

**DECONSTRUCTING
RACISM ON THE
HIV
CARE CONTINUUM**



PRESENTED BY
SF HIV FOG



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HONORING NATIVE LAND

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Training Goals

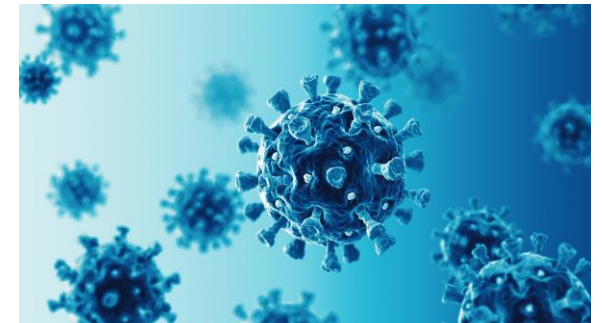
- Learn practical strategies to address & dismantle bias & racism and strengthen racial equity while working with B/AA PLWH
- Deepen your understanding of the impacts of racial identity development and trauma
- Increase awareness of who you are as a practitioner through a race-equity and trauma-informed lens
- Deepen your understanding of the social construct of race and the negative impacts of racism and bias on interactions with B/AA PLWH



YOU



Lack of energy **Excessive workload**
 Policies conflicting with best practice Political climate
 Family pressures Mental health Family illness Meetings Job insecurity
 Racism Traffic **Finances. Money. Bills.** Health
 Communication with parents Lack of recognition Safety
 Long Hours Deadlines Not enough time Social political strains
 Lack of resources Lack of work-life balance Commuting
 Disengaged colleagues Lack of funding Challenging Behavior
 Trauma Microaggressions Inexperienced Staff Unrealistic Timelines
 High expectations Poverty Lack of support
 Housing insecurity Emails Single parenting
 Under-staffing Debt Navigating Cultural Differences
 Low pay No benefits Language barriers Ageism
 Juggling too much Paperwork Parenting
 Oppression Caring for relatives Discrimination





Courageous Conversations About Race

(1) Stay Engaged

(2) Speak Your Truth

(3) Experience Discomfort

(4) Expect & Accept Non-closure



First Memories of Race



What messages about race or racism did you experience growing up?

How old were you?

Do you remember how you were made to feel?



DEBUNKING THE MYTHS OF RACE

[VIDEO](#)



STAGES OF CHILDREN'S RACIAL IDENTITY DEVELOPMENT

SMOG OF RACISM

Dr. Beverly Daniel Tatum





ACKNOWLEDGING THE PROBLEM

- American Public Health Association (2020), "racism is a public health crisis or emergency"
- August 4, 2020, the San Francisco Health Commission declared anti-black racism a human rights and public health crisis
- American Psychological Association says it's sorry for perpetuating systemic racism

B/AA's in San Francisco

- Make up only 5% of San Francisco's general population, yet represent 37% (Five-Year Strategic Framework, 2017) of the total homeless population and 19% of the clients of BH Services (Bland, A. and Brunner, L., 2020)
- Twice as likely to experience disability (Disability in San Francisco, 2018)
- Overall unemployment in SF under 3%, compared to 18% for B/AAs
- Have the lowest median household income by race and ethnicity (approximately \$30,000/yr)
- Have the lowest high school graduation rates with 16% non-graduation for White students compared to 63% non-graduation for B/AA students (Black/African-American Health Report, 2018).
- Highest mortality rate for nine of the top ten causes of death (Black/African-American Health Report, 2018).

HISTORICAL CONTEXT



**Why Black AIDS
History Matters**

ROBERT RAYFORD

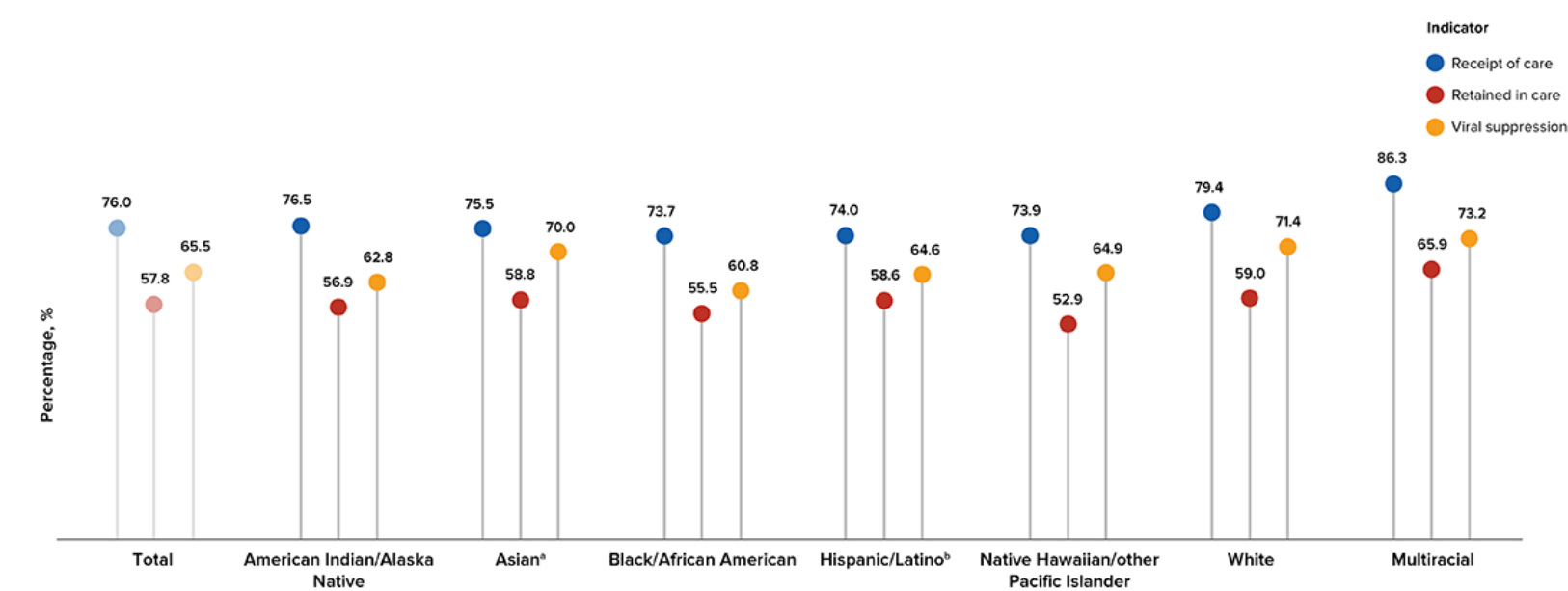
Feb 3, 1953 – May 15, 1969



BY THE NUMBERS

Black Americans	In U.S. 2019
Black Americans	13% of U.S. population but 42% of new HIV diagnosis
Black Cisgender Women	Most significant proportion of women acquiring HIV
Black Transgender Women	62% of have HIV vs. 17% White Women
Black MSM	26% of 36,801 new HIV diagnosis

Figure 12. Receipt of HIV Medical Care, Retention in Care, and Viral Suppression among Persons Aged ≥13 Years Living with Diagnosed HIV Infection, by Race/ethnicity, 2019—44



Note. See Guide to Acronyms and Initialisms, Data Tables, and Technical Notes for more information on Definitions and Data Specifications.

^aIncludes Asian/Pacific Islander legacy cases.

^bHispanic/Latino persons can be of any race.

BLACK, HISPANIC, AMERICAN INDIAN/ALASKA NATIVE, ASIAN, HISPANIC PLWHIV ARE LESS LIKELY THAN WHITES TO: RECEIVE TIMELY CARE, BE RETAINED IN CARE, BE VIRALLY SUPPRESSED

Ending the HIV Epidemic

GOAL

75%
reduction
in new HIV
infections
in 5 years
and at least
90%
reduction
in 10 years.



HHS will work with each community to establish local teams on the ground to tailor and implement strategies to:



Diagnose all people with HIV as early as possible.

Treat people with HIV rapidly and effectively to reach sustained viral suppression.



Prevent new HIV transmissions by using proven interventions, including pre-exposure prophylaxis (PrEP) and syringe services programs (SSPs).

Respond

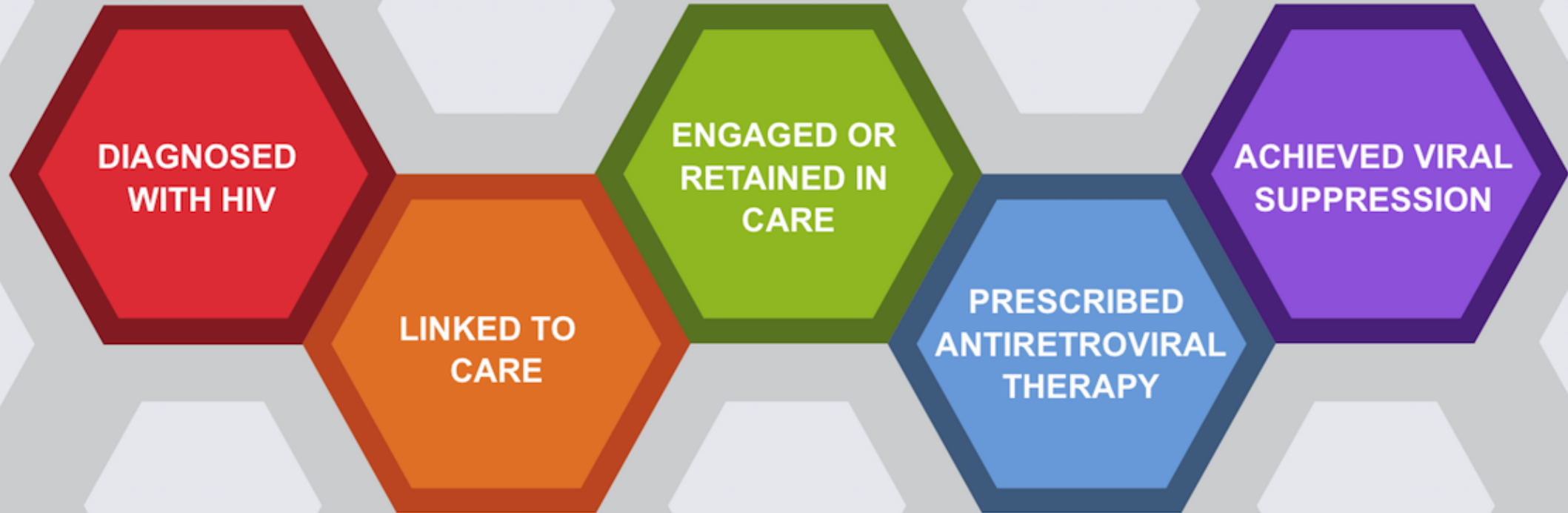
quickly to potential HIV outbreaks to get needed prevention and treatment services to people who need them.



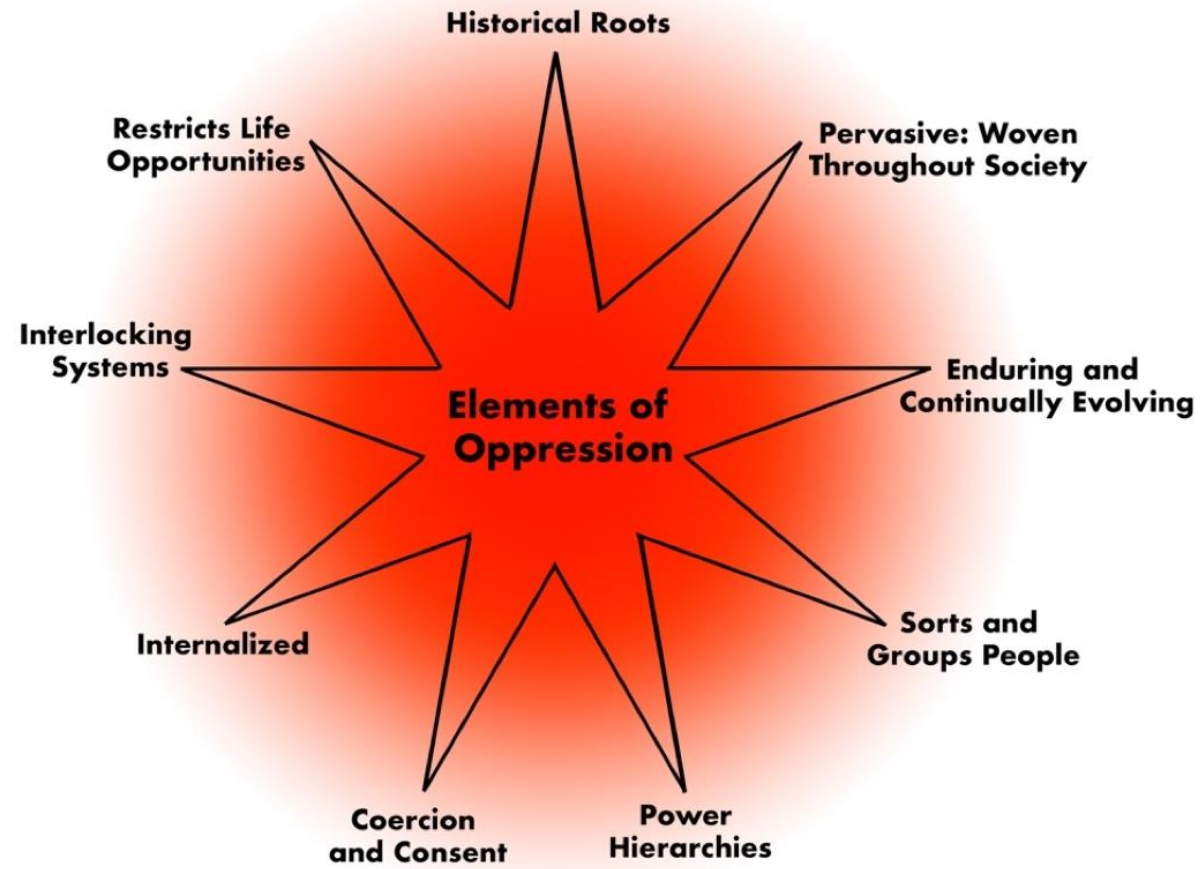


**MOST HIV
INFECTIONS
COME FROM
PEOPLE WHO
ARE NOT IN
CARE**

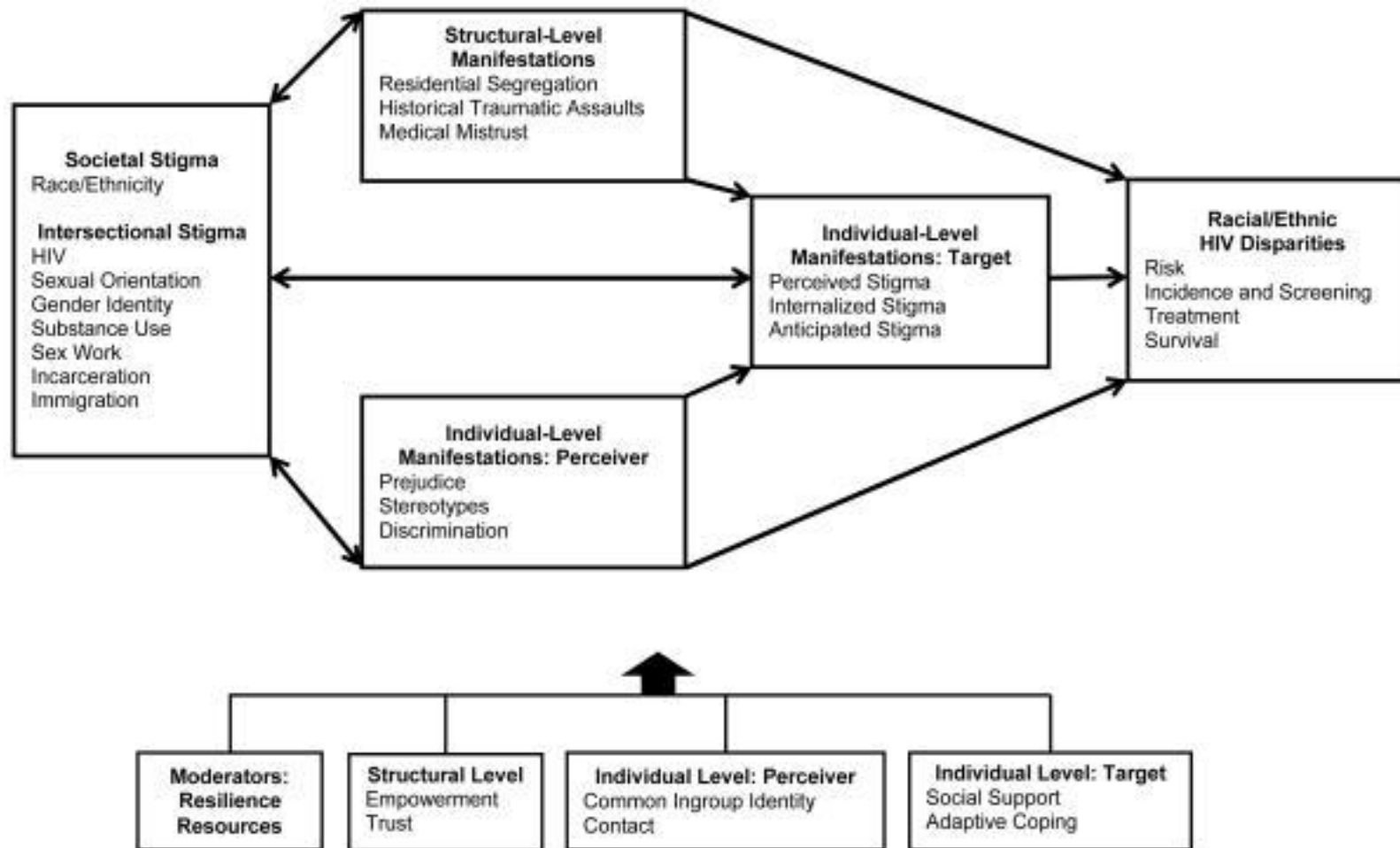
HIV CARE CONTINUUM



The series of steps a person with HIV takes from initial diagnosis through their successful treatment with HIV medication



UNDERSTANDING HOW STIGMA CONTRIBUTES TO RACIAL/ETHNIC HIV DISPARITIES



INTERSECTIONAL FRAMEWORK



RACIAL/ETHNIC DISPARITIES: HIV SCREENING

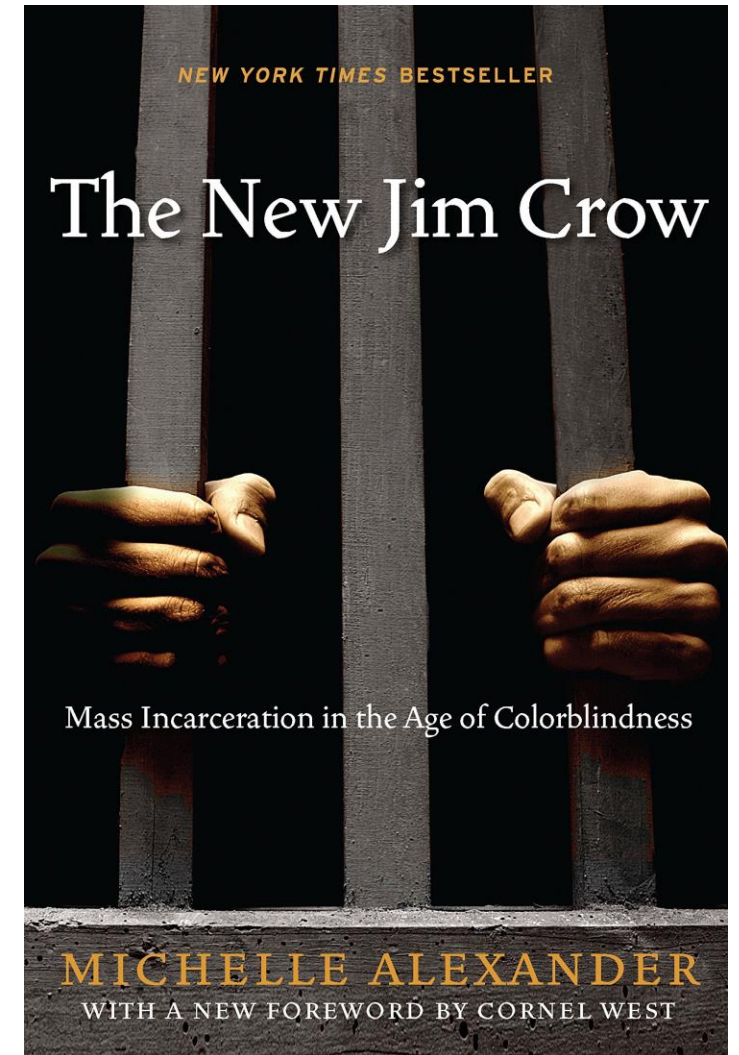


The background of the slide is a light gray surface. At the top, there are several pills: a large orange round pill, several smaller blue oval pills, and one orange capsule. In the bottom left corner, the white cap of a medical syringe is visible. A dark gray rectangular box is positioned at the top center, partially overlapping the text area.

RACIAL/ETHNIC DISPARITIES: TREATMENT



TWO EPIDEMICS: HIV AND INCARCERATION



*“THE BEAUTY OF ANTI-RACISM IS
THAT YOU DON’T HAVE TO
PRETEND TO BE FREE OF RACISM
TO BE AN ANTI-RACIST. ANTI-
RACISM IS THE COMMITMENT TO
FIGHT RACISM WHEREVER YOU
FIND IT, INCLUDING IN YOURSELF.
AND IT’S THE ONLY WAY
FORWARD.”*

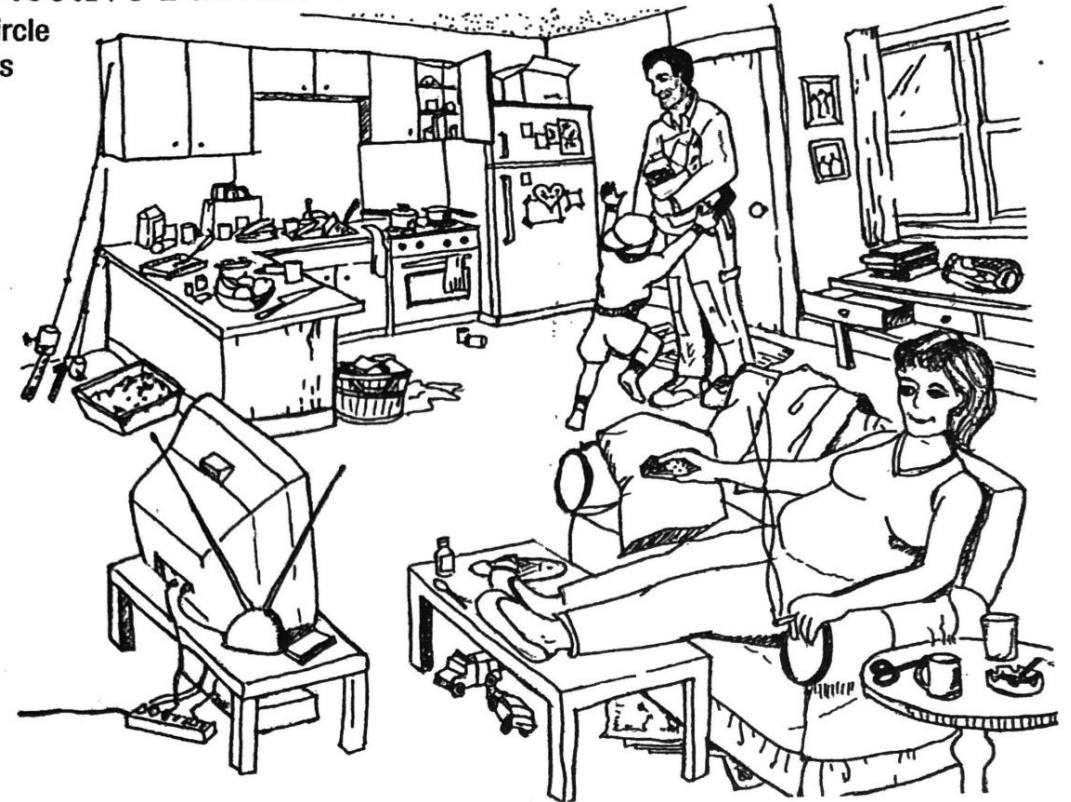
~IJEOMA OLUO.

ANTI-RACIST
STRATEGIES

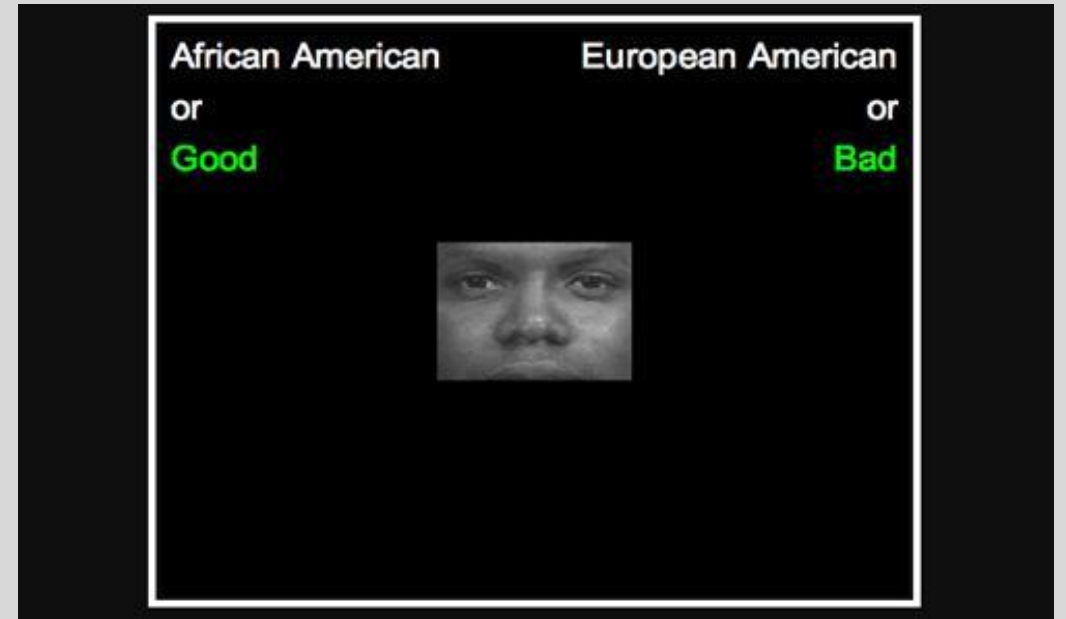
SHIFTING FROM DEFICIT TO STRENGTH- BASED PERSPECTIVES

Risk/Protective Factors Cartoon

Identify and circle
the risk factors



Addressing Bias

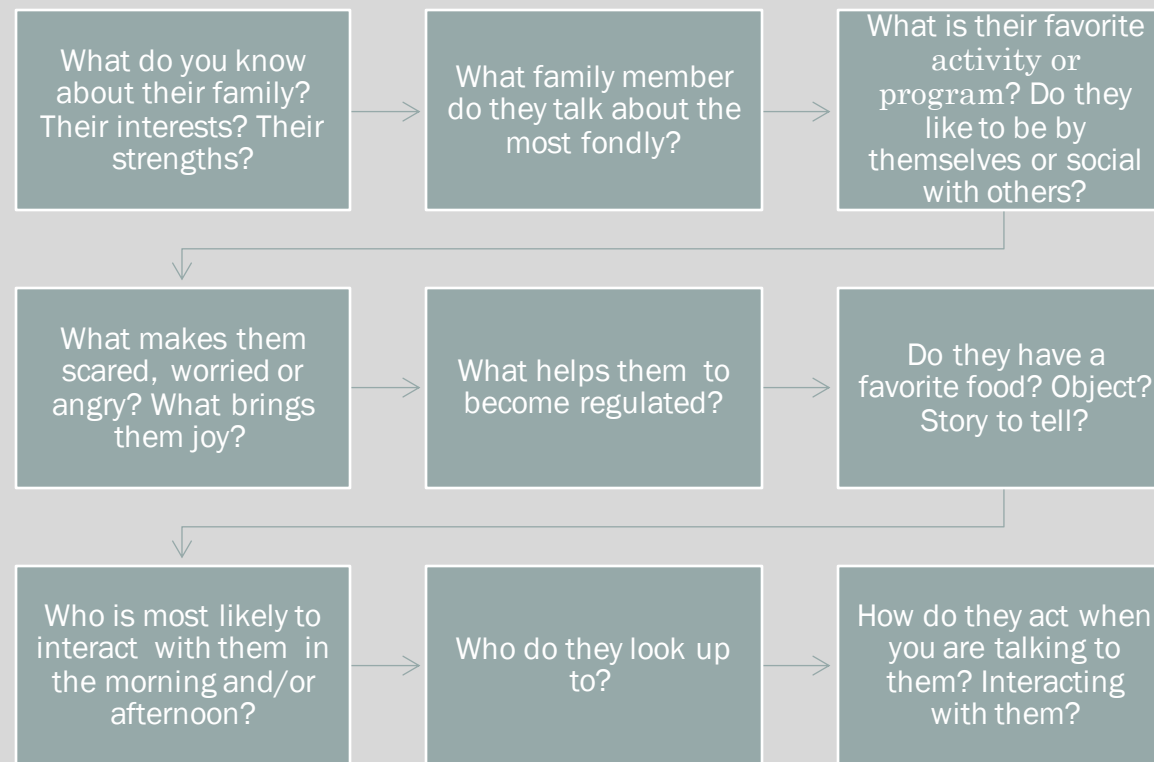


Implicit Association Test
(IAT)



INDIVIDUATING

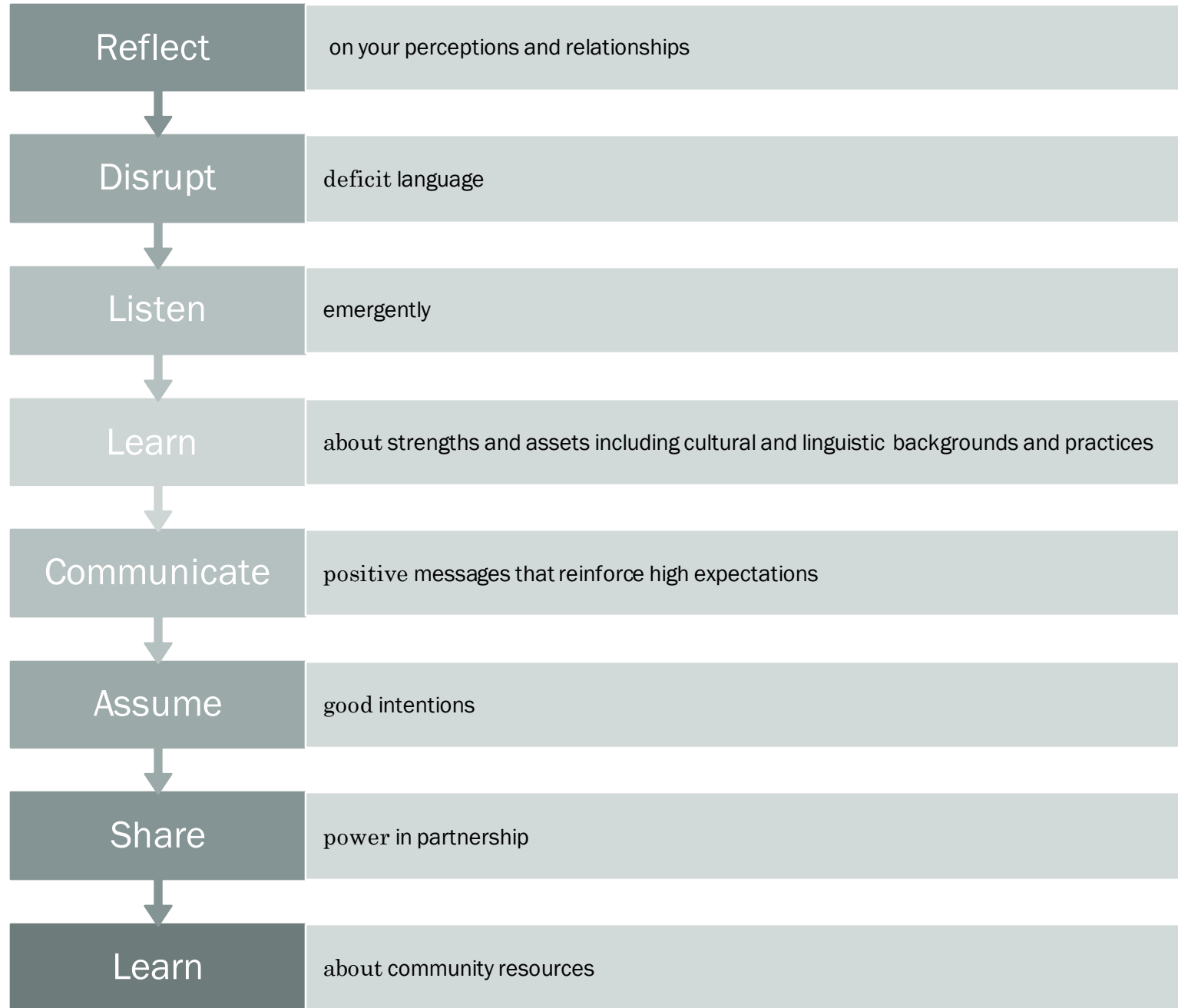
(Learning more about an individual)





PERSPECTIVE TAKING

Engagement Strategies





**IDENTIFY WAYS TO DE-ESCALATE
& CALM YOUR STRESS SYSTEM**

Mindful Reflection Tool

Step 1. Identify Attributions You Have about this Client

Step 2. Reflect on Your Feelings and Thoughts when you work with this Client

Step 3. Consider Alternative Explanations

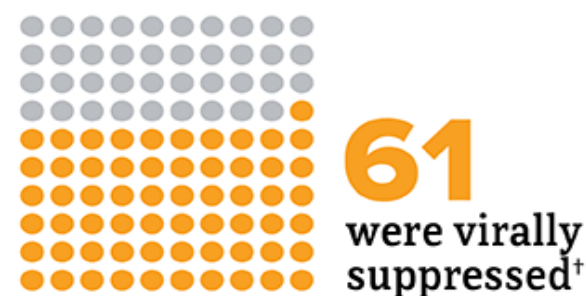
Step 4. Check Your Assumptions

Step 5. Make a plan

Step 6. Continuously revisit this process

Black/African American People with Diagnosed HIV in 44 States and the District of Columbia, 2019

Compared to all people with diagnosed HIV, Black/African American gay and bisexual men have lower viral suppression rates. For every **100 Black/African American people with diagnosed HIV in 2019**:



For comparison, for every **100 people overall** with diagnosed HIV,
76 received some HIV care, **58 were retained in care**, and **66 were virally suppressed**.

* Had 2 viral load or CD4 tests at least 3 months apart in a year.

† Based on most recent viral load test.

Source: CDC. Monitoring selected national HIV prevention and care objectives by using HIV surveillance—data United States and 6 dependent areas, 2019. *HIV Surveillance Supplemental Report*. 2021;26(2).



THANK YOU!



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