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Disability Inclusion: Getting to Know & Interact with People with Disabilities

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Institute for Disability Studies
The University of Southern Mississippi
May 16, 2017
Institute for Disability Studies (IDS)

• Mississippi’s University Centers for Excellence in Developmental Disabilities, Research, Education and Service. (UCEDD)

• One of the national network of 67 UCEDDs—provides preservice preparation, education, community services, research, and information dissemination.

Core funding agency—AIDD, US DHH
Objectives

• Define Disability and Disability Inclusion
• Overview Mississippi Health Disparity—Disability Statistics
• Summarize the guideline of interacting with People with Disabilities—Disability Etiquette
How long can an average person concentrate?

A. ~5 Minutes
B. ~15 Minutes
C. ~30 Minutes
D. ~50 Minutes
Disability Definition

• The ADA defines a person with a disability as a person who has a physical or mental impairment that substantially limits one or more **major life activities**.

• Different definitions (Dictionary, Social Security Administration, CDC, WHO...)

• Another View of Disability

  “Disability is a universal experience that affects **nearly everyone** without exception at sometime in their lives.”

Prevalence of Disability in MS

US Census Bureau, 2015

BRFSS, 2014
US-MS Disability Age Distribution

2014 US Census Bureau
Disability Types among MS Adults

(BRFSS 2014)

Any Disability

US  Mississippi

Any Disability

Mobility

Cognitive

Independent Living

Vision

Self-care

US  Mississippi
### Characteristics of Disabilities

Disabilities vary in...

<table>
<thead>
<tr>
<th>Severity</th>
<th>Type</th>
<th>Visibility</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mild</td>
<td>Physical disability</td>
<td>Not at all visible to others</td>
</tr>
<tr>
<td>Moderate</td>
<td>Sensory disability</td>
<td>Visible to informed others</td>
</tr>
<tr>
<td>Severe</td>
<td>Psychiatric mental Health disability</td>
<td>Visible to all</td>
</tr>
<tr>
<td>Very Severe</td>
<td>Cognitive/intellectual disability</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Communication disability</td>
<td></td>
</tr>
</tbody>
</table>
Challenges/Disadvantages for People with Disabilities

• Difficulty obtaining health care and preventive screening
• Higher incidence of health disparities than those without disabilities
• Increased risk of secondary conditions
• Negative experience with health care providers
MS Disability and Health Disparity—Health Risks & Behaviors

Source: CDC BRFSS 2014
MS Disability and Health Disparity—Prevention and Screenings

Source: CDC BRFSS 2014
MS Disability and Health Disparity—General Health Conditions

Source: CDC BRFSS 2014
MS Disability and Health Disparity—Chronic Conditions

![Bar chart showing percentages of chronic conditions among PWD and PWOD.](chart.png)

- **Arthritis**: 48.2% (PWD), 17.3% (PWOD)
- **Asthma**: 14.9% (PWD), 4.3% (PWOD)
- **Cancer (excluding skin cancer)**: 9.8% (PWD), 4.4% (PWOD)
- **COPD**: 17.4% (PWD), 2.7% (PWOD)
- **Diabetes**: 17.2% (PWD), 9.4% (PWOD)
- **Stroke**: 8.9% (PWD), 2.3% (PWOD)

*Source: CDC BRFSS 2014*
MS Disability and Health Disparity—Mental and Emotional Health

Depression

- PWD: 43.7%
- PWOD: 11.0%

>14 mentally unhealthy days (in the past 30 days)

- PWD: 35.3%
- PWOD: 6.2%

Source: CDC BRFSS 2014
Disability Inclusion
Importance of disability inclusion

• Disabilities, impairments, and chronic health conditions are a natural part of being human.
• The disability community is the world’s most inclusive minority community.
• Disability is the most equal opportunity minority: anyone can join at any time, and with time, most people will. —Edward Roberts (1939-1995)
Interact with People with Disabilities

Basic

Use appropriate and respectful language

• The difference between the right word and the almost right word is the difference between lighting and the lightning bug.

  —Mark Twain

• Use **Person First** language
  Puts the person **BEFORE** the disability, and describes what a person has.
### Some Example of Accepted Terms

<table>
<thead>
<tr>
<th>Appropriate</th>
<th>Inappropriate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Person with a disability, people with disabilities</td>
<td>Impaired, crippled, handicap, the disabled...</td>
</tr>
<tr>
<td>Person with a physical disability, person with no arms</td>
<td>Lame, defective, defect, deformed, invalid, infirmed...</td>
</tr>
<tr>
<td>Person who is Deaf, person who is hard of hearing</td>
<td>Hearing impaired, deaf and dumb...</td>
</tr>
<tr>
<td>Person who is blind, person who has low vision</td>
<td>Visually handicapped, visually impaired...</td>
</tr>
<tr>
<td>Person with a speech disability, communication disability, person who stutters</td>
<td>Speech impaired, halted, dumb, mute...</td>
</tr>
<tr>
<td>Person who uses a wheelchair, a wheelchair user, walks with crutches</td>
<td>Confined/bound to a wheelchair, physically impaired...</td>
</tr>
<tr>
<td>Person who has a stroke</td>
<td>Person who is a victim of a stroke (or sufferer)</td>
</tr>
<tr>
<td>Person with mental health condition, person with a psychiatric disability</td>
<td>Mentally retarded, feeble minded, moron, imbecile, crazy, freak, maniac, lunatic, psycho...</td>
</tr>
<tr>
<td>Person of short stature, little person</td>
<td>Deformed, dwarf, midget...</td>
</tr>
</tbody>
</table>
Interact with People with Disabilities (1)

<table>
<thead>
<tr>
<th>People with Physical/Mobility Disabilities</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Offer assistance before providing assistance</td>
</tr>
<tr>
<td>• Sit down at an eye level position whenever possible</td>
</tr>
<tr>
<td>• Do not push, lean on, or hold onto a person’s wheelchair [Wheelchair User]</td>
</tr>
</tbody>
</table>
### Interact with People with Disabilities (1)

#### People with Communication/Speech Disabilities

- Do not make assumptions based on facial expressions or vocal inflections
- Take time and listen
- Ask for clarification
- Solicit and provide feedback
- Talk the way as you would to others
- Ask how best to communicate (preference)
Interact with People with Disabilities (4)

People Who Are

Deaf or Hard of Hearing

- Tap shoulder or arm to gain attention
- Make direct eye contact and use natural facial expressions and gestures
- Face the person instead of the [sign language] interpreter
Interact with People with Disabilities (3)

People with Visual Disabilities

- Identify yourself and anyone else present
- Guide a person by offering the use of your elbow, walking normally
- Use normal tone of voice. Notify the person when leaving
- Do NOT pet or talk to service animal without the permission
Interact with People with Disabilities (2)

<table>
<thead>
<tr>
<th>People with Intellectual/Developmental Disabilities</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Consider them are legally competent. They can often sign documents, vote, consent to medical care and sign contracts</td>
</tr>
<tr>
<td>• Use simple, clear sentences</td>
</tr>
<tr>
<td>• Be patient</td>
</tr>
<tr>
<td>• Don’t use baby talk</td>
</tr>
</tbody>
</table>
Interact with People with Disabilities (2)

<table>
<thead>
<tr>
<th>People with Mental/Psychiatric Disabilities</th>
</tr>
</thead>
<tbody>
<tr>
<td>• It is a hidden disability</td>
</tr>
<tr>
<td>• Stress can affect the person’s ability to function</td>
</tr>
<tr>
<td>• They have varying personalities</td>
</tr>
<tr>
<td>• Don’t assume they are violent</td>
</tr>
<tr>
<td>• They can demonstrate good judgment</td>
</tr>
</tbody>
</table>
Healthcare Providers Tend to...

**Underestimate**

- The abilities of patients with disabilities.
- The quality of life of patients with disabilities.
- The patient’s capacity to contribute to their own care.
- The extent and importance of the patient’s expertise in own condition.
Interact with Patients with Disabilities (1)

Establish Respectful Communication

• Speak directly to the patient
• Use ordinary and age appropriate language
• Ask the patient for communication preference
• Using simple words, clear directions
• Don’t interrupt. Don’t guess
Interact with Patients with Disabilities (2)

Respect Patient Privacy and Autonomy

- Provide written materials
- Ensure facility accessibility
- Ask the best way for physical assistance
- Ask for consent before touching or pulling
- Don’t handle patients’ mobility device
Interact with Patients with Disabilities (3)

Respect Disability Identity & Culture

- Respect a patient’s choice
- Introduce your patients to disability support groups
- Don’t use negative words
- Don’t fall into the trap of “golden rule thinking.”
**Disability Etiquette**

<table>
<thead>
<tr>
<th>Top 5 Things to Consider</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Use <strong>“Person First”</strong> language</td>
</tr>
<tr>
<td>• Talk directly to the person</td>
</tr>
<tr>
<td>• Ask before you help</td>
</tr>
<tr>
<td>• Be sensitive about physical contact</td>
</tr>
<tr>
<td>• Don’t make assumptions</td>
</tr>
</tbody>
</table>
What should I do?

• Shake hand?
• Offer declined?
• Patronize, praise?
• Oops!?
References/Resources

- CDC. Disability and Health Data System (DHDS) https://dhds.cdc.gov/profiles