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

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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

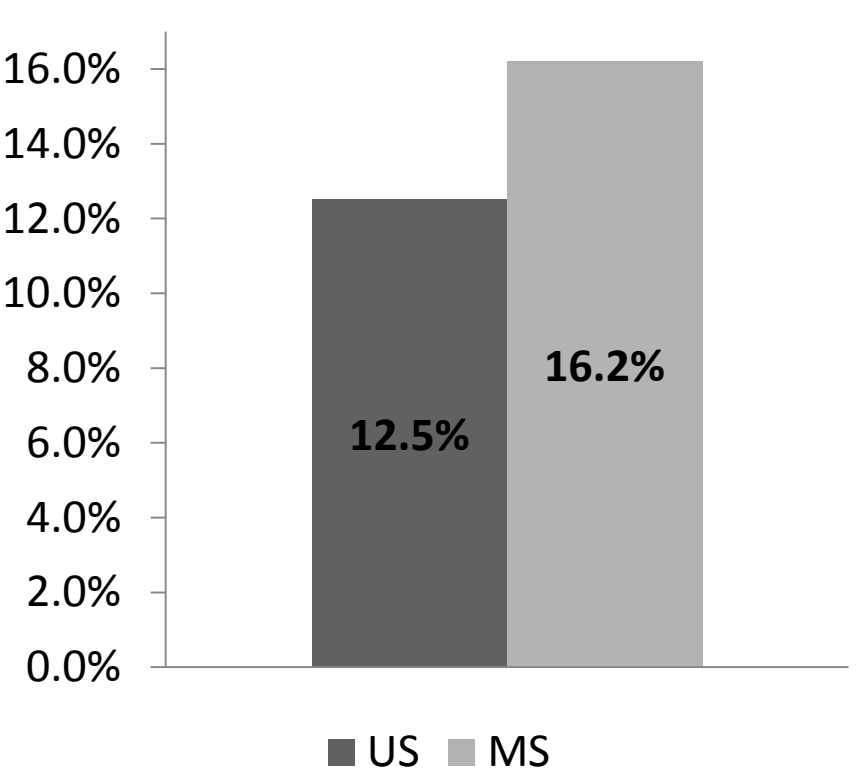


Disability Definition

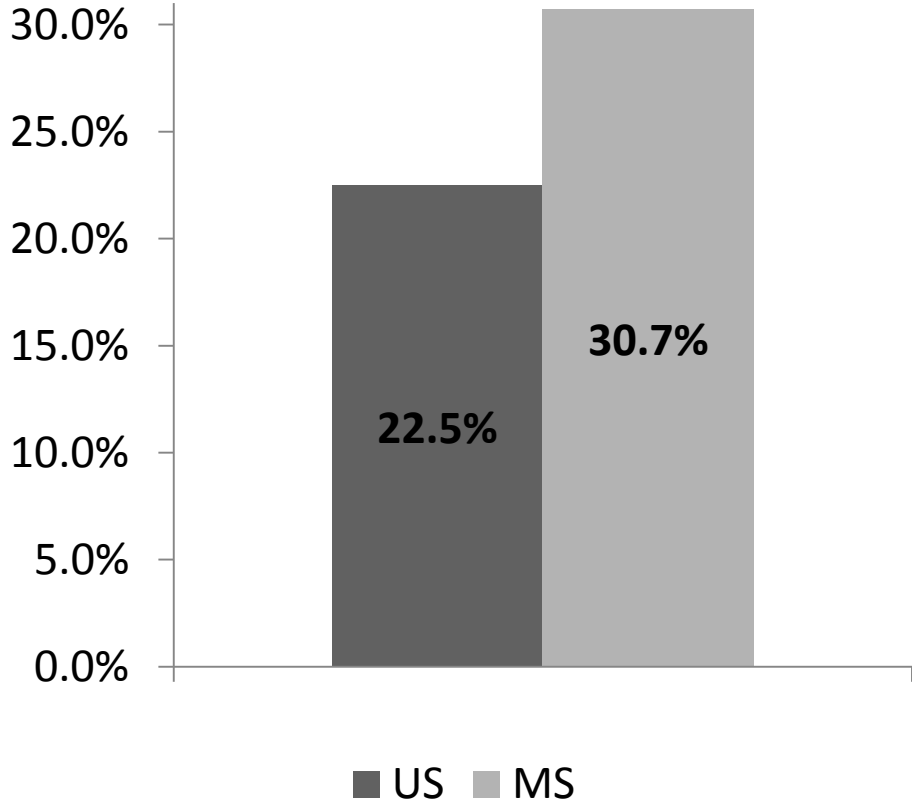
- The ADA defines a person with a disability as a person who has a physical or mental impairment that substantially limits one or more **major life activities**.
- Different definitions (Dictionary, Social Security Administration, CDC, WHO...)
- Another View of Disability
“Disability is a universal experience that affects **nearly everyone** without exception at sometime in their lives.”

Kirschner, K. & Curry, R. (2009). Educating health care professionals to care for patients with Disabilities. JAMA, 302(12), 1334-1335

Prevalence of Disability in MS

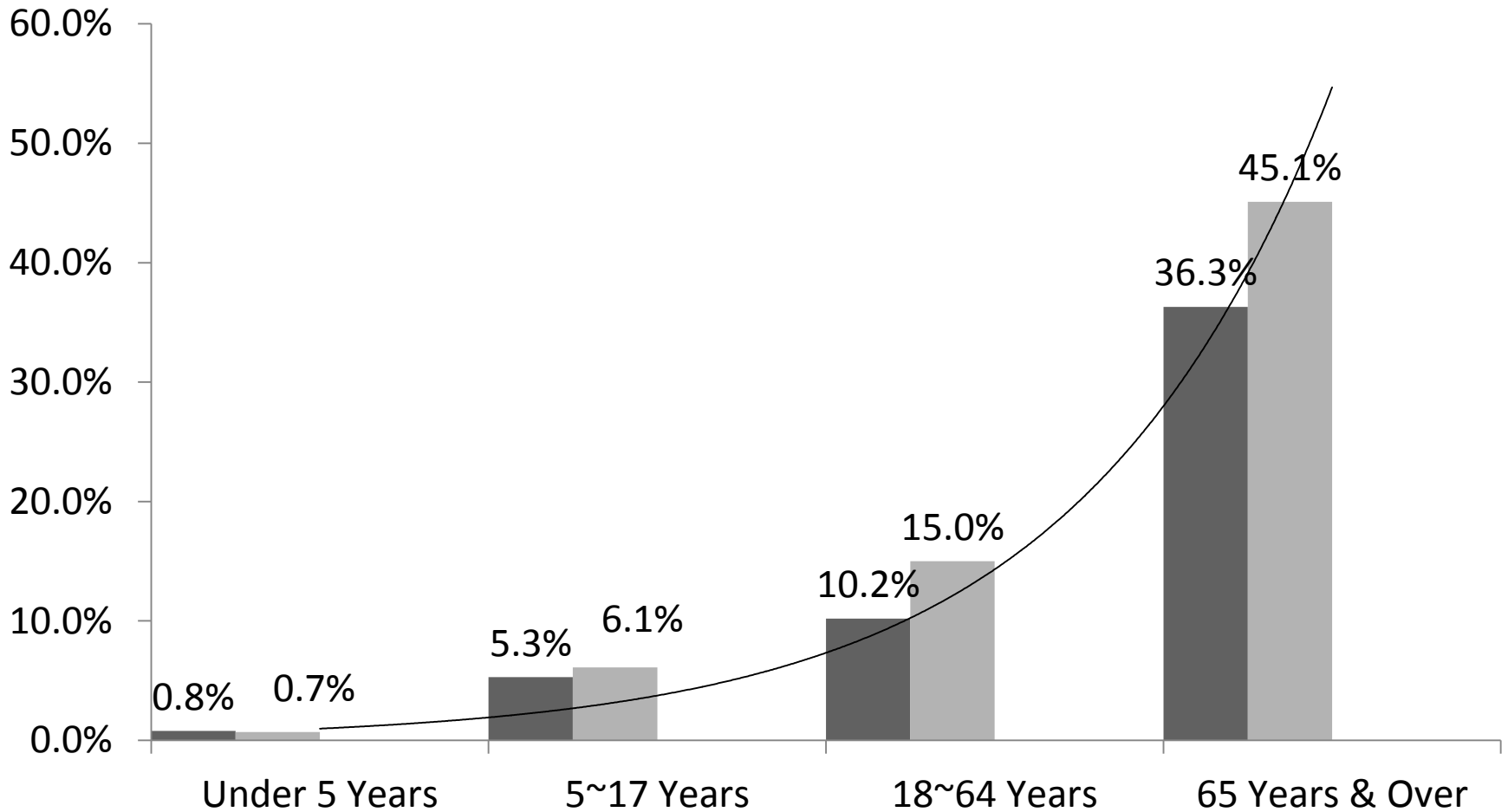


US Census Bureau, 2015



BRFSS, 2014

US-MS Disability Age Distribution

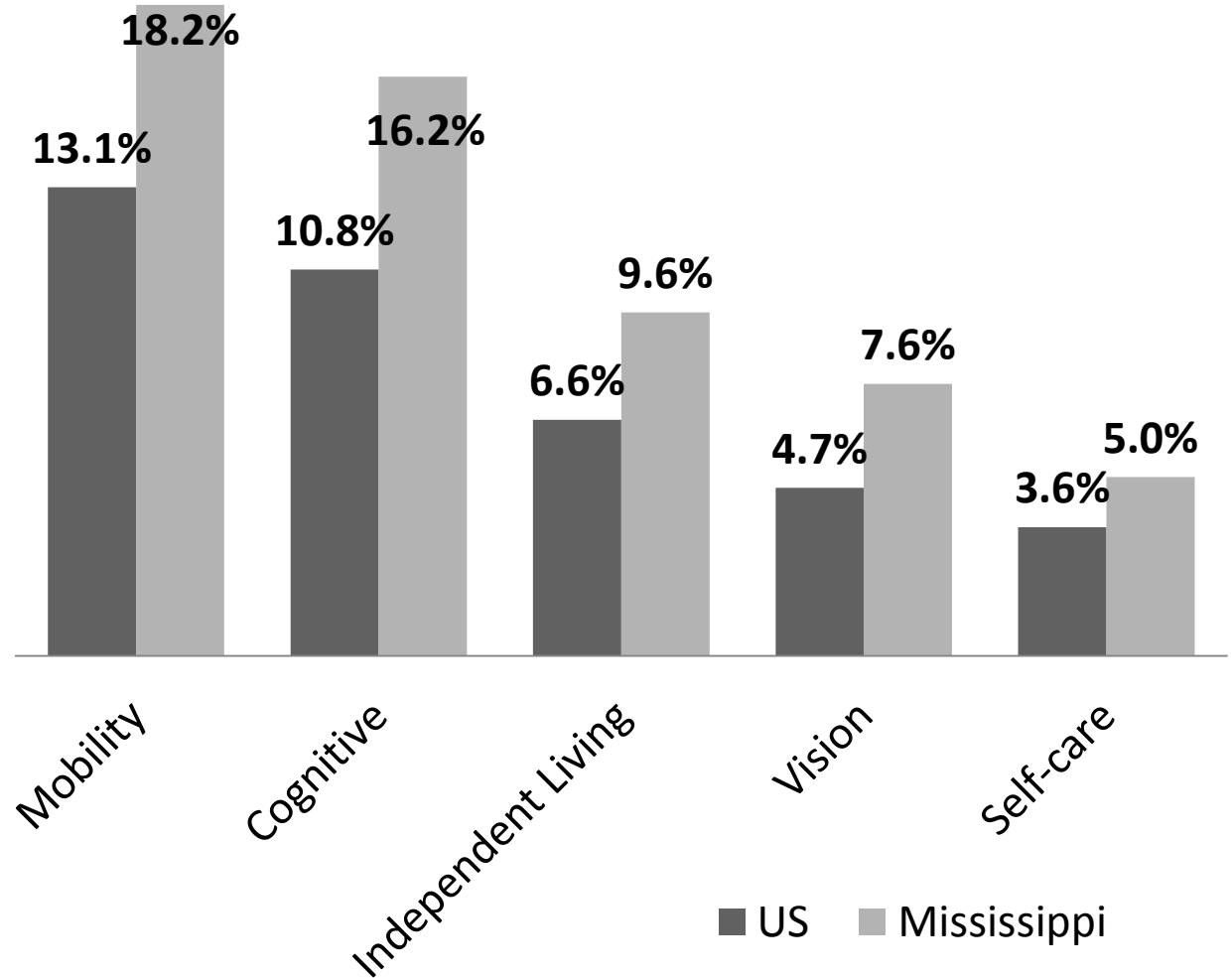
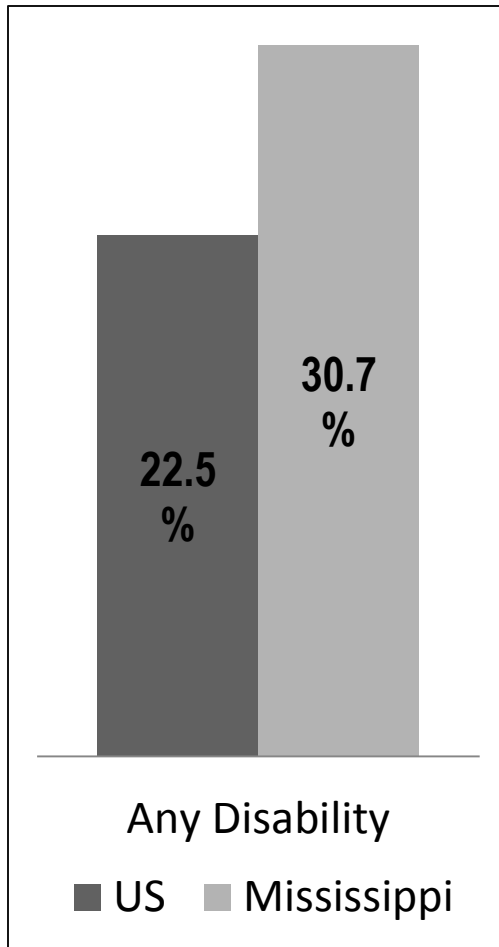


2014 US Census Bureau

■ US ■ MS

Disability Types among MS Adults

(BRFSS 2014)



Characteristics of Disabilities

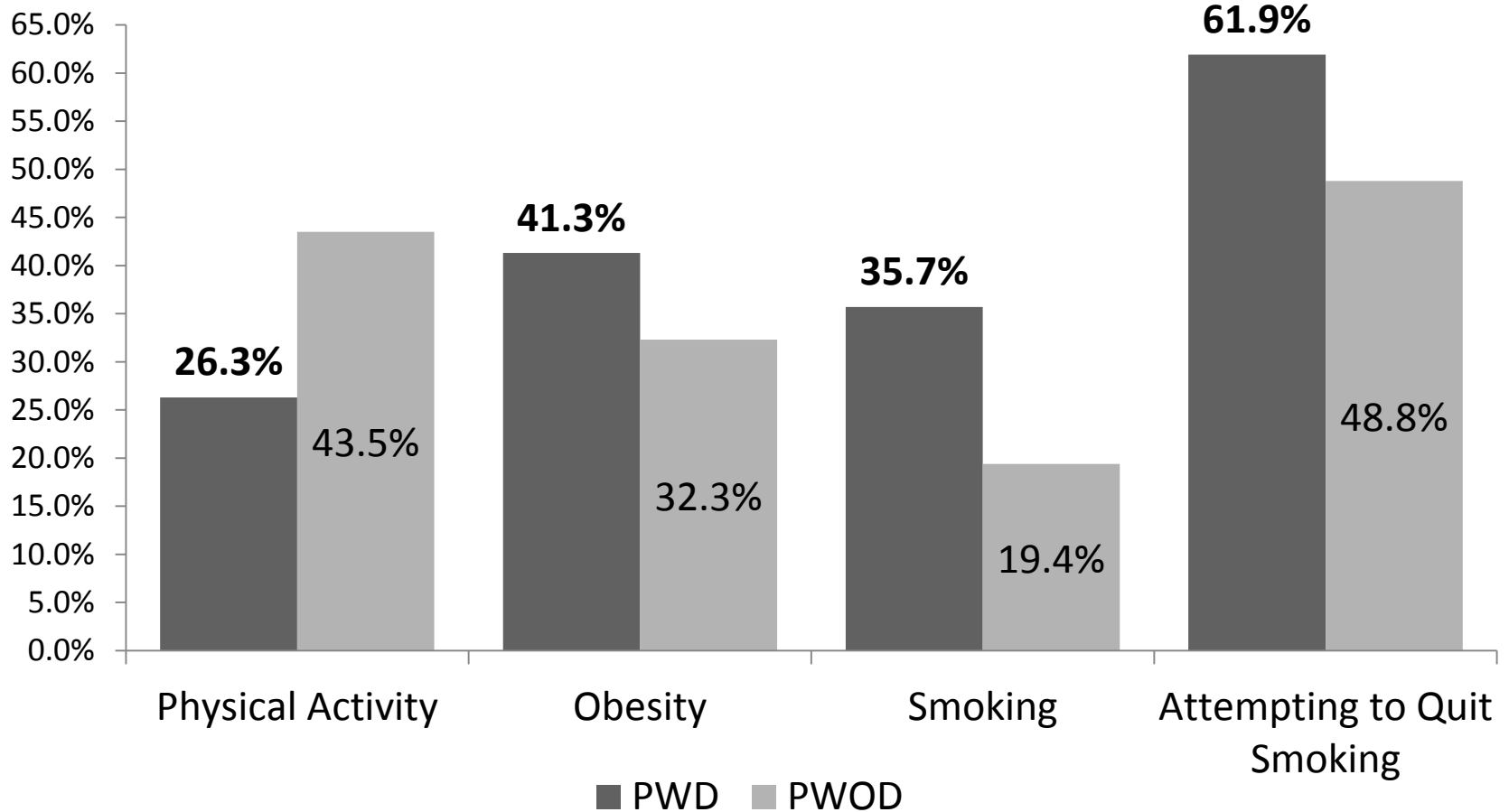
Disabilities vary in...

Severity	Type	Visibility
Mild	Physical disability	Not at all visible to others
Moderate	Sensory disability	Visible to informed others
Severe	Psychiatric mental Health disability	Visible to all
Very Severe	Cognitive/intellectual disability	
	Communication disability	

Challenges/Disadvantages for People with Disabilities

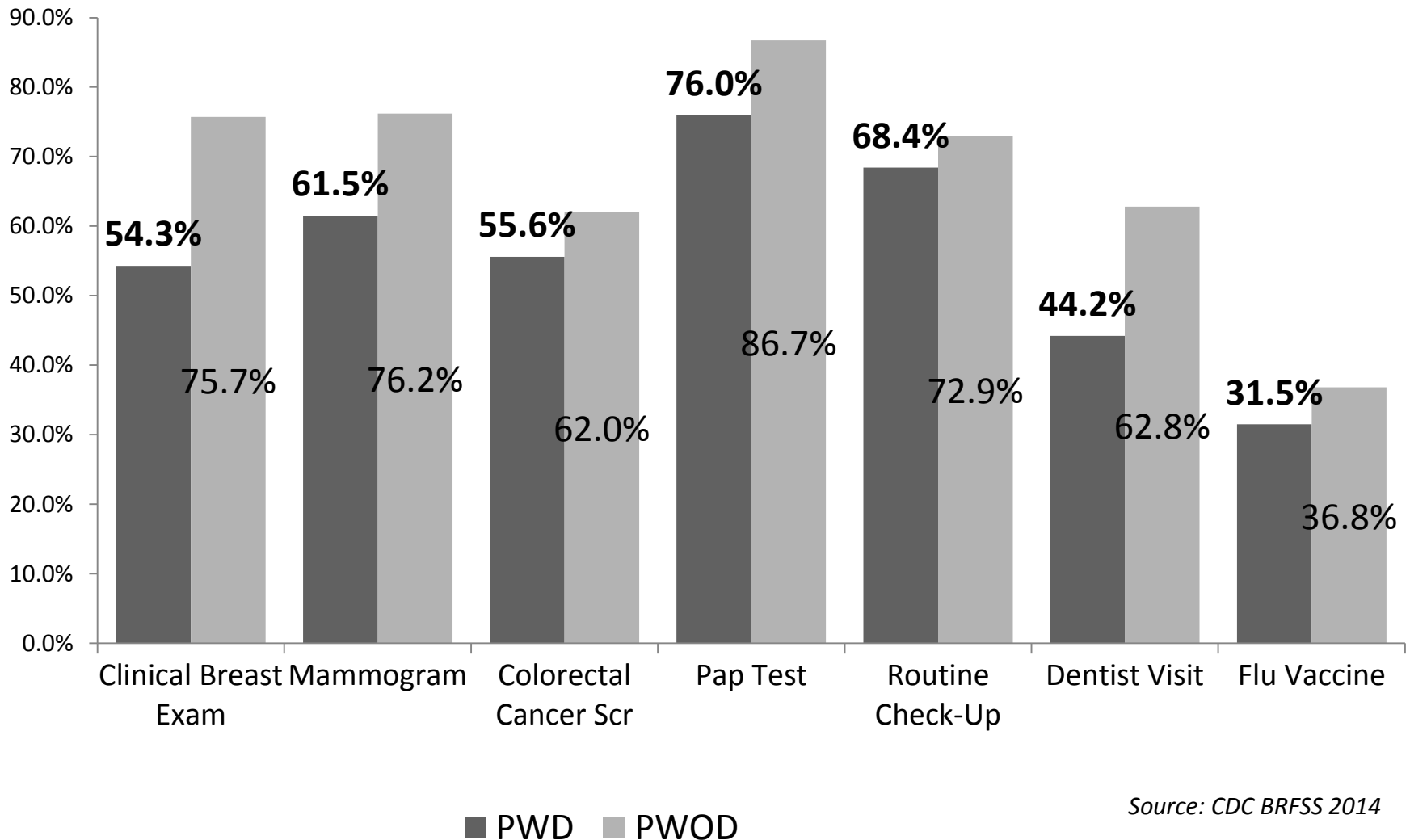
- Difficulty obtaining health care and preventive screening
- Higher incidence of health disparities than those without disabilities
- Increased risk of secondary conditions
- Negative experience with health care providers

MS Disability and Health Disparity— Health Risks & Behaviors



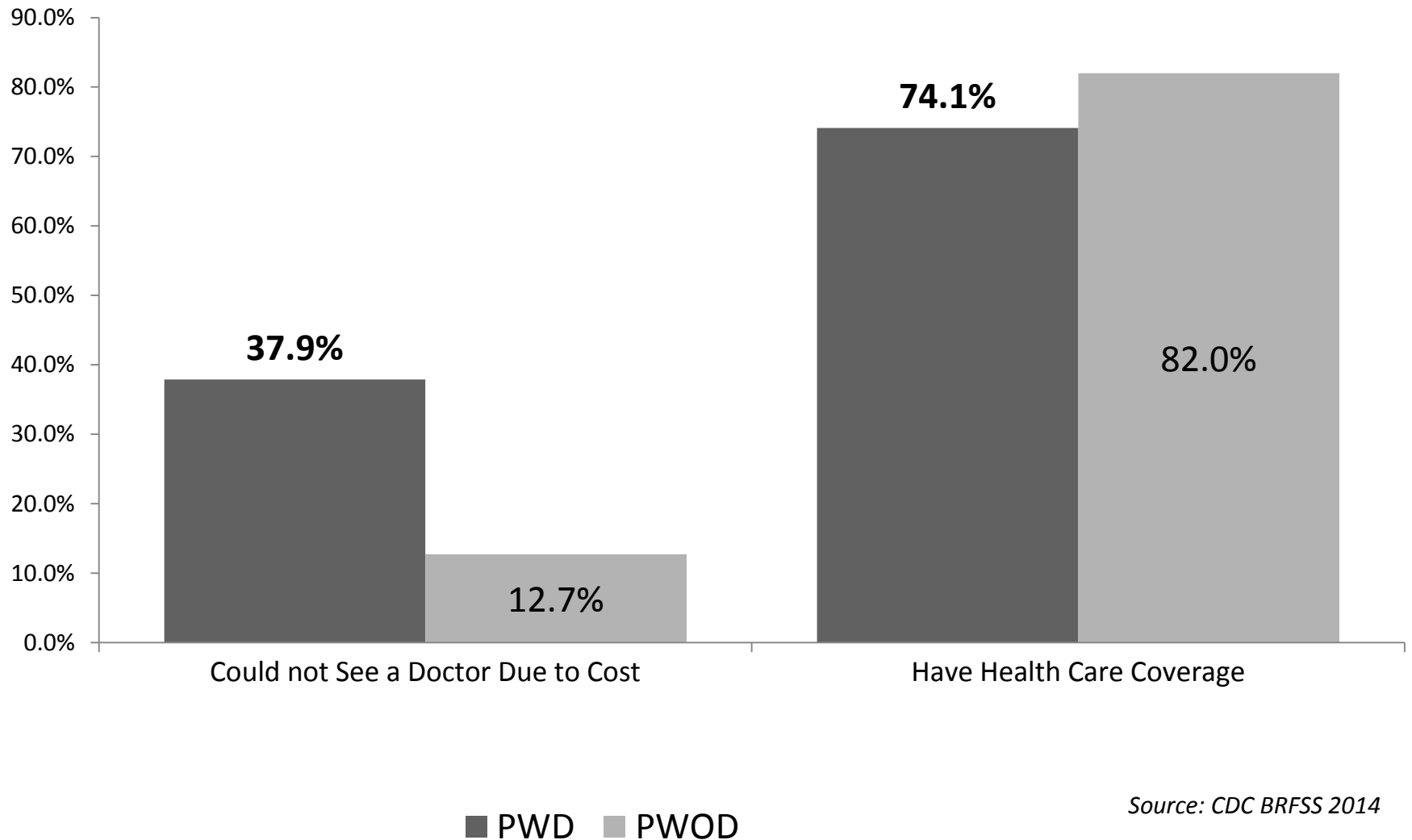
Source: CDC BRFSS 2014

MS Disability and Health Disparity— Prevention and Screenings



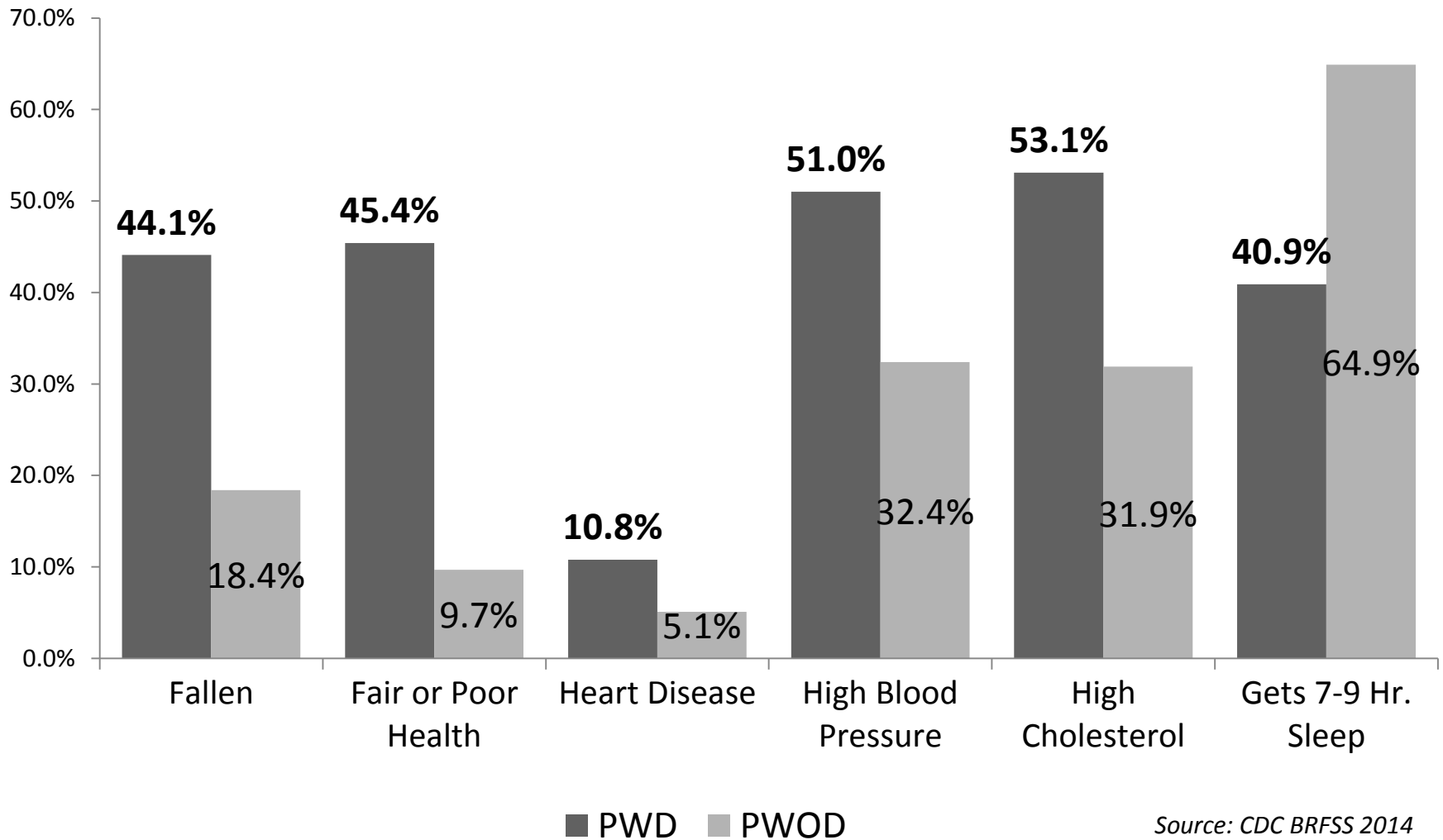
Source: CDC BRFSS 2014

MS Disability and Health Disparity— Barriers and Costs of Health Care



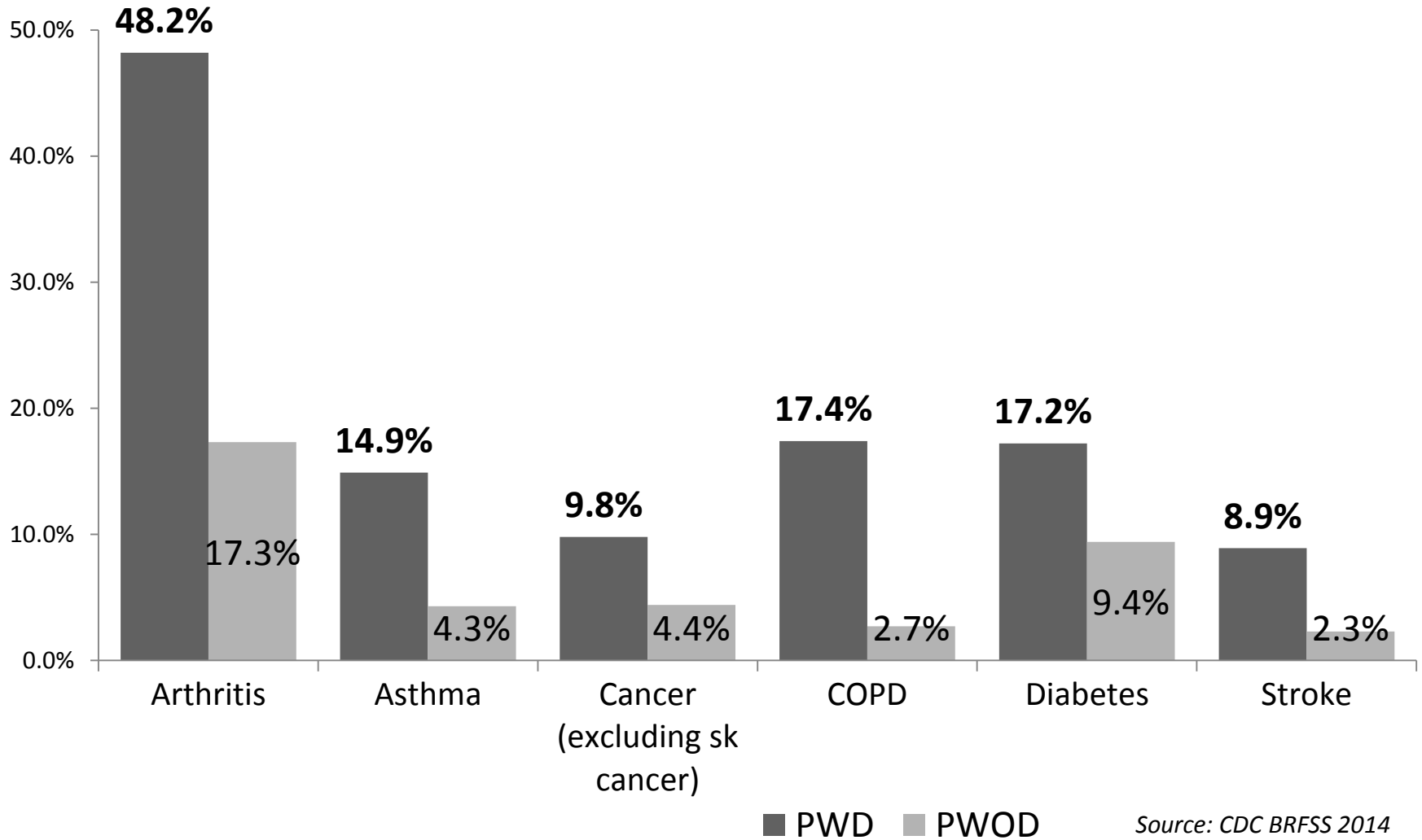
Source: CDC BRFSS 2014

MS Disability and Health Disparity— General Health Conditions



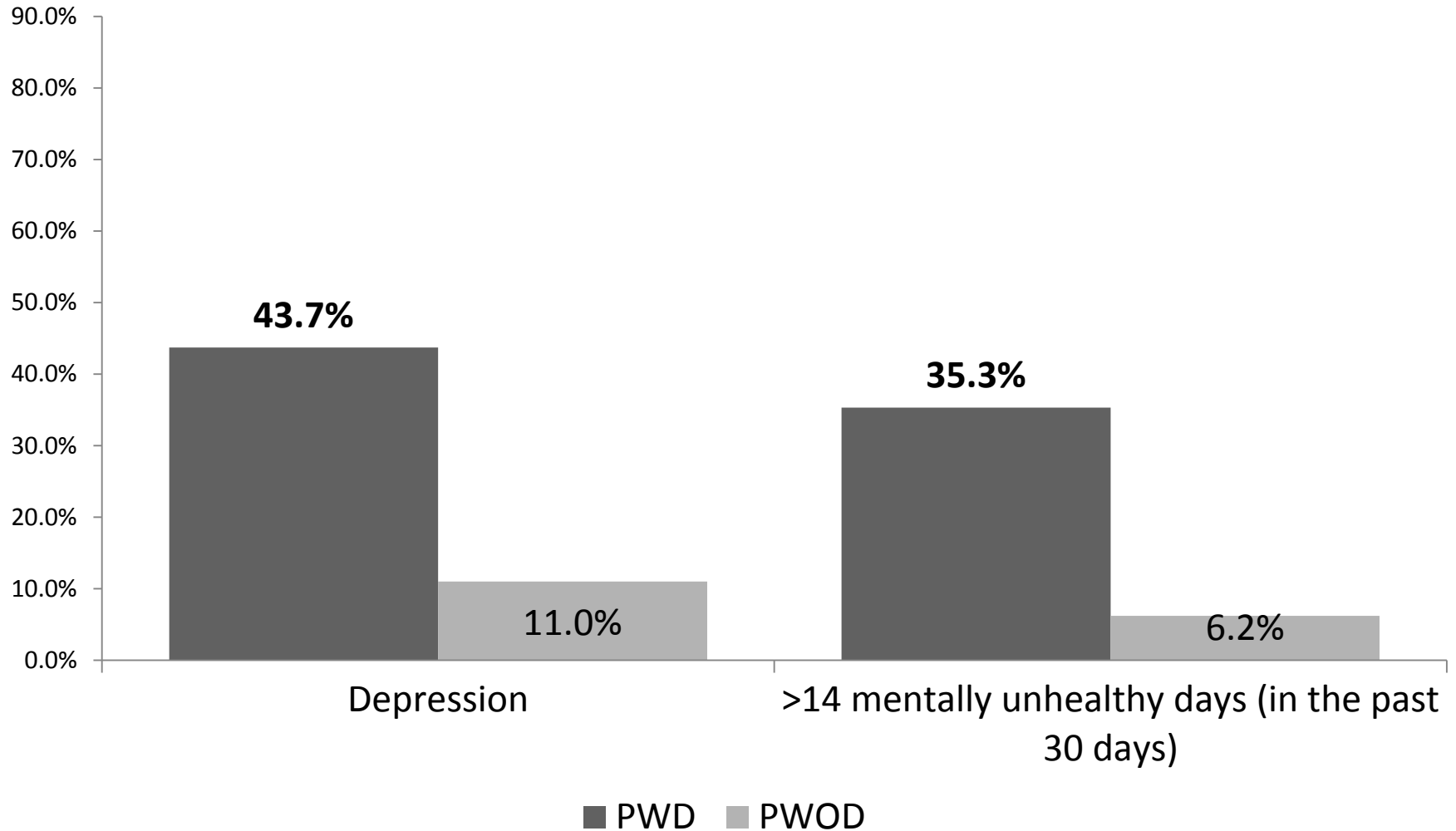
Source: CDC BRFSS 2014

MS Disability and Health Disparity— Chronic Conditions



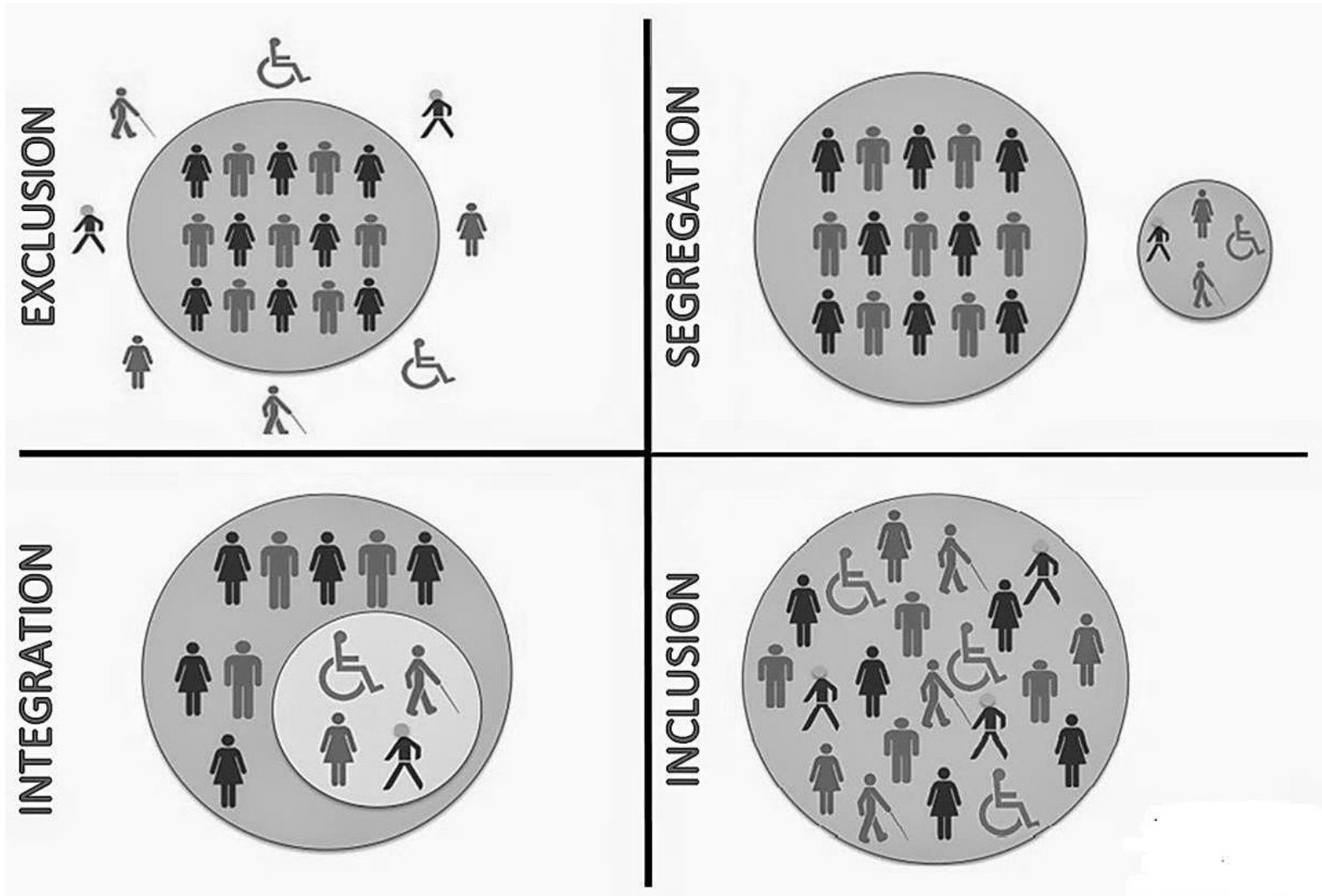
Source: CDC BRFSS 2014

MS Disability and Health Disparity— Mental and Emotional Health



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

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

Interact with People with Disabilities (1)

People with Physical/Mobility Disabilities

- Offer assistance before providing assistance
- Sit down at an eye level position whenever possible
- Do not push, lean on, or hold onto a person's wheelchair [*Wheelchair User*]

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)

People with

Intellectual/Developmental Disabilities

- Consider them are legally competent. They can often sign documents, vote, consent to medical care and sign contracts
- Use simple, clear sentences
- Be patient
- Don't use baby talk

Interact with People with Disabilities (2)

People with Mental/Psychiatric Disabilities

- It is a hidden disability
- Stress can affect the person's ability to function
- They have varying personalities
- Don't assume they are violent
- They can demonstrate good judgment

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

Top 5 Things to Consider

- Use “**Person First**” language
- Talk directly to the person
- Ask before you help
- Be sensitive about physical contact
- Don't make assumptions

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>
- DHS. A Guide to Interacting with People Who Have Disabilities.
https://www.dhs.gov/sites/default/files/publications/guide-interacting-with-people-who-have-disabilities_09-26-13.pdf
- John Fuller, Ed.D. DVA. Office of Diversity and Inclusion. Leading Diversity Disability Etiquette People First Language.
<https://www.diversity.va.gov/training/files/disability-first.ppt>
- TN Disability Pathfinder. Disability Etiquette & People First Language.
<https://cme.mc.vanderbilt.edu/sites/default/files/TennesseeDisabilityPathfinder-DisabilityEtiquettePeopleFirstLanguage%2812811%29.pdf>
- UOW. RRTC. Disability Stigma and Your Patients.
<http://agerrtc.washington.edu/info/factsheets/stigma>
- United Spinal Association. Disability Etiquette Handbook.
<https://www.unitedspinal.org/disability-etiquette/>