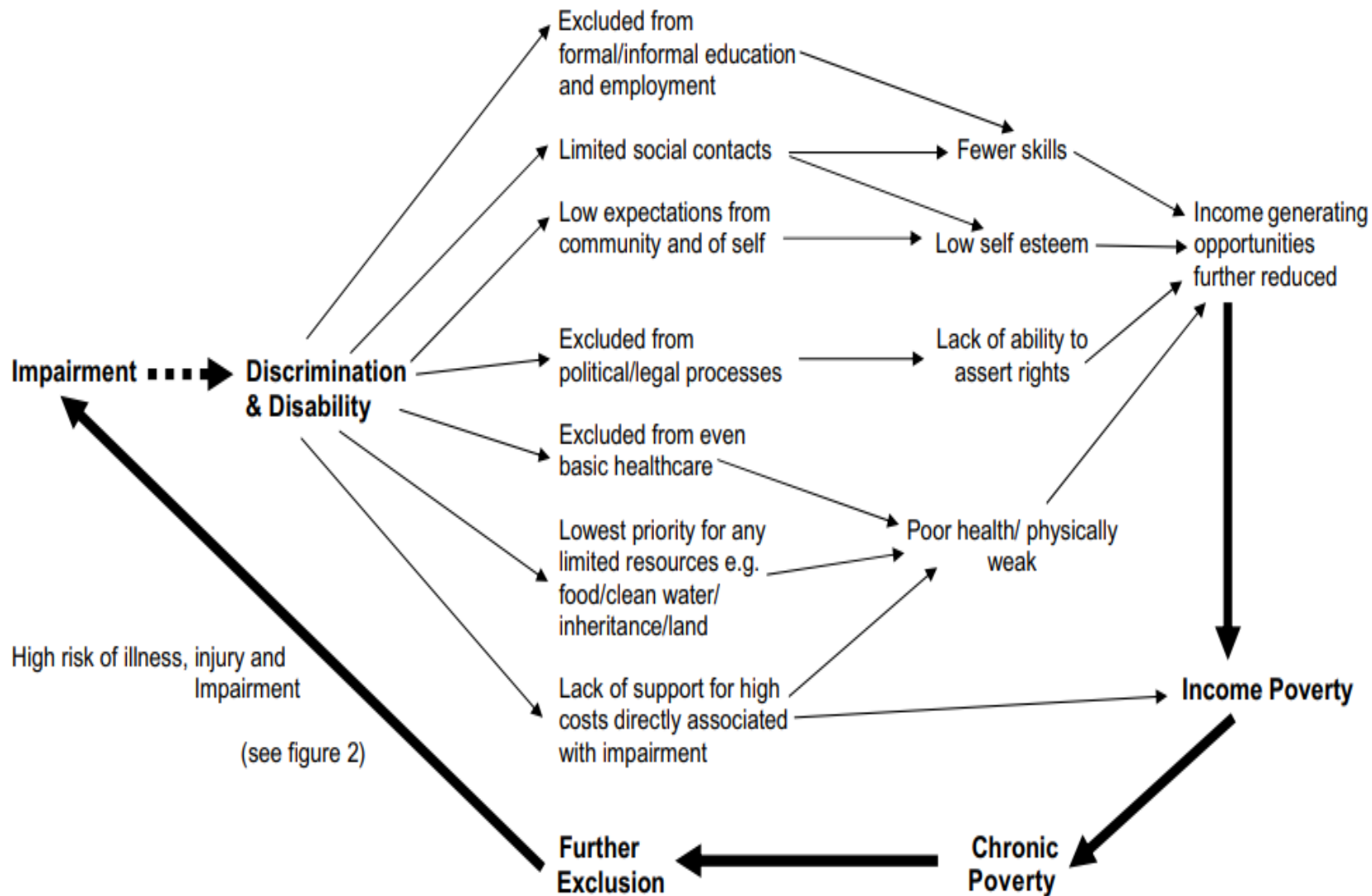


Medical Model Understanding of Disability



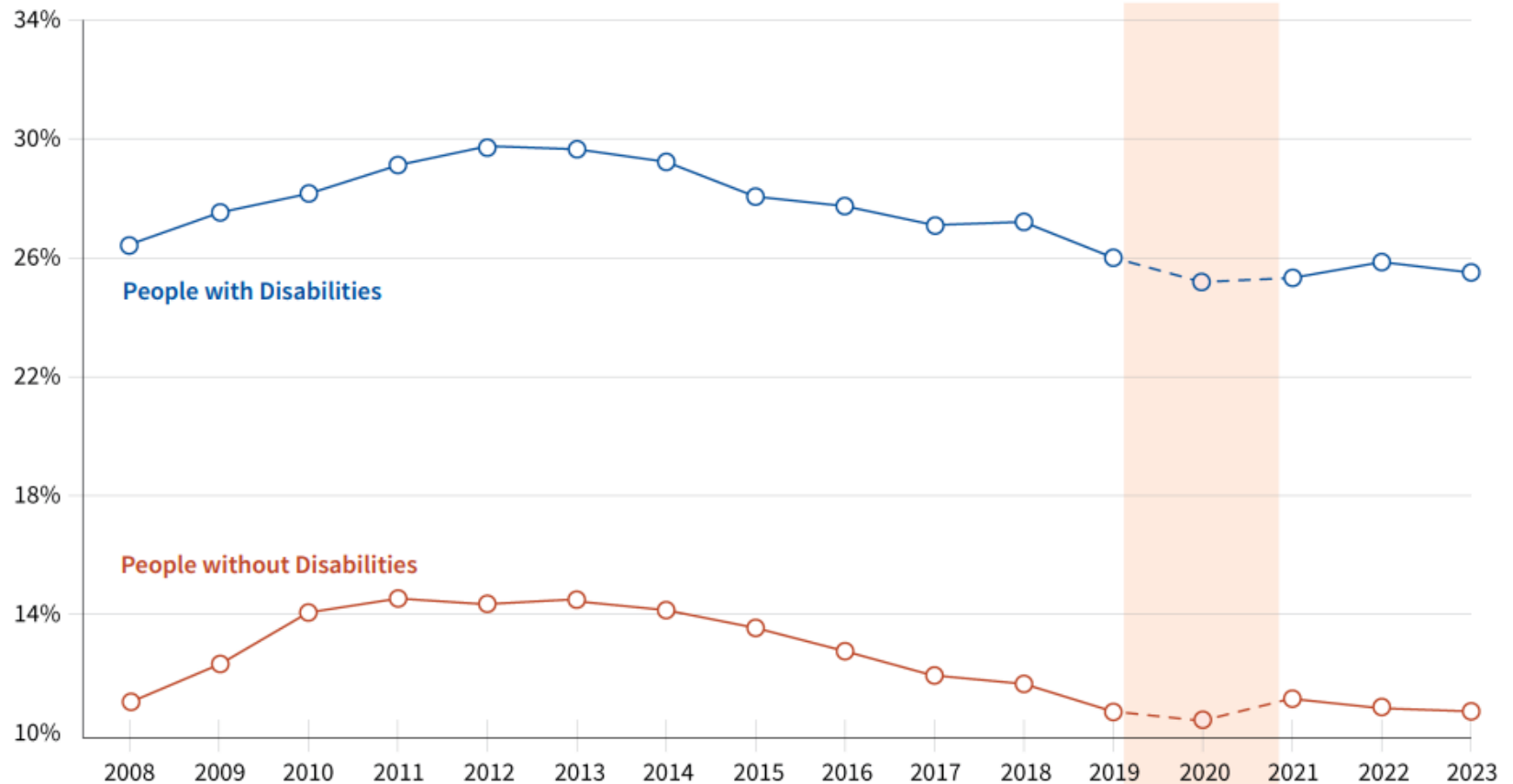
The problem is
the disabled person

Disability/Poverty Cycle



Rebecca Yeo, Karen Moore, Including Disabled People in Poverty Reduction Work: "Nothing About Us, Without Us", World Development, Volume 31, Issue 3, 2003, Pages 571-590, ISSN 0305-750X, [https://doi.org/10.1016/S0305-750X\(02\)00218-8](https://doi.org/10.1016/S0305-750X(02)00218-8).
<https://www.sciencedirect.com/science/article/pii/S0305750X02002188>

**Figure 8.
Poverty Rate**



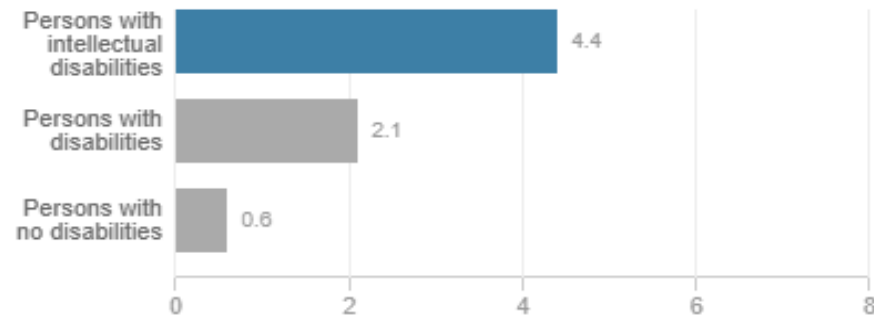
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https://www.researchondisability.org/sites/default/files/media/2025-03/annual-report-people-with-disabilities_2025_digital-update-a11y.pdf

Sexual Assault Rates Among People With Intellectual Disabilities, 2011-2015

The rate of rape and sexual assault against people with intellectual disabilities is more than seven times the rate against people without disabilities. Among women with intellectual disabilities, it is about 12 times the rate.

RATE PER 1,000 PEOPLE



RATE PER 1,000 PEOPLE WITH AN INTELLECTUAL DISABILITY, BY GENDER



Notes

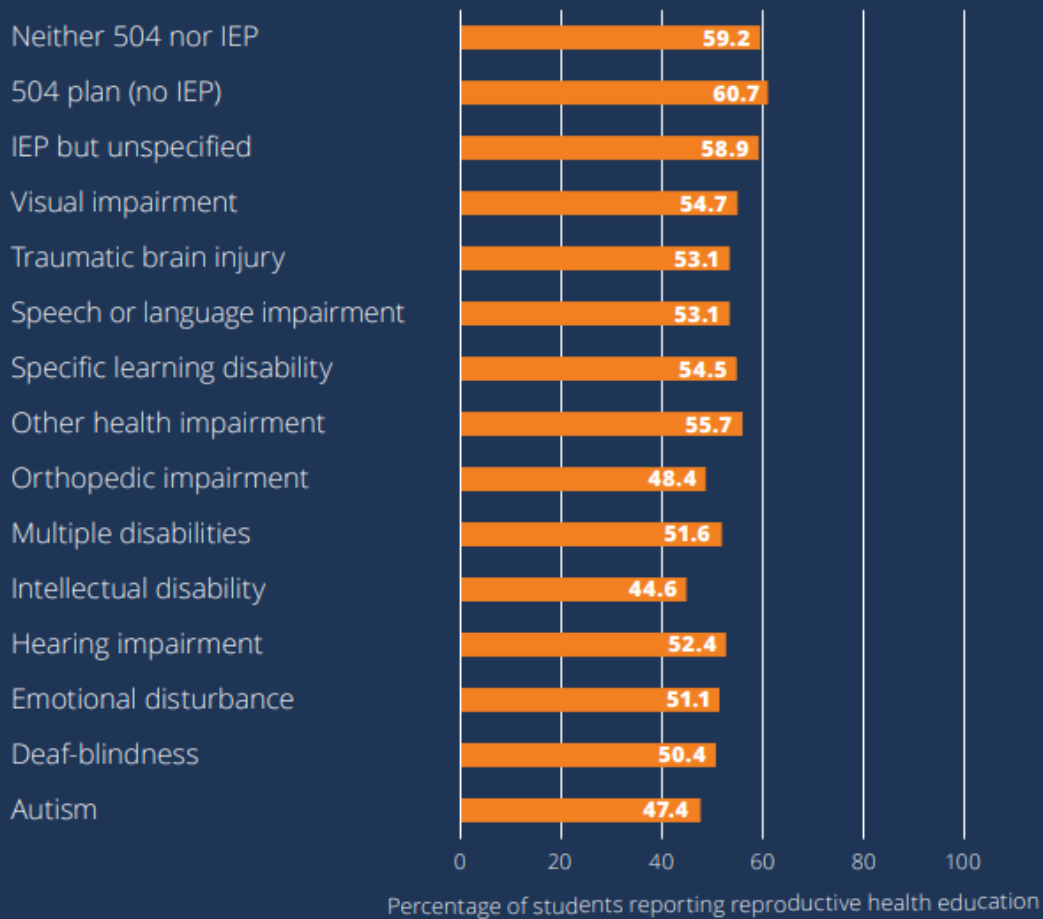
Based on the noninstitutionalized U.S. residential population age 12 or older

Source: Bureau of Justice Statistics, National Crime Victimization Survey, Special Tabulation

Credit: Katie Park/NPR

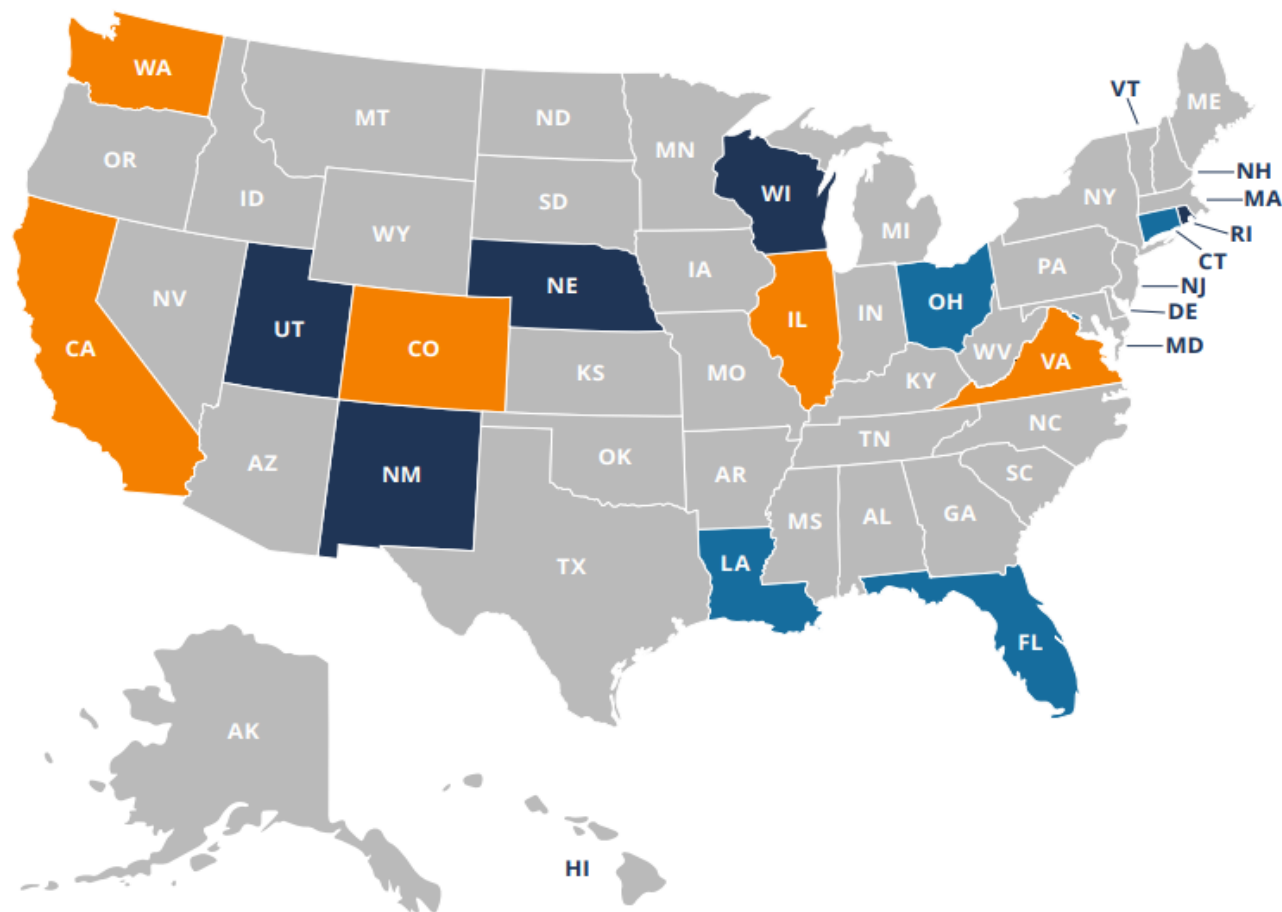
Gaps in Sex Education

Figure 1. Receipt of reproductive health education
among U.S. students able to self-report via interview



Source Figure 1: "National Longitudinal Transition Survey 2012" (NLTS-2012).
U.S. Department of Education, National Center for Education Statistics.

Table 1: State Laws, Policies, and Resources Related to Accessible Sex Education



Key:

- Sex Education Must be Accessible
- Health Education Must be Accessible
- State-Provided Resource (guidelines not enforced by law)

<https://siecus.org/wp-content/uploads/2021/03/SIECUS-2021-Youth-with-Disabilities-CTA-1.pdf>

IVDU and PWD

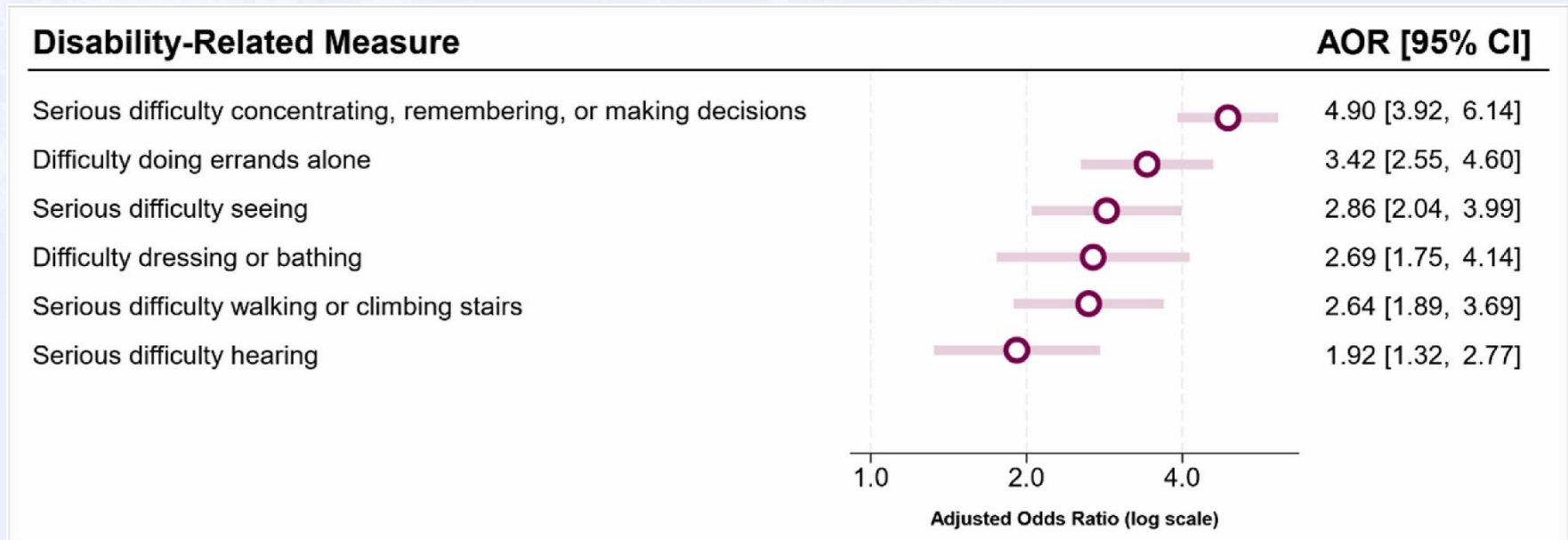


Fig. 2. Adjusted odds ratios for the association between past-year injection drug use and any of six disability types, for US civilian, non-institutionalized adults, 2015–2019.

Roberto Abadie, Manuel Cano, Health disparities and injection drug use behaviors among adults with and without disabilities in the National Survey on drug use and health, 2015–2019, Disability and Health Journal, Volume 18, Issue 1, 2025, 101715, ISSN 1936-6574, <https://doi.org/10.1016/j.dhjo.2024.101715>.
(<https://www.sciencedirect.com/science/article/pii/S193665742400164X>)

Disability and Healthcare ACCESS

Healthcare access barriers for working-age adults include

1 in 4

adults with disabilities
(18-44 years)

do not have a
usual healthcare
provider



1 in 4

adults with disabilities
(18-44 years)

have an **unmet**
healthcare need
because of cost
in the past year



1 in 6

adults with disabilities
(45-64 years)

did not have a
routine check-up
in the past year



<https://www.cdc.gov/disability-and-health/articles-documents/disability-impacts-all-of-us-infographic.html>

In a study of 714 U.S. physicians what do you think were the % for the following statements:

___% reported that they
welcome patients with
disabilities to their
practice

___% said that they
know “little or nothing”
about the ADA

___% were confident
they could provide
similar quality of care to
patients with disabilities
as they could to those
without disability

56% reported that they welcome patients with disabilities to their practice

36% said that they know “little or nothing” about the ADA

41% were confident they could provide similar quality of care to patients with disabilities as they could to those without disability.

Iezzoni LI, Rao SR, Ressalam J, Bolcic-Jankovic D, Agaronnik ND, Donelan K, Lagu T, Campbell EG. Physicians' Perceptions Of People With Disability And Their Health Care. Health Aff (Millwood). 2021 Feb;40(2):297-306. doi: 10.1377/hlthaff.2020.01452. PMID: 33523739; PMCID: PMC8722582.

Reflection



ADA

To ensure equal opportunity and access to all areas of public life



To promote accessibility and usability



To promote inclusion and integration

To protect against discrimination

<https://fastercapital.com/content/Barrier-removal--Breaking-Down-Barriers--ADA-s-Mission-for-Barrier.html>

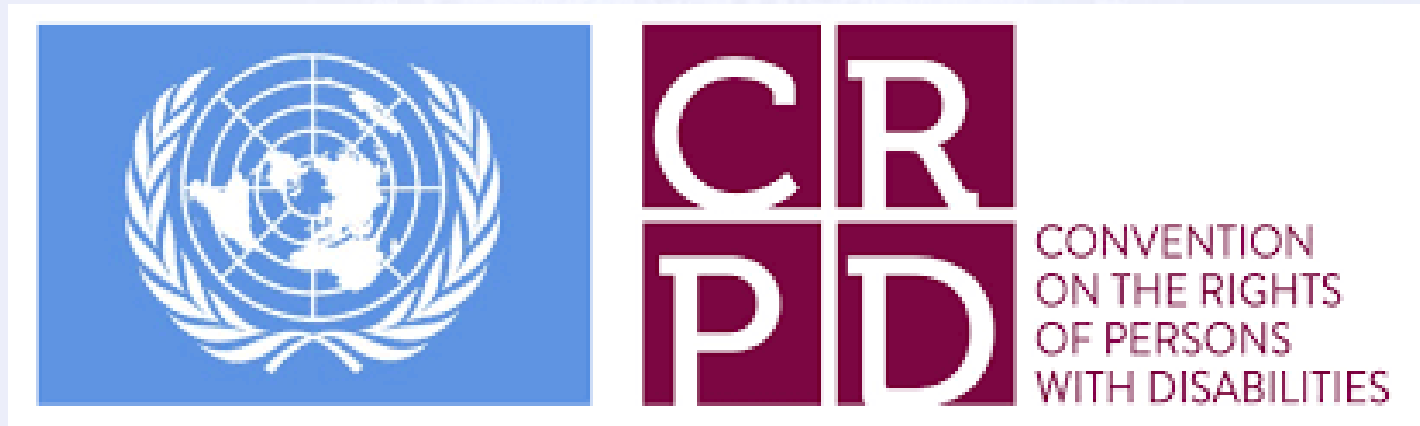
ADA

“I truthfully think the [Americans with Disabilities] Act makes the disabled person more of a target and doesn’t help them but hurts them. Because a lot of us, me personally, are afraid to treat them...so I look at it as not [a] helpful act, but I look at it as a hurtful act. Because all of us, even in this discussion, well, we are afraid of this, we’re afraid of that. ...You just don’t want to deal with them, and that’s what the [ADA] is all about”

Lagu, T, et al. ‘I am not the doctor for you’: Physicians attitudes about caring for people with disabilities. *Health Affairs*. 2022. 10.1377/hlthaff.2022.00475

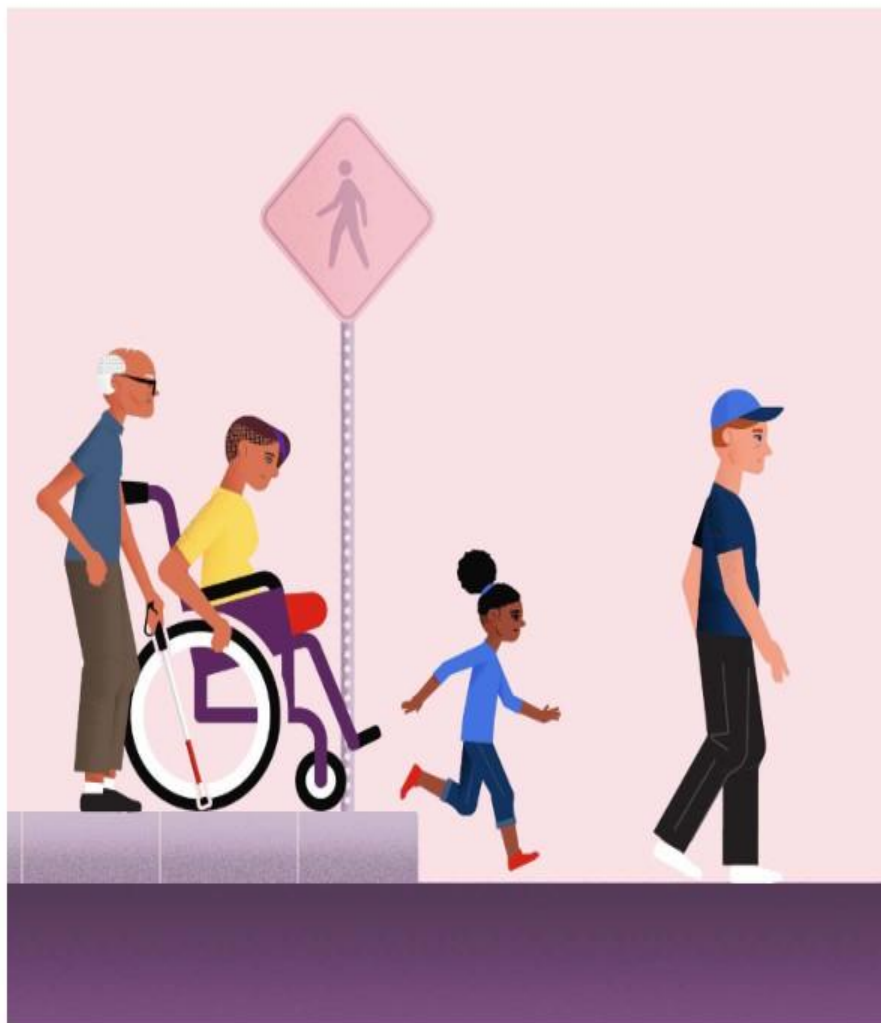
UN CRPD

- Arlene Kanter wrote in 2015, “Whereas the ADA is a civil rights law that views equality for people with disabilities through a limited antidiscrimination lens, the [UN convention] is a human rights law that, based on a social model of disability, moves beyond traditional notions of equality towards a society that accepts people with disabilities as full and equal members.



EQUALITY:

Everyone gets the same – regardless if it's needed or right for them.



<https://www.rwjf.org/en/insights/our-research>



Health Equity Framework for People with Disabilities

Released February 2022 (*Latest Update August 2022*)

Purpose

This Policy Brief provides rationale for the need of an all-of-government approach to achieve health equity in the United States and our territories for the largest unrecognized minority group in this country, the over 61 million people with disabilities, and sets forth a framework to achieve health equity for all people with disabilities. Disability is a natural part of the human condition, which occurs across all age, gender, racial, ethnic, language and social groups.

For purposes of this brief, NCD utilizes the definitions of “health disparity” and “health equity” as defined by the U.S. Department of Health and Human Services (HHS) Secretary’s Advisory Committee for Healthy People 2020.¹ Thus, as used herein “health disparities,” means health differences that adversely affect people with disabilities which are systemic (*i.e.*, not isolated or exceptional)² and plausibly avoidable (*i.e.*, not necessarily proving, but plausible that policies could reduce the disparities).³ “Health equity,” as used herein is defined as the principle underlying the commitment to the attainment of the highest level of health for all people, which requires valuing everyone equally with focused and ongoing societal efforts to address avoidable inequalities, historical and contemporary injustices, and the elimination of health and healthcare disparities.⁴



Opportunities for disability inclusion

- Be Proactive
 - Educate yourself on disability
 - Reflect on your bias
- Assess your organization for accessibility and make changes to increase it
- Critique your practice's culture and attitude towards disability
- Hire people with disabilities
- Partner with government and community-based organizations
 - Trainings for staff
 - Education sessions
 - Onsite testing

Opportunities for disability inclusion

- Utilize Electronic health record / other systems to proactively identify accommodation needs ahead of time
 - Alerts
 - Pre-visit intake form
 - Disability access coordinator
- Create accessible health information

Gallaudet University: Accessibility Checklist

For all platforms:

- Accurately caption videos and include written transcripts
- Include image/video descriptions and embedded ALT text
- Include option for follow up and for accessibility requests

Flyers

- Large Print text size (14-18pt) and double spacing
- Font: San-serif (Arial, Cambria, Tahoma, Verdana, Calibri, etc.)
- High Color Contrast (dark background/light words)
- Add “for more information..”
- Include QR Code for electronic

Communication

- Accessible messaging (ASL/English/CART/transcript)
- Intro (name, pronouns, image description, role, etc.)
- Plain background with color contrasting clothes
- Materials in multiple versions (Large Print, Electronic, Braille, etc.)
- Use bullets and numbering for direct messaging

Social Media

- Provide written description for all: images, videos, GIF, memes, emojis, etc.
- Hyperlink in regular text, not “click here”
- Use Camel hashtags (ext.: CapitalizeTheFirstLetter)
- Spell out all acronyms
- Be direct and clear

Events

- Include accessibility from beginning
- Communicate what access is provided with attendees
- Have a process for requests (deadline 2 weeks before)
- Point of contact on site
- Collect feedback



Five different Deaf people are shown in a colorful split-screen image, each using American Sign Language.

Planned Parenthood believes that everyone should be able to access sex education.

Here are some useful materials that Planned Parenthood organizations created for anyone who wants to use ASL to communicate about sexual and reproductive health. You can watch and share these resources:

- 1 **Planned Parenthood ASL Playlist:** This is a playlist of videos that cover sexual and reproductive health topics like birth control, abortion, STD testing, and more – all in ASL!
- 2 **Five Friends Video Series:** This is a video series by Planned Parenthood of Delaware that's tailored to Deaf middle and high school students in ASL. The series talks about sex education topics like consent, body image, and identity.
- 3 **Five Friends Lessons:** These lessons are a collection of ASL-centered lesson plans that can be used alongside the videos.

<https://sarcoregon.org/beyond-the-birds-and-the-bees-a-call-for-inclusive-sex-education-for-disabled-students/>
<https://www.plannedparenthood.org/blog/why-we-need-more-sex-education-materials-in-american-sign-language>



Home page screenshot of our sexual health online game



Language selection screenshot of our sexual health online game



<https://www.plannedparenthood.org/planned-parenthood-greater-new-york/learn/community-programs/project-shine>

<https://yoursexualhealthtoolkit.org/>



Real Stories

People with disabilities can share their stories and experiences with others. Here are some stories from people who have helped with this project. Some are short, some are long.

We hope you will think about sharing your stories with others too.



Janice on Sex and First Times



Kathleen on Accessibility and Sexual and Reproductive Health Care



Uly on Abstinence and Boundaries



<https://www.youtube.com/watch?v=bOWoD53bkxl>



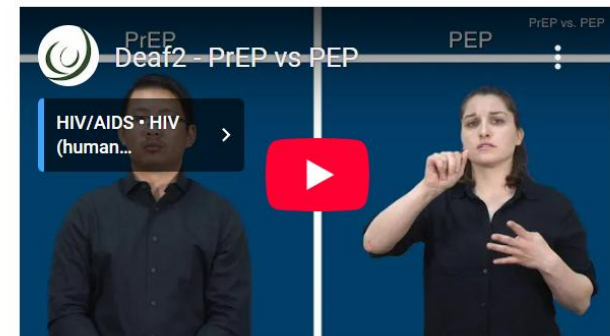
PrEP 101

[Source information on PrEP](#)



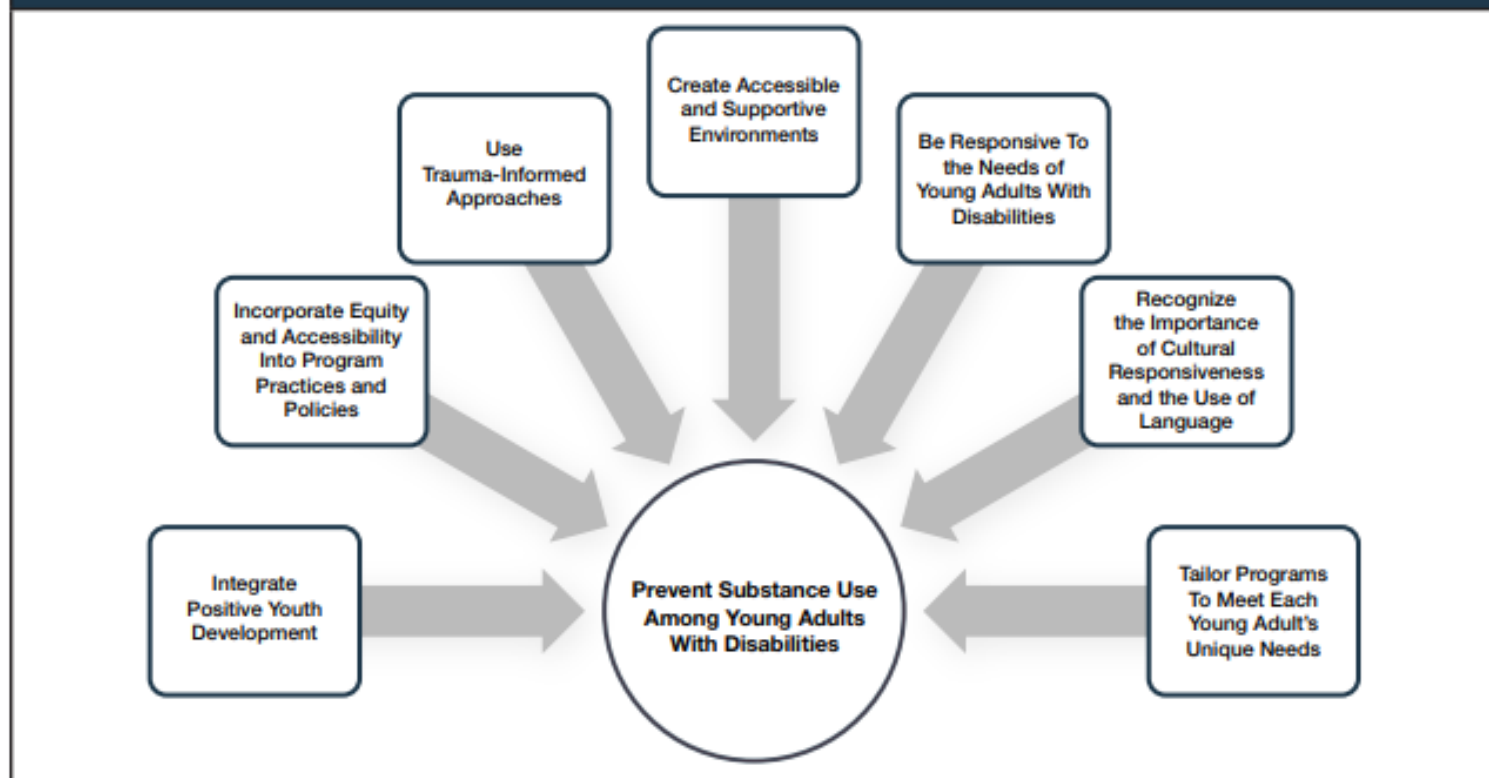
PEP 101

[Source information on PEP](#)



PrEP vs. PEP

Incorporate Equity and Accessibility Into Prevention Programs, Practices, and Policies



Young adults with disabilities may face barriers in seeking support for substance use and may need help to overcome them. For example, programs can help this population overcome their fear of stigmatization or discrimination by²⁴:

- Connecting them to peer support services.
- Normalizing asking for help.
- Ensuring that prevention services are inclusive, accessible, and welcoming.
- Facilitating positive experiences with program staff.
- Developing prevention services that have low barriers to entry, which can support positive attitudes toward help-seeking.

<https://library.samhsa.gov/sites/default/files/substance-use-youth-disabilities-pep24-06-003.pdf>

References

- Roberto Abadie, Manuel Cano, Health disparities and injection drug use behaviors among adults with and without disabilities in the National Survey on drug use and health, 2015–2019, Disability and Health Journal, Volume 18, Issue 1, 2025, 101715, ISSN 1936-6574, <https://doi.org/10.1016/j.dhjo.2024.101715>. (<https://www.sciencedirect.com/science/article/pii/S193665742400164X>)
- Evidence-Based Advocacy: Using Photovoice to Identify Barriers and Facilitators to Community Participation After Spinal Cord Injury - Scientific Figure on ResearchGate. Available from: https://www.researchgate.net/figure/Biopsychosocial-Model-of-Disability-WHO-2001_fig1_42387640
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