

Ending the Stigma and HIV Affected Communities

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2nd Annual LGBTQ+ Mental Health Summit
Anthony Harris, Justin Roby, & Lorenzo Rivas



Diverse & Resilient

Who is Diverse & Resilient?



Our vision is a future in which lesbian, gay, bisexual, and transgender people in Wisconsin thrive, living healthy, satisfying lives in safe, supportive communities.



Diverse & Resilient

Who are we?

Lorenzo Rivas

- Manager of Prevention and Care Services at Diverse & Resilient



Anthony Harris

- Manager of Prevention and Care Services at Diverse & Resilient
- 2023 Statewide Action Planning Group (SAPG) on HIV for state health department



Who are we?

Justin Roby

- Director of Finance and Human Resources at Diverse & Resilient
- Vice President of the Board of Directors for BESTD
- Community Co-chair of SAPG



ESCALATE Purpose

- **The purpose of the ESCALATE training program is to support RWHAPs and communities in addressing HIV-related stigma and discrimination through deepening practices for individual and organizational cultural humility.**

Day One	Day Two	Day Three	Day Four	Day Five
Welcome and Introductions	Welcome and Introductions	Welcome and Introductions	Welcome and Introductions	Welcome and Introductions
Stigma	Cultural Humility Part I	Privilege	Strategies to Mitigate Unconscious Bias	ESCALATE Organizational Self-Assessment
HIV-related Stigma in Health Care	Cultural Humility Part II	Intersectionality	Disrupting Stigmatization and Discrimination	Integration Post-ESCALATE Training Program
Social Constructs & Race	Supportive Interactions Activity	Observation and Disrupting Implicit Bias Part I	Speak Up! Activity	Individual and Team Action Planning
The Water of Systems Change	The Lenses Activity	Observation and Disrupting Implicit Bias Part II	Difficult Dialogues	Evaluations
Closing	Closing	Closing	Addressing Defense Modes Activities	Closing and Graduation
			Closing	



Key Learning Objectives

- Define stigma, HIV-related stigma, health-related stigma, and intersectional stigma(s)
- Describe Goffman's stage theory
- Use a conceptual model to explain HIV-related stigma and the relationship to adherence and health outcomes
- List effective strategies to reduce or mitigate HIV-related stigma in health facilities

Stigma & Discrimination

STIGMA: Notes on the Management of Spoiled Identity

Erving Goffman, Sociologist who wrote about

- Types of stigma
- How individuals deal with stigma
- How persons with stigma relate to others

Stigma



“[Stigma is] an attribute that links a person to an undesirable stereotype, leading other people to reduce the bearer from a whole and usual person to a tainted, discounted one.”

Types of Stigmas

- Discredited – a stigma which is observable
- Discreditable – a stigma which is not observable

Goffman's Stage Theory

- The “Own” – the people who have the same stigma.
- The “Wise” – people who have offered their support to stigmatized persons or groups.
- The “Normals” – people who do not possess the stigma.

Responses to Stigmatization

- Physically removing the stigma
- Master the area that stigmatizes them
- Use their stigma for secondary gain
- View their stigma as a blessing
- Reassess the limits of the “normals”
- Avoid contact with the “normals”
- Seek out sympathetic others

Define HIV-related Stigma



Credit: NIAID

- HIV and AIDS-related stigma is a complex concept that refers to prejudice, discounting, discrediting and discrimination directed at persons perceived to have AIDS or HIV, as well as their partners, friends, families and communities.

Source: Ogden, J., & Nyblade, L. (2005). Common at its Core: HIV-Related Stigma Across Contexts

HIV-related Stigma

- “... evidence suggests that HIV and AIDS-related stigma is far less varied and context specific than may have been imagined.”
- “HIV and AIDS have all the characteristics associated with heavily stigmatized medical conditions.”

Source: Ogden, J., & Nyblade, L. (2005). Common at its Core: HIV-Related Stigma Across Contexts

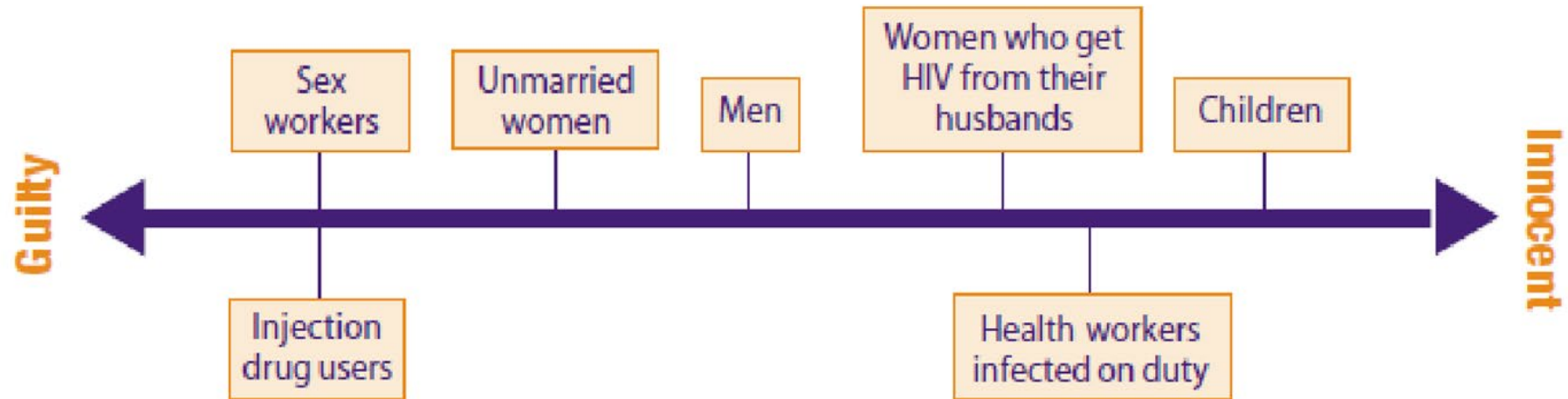
Root Causes of HIV-related Stigma

- Knowledge
 - Lack of knowledge leads to fear
 - Fear-based messaging complicates prevention and care
- Morality
 - The “karma” effect
 - Good things happen to good people ...
 - Innocence-Guilt Continuum

Source: Ogden, J., & Nyblade, L. (2005). Common at its Core: HIV-Related Stigma Across Contexts.

Innocence to Guilt Continuum

Box 3: Schematic of “Innocence-to-Guilt” Continuum



Source: Ogden, J., & Nyblade, L. (2005). Common at its Core: HIV-Related Stigma Across Contexts.

Forms of HIV-related stigma in health care facilities

- Refusing to provide treatment
- Gossip or verbal abuse
- Differential treatment
- Marking files or clothing of patients or isolating them
- Forcing diagnostic testing on people
- Disclosing someone's HIV status
- Excessive use of barrier precautions

Source: Ogden, J., & Nyblade, L. (2005). Common at its Core: HIV-Related Stigma Across Contexts

Strategies to Address Stigma

- “Provision of information” consisted of teaching participants about the condition itself or about stigma, its manifestations, and its effect on health.
- “Skills-building activities” involved creating opportunities for healthcare providers to develop the appropriate skills to work directly with the stigmatized group.
- “Participatory learning” approaches required participants (health facility staff or clients or both) to actively engage in the intervention.

Strategies to Address Stigma

- “Contact with stigmatized group” relied on involving members of the stigmatized group in the delivery of the interventions to develop empathy, humanize the stigmatized individual, and break down stereotypes.
- An “empowerment” approach was used to improve client coping mechanisms to overcome stigma at the health facility level.
- “Structural” or “policy change” approaches included changing policies, providing clinical materials, redress systems, and facility restructuring.

Stigma Work at D&R

- ESCALATE Training
- HIV Stigma policy
- Status Neutral Operating System
- Staff who have diverse HIV statuses
- This Stigma workshop



References

- National Minority AIDS Council. (2023). *Ending Stigma through Collaboration And Lifting All To Empowerment. NMAC.*



Questions?

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