Disability Inclusion

Adrianna (Annie) Evans; Director, Preparedness and Disability Integration, ASTHO
Katey Redmond; Public Health Specialist II, Alaska

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Defining Disability

ASTHO uses CDC’s definition of disability:

_A disability is any condition of the body or mind (impairment) that makes it more difficult for the person with the condition to do certain activities (activity limitation) and interact with the world around them (participation restrictions)._
The Basics of Disability Inclusion
Disability inclusion is core to achieving health equity
“Miles to go Before We Sleep”
What are the major federal policies related to disability?
Disability Policy

- Americans with Disabilities Act (ADA)
- Air Carrier Access Act
- Rehabilitation Act
- Individuals with Disabilities Education Act (IDEA)
- Fair Housing Act
HIPPA

• Health Insurance Portability and Accountability Act (1996)
• Providers and health care organizations cannot reveal personal information without patient consent
  • Example: Disability Diagnosis
• **However:** Patients can voluntarily share health information (including requests for accommodations)
Language Matters

• Always ask the community about preferred language

• Use person first language (some exceptions)

• Use “disability” instead of terms like handicapped

• Consider intersectional identities and self-determination

• Describe visuals for those who are blind or low vision
Plain Language

• Way of communicating for multiple literacy levels/general public
• Developed for people with cognitive disabilities
• Ensures concepts like immunization are understood by the general public
• Not patronizing, saves time for everyone
• Great practice for all communication
10 Essential Questions for Disability Inclusion
10 ESSENTIAL QUESTIONS FOR DISABILITY INCLUSION IN HEALTH AGENCIES

Public health agencies must comprehensively include people living with disabilities in their work. People living with disabilities make up more than one-fourth of the United States population and therefore are impacted by all public health issues. Neglecting to include people with disabilities in public health planning creates barriers that can lead to the exacerbation of health disparities. Consider these questions when planning programs, policies, and activities:

1. What is the impact of the public health issue on people living with disabilities?
   People living with disabilities may feel the impact of public health issues in different ways than other groups. Consider their experiences.

2. What disability rules and laws relate to the public health issue?
   Disability laws such as the Americans with Disabilities Act (ADA), the Individuals with Disabilities Education Act (IDEA), and the Fair Housing Act include standards for programs.

3. What is the history around the public health issue and people living with disabilities?
   Consider how historical trauma may influence the way people living with disabilities view public health issues.

4. What can disability agencies, organizations, and service providers contribute?
   Create opportunities for disability agencies to engage in planning and programming through consultations, requests for proposal, consultation, or review. Disability agencies can provide critical content and open community pathways.

5. Are people living with disabilities who are employed at the agency willing to share their experiences?
   People living with disabilities working at the agency may have powerful insights that combine perspectives from within the community and public health.

6. Were people living with disabilities, their families, and service providers consulted during program planning?
   Seeking perspectives already from the disability community is critical. Feedback should be collected from the specific needs of different groups.

7. Was intersectionality considered?
   People living with disabilities may identify with a variety of groups. Consider how many identities may influence their care or the public health issue.

8. Are the program and program materials accessible, both physically and virtually?
   Some individuals may require accommodations such as interpreting or sign language or Braille, captioning, or wheelchair accessibility to use a program. Start testing can help identify barriers to accessibility.

9. Do relevant disability groups prefer specific language choices on this subject?
   Different groups of people living with disabilities may prefer different language to describe their disability.

10. Based on answers to the questions above, what plan revisions would better include people living with disabilities?
    Examine through those questions early in the planning process or alive time to make necessary changes. Focus on continuity by being open to making changes.

*Intersectionality is used here to mean the multiple groups people with disabilities may identify with that may have experienced discrimination. Learn more about health equity and intersectionality here.
How could you use this resource in your work?
Connect with the Community
What partners could you connect with in your communities?
Sharing Lessons Learned

• Many barriers to vaccination for people with disabilities
  • Communication
    • Misinformation
  • Transportation
  • Previous experiences
  • Venue

• Identified with COVID but were always a problem
• Accessibility: Essential for some, beneficial for all
Sharing Vaccination Experiences

• Mass vaccination sites/PODs (points of dispensing) are easy for states to implement
  • The fall 2022 COVID booster shots

• Mobile technology barriers
  • Website registration
Sharing Stories

Briefs
- Vaccine Site Accessibility
- Website Accessibility
- Vaccine Hesitancy
- Defining Disability

“I got my shot because I lost my best friend who happened to have Down Syndrome, before she could get hers.”

Videos
- Vaccine PSAs
- Sharing Vaccine Expertise
- Stories of Inclusion Training

“Consider how historical trauma may influence the way people living with disabilities view public health issues.”

Other Resources
- Disability Inclusion Infographic
- Embedded Blogs
- Podcast
- Daily News Podcast

“Vaccine hesitancy is built over time.”
Example: Partnering with the Autism Community

https://www.youtube.com/watch?v=3nJcEZuUL6g
Disability Resources

• CDC Disability Inclusion Website
• Crip Camp (Documentary)
• Association of University Centers on Disability (AUCD)
• The Arc
• ADA National Network
• American Association on Health and Disability (AAHD)
• Georgia Tech Center for Inclusive Design and Innovation
• NACCHO Training: Health and Disability 101
AK Vaccine Equity Survey

- COVID-19 Vaccines: Barriers, Motivators, and Trusted Sources of Information for Individuals with Disabilities in the State of Alaska
Questions?