Welcome to our Out & Equal...

December 2013 Town Call

This is a Broadcast Audio call!

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If you can’t hear during the movie, wait for the call to start. If you still can’t hear, want to ask a question or add comments do so by using the chat box!

This session will be recorded and can be found in our archives!

Breaking down barriers: Creating a thriving workplace for Employees with HIV

Bonnie Rossow, Community Educator

Robert Menk, Certified HIV Educator

Moderator: Pat Baillie, Director of Training
Announcements

- Dec 17, 2:00pm Pacific – Trainer’s Forum
- Jan 14, 21, 28 & Feb 4, 11, 18 – Virtual Summit Series (Sponsored by Sprint & Fannie Mae)
- Feb 13, 2014 – 2014 Out & Equal Workplace Summit Kickoff
- Feb 27, 2014 – Monthly Town Call – Discovering Strength in our Diversity: Voices of Latino/Latina/Hispanic LGBT/Allies
- March 9-11, 2014 – Executive Forum (SF)
- March 11, 2014 – Momentum! Annual Gala Dinner
- Nov 3-6 – Out & Equal Annual Workplace Summit (SF)

Check www.outandequal.org for more info on:
- Upcoming & Archive Training - http://www.outandequal.org/training-programs
- Regional Affiliates - http://www.outandequal.org/regional-affiliates
- Employee Resource Groups - http://www.outandequal.org/resources/groups
- CareerLink - http://lgbtcareerlink.com/
- Out & Equal Workplace Summit - http://outandequal.org/annual-summit
- Executive Forum - http://outandequal.org/execforum

Webinar Features

- This is a web broadcast call and you should be hearing it through your computer headsets or speakers
- Use chat to ask questions during the presentation (chats are only seen by the presenters)
- Technical problems, raise your hand and see chat
- Polling – select an answer, submit and see result
- Session is recorded and will receive a link to review the material as a podcast or mp3/slides presentation
World AIDS Day/Dec 1

- First conceived in August 1987 by James W. Bunn and Thomas Netter, two public information officers for the Global Programme on AIDS at the World Health Organization in Geneva, Switzerland
- Global Programme on AIDS (now known as UNAIDS) approved the first observance of World AIDS Day for 12/1/88

Please chat in the names of those you would like to remember!

World AIDS Day Resources

- http://aids.gov
- http://www.worldaidsday.org/
- http://www.worldaidscampaign.org/world-aids-day/
- http://www.cdc.gov/features/worldaidsday/
How has HIV/AIDS touched your life?

- (select all that apply)
- Personally
- Professionally
- Part of daily job
- Community Volunteer
- No impact
- Prefer not to answer

Breaking Down Barriers:
Creating a Thriving Workplace for Employees with HIV

Out & Equal Town Call
Presenters

Bonnie Rossow
Minnesota AIDS Project
Community Educator

Robert Menk
Volunteer HIV Educator

Why We’re Here

• Receive a medical update on HIV
• Understand barriers people with HIV face in the workplace
• Learn strategies to create a stigma-free organizational culture
National HIV/AIDS Surveillance

- CDC estimates that 1,144,500 persons 13 and older are living with HIV
- Over 15% of these people are unaware of their infection
- There are about 50,000 new HIV infections per year in the United States
- Men who have sex with men and African Americans are disproportionately affected
HIV 101

HIV Review

• What does HIV and AIDS stand for?
  – Human Immunodeficiency Virus
  – Acquired Immune Deficiency Syndrome

• How are they related?
  – HIV is the virus that is transmitted from person to person and infects the immune system
  – AIDS is an acute point in time when someone with HIV has an extremely weakened immune system and becomes much more susceptible to opportunistic infections
HIV Review

• What are the four body fluids that transmit HIV?
  – Blood, semen, vaginal fluid and breast milk

• What are the 3 most common ways people become infected with HIV today?
  – Unprotected sex, sharing needles and mother-to-child

• How can transmission be prevented?
  – Barriers during sexual contact (condoms, bottom condoms, dental dams, etc.)
  – Harm reduction methods
  – Needle exchange programs

• How long must a person wait after an HIV exposure to receive a definitive HIV test result?
  – 3 months

• After waiting 3 months for a definitive test result, can a person receive their results within 20 minutes?
  – Yes!
  – Rapid tests (finger prick, mouth swab, at home tests)
True or False?

People with HIV can live long and productive lives.
TRUE!

- With medications and a healthy lifestyle, people with HIV can live long and productive lives
- Studies show that if someone is on medication, they have a life span of 40 years after infection
- A healthy lifestyle plays a key part
  - Good nutrition, exercise, getting enough sleep, limiting stress, and avoiding drugs and alcohol can help promote a strong immune system

Being adherent to HIV medications can reduce the risk of transmitting HIV to others.
TRUE!

- Research overwhelmingly points to initiating treatment immediately after testing positive
  - Healthier immune system
  - Lowers risk of transmitting to others
- A person has to be 95% adherent to their medications in order for them to work properly
- Drug resistant mutations
- Adherence/treatment as prevention
- Barriers to medication adherence

There is medication that can significantly decrease the likelihood of becoming infected.
TRUE!

- **Pre Exposure Prophylaxis (PrEP)**
  - Given to people at high risk of HIV infection
  - Truvada
  - Some insurance companies cover it
  - Very effective

- **Post Exposure Prophylaxis (PEP)**
  - Most often given in a health care setting
  - One month long HIV medication regimen that must be administered within 72 hours of an exposure
  - Can be expensive (depends on regimen and insurance)
  - Side effects may prevent people from completing PEP

There are programs to help cover the cost of medications and medical care for people who are un/underinsured.
TRUE!

- State and county health departments
- Pre-existing condition statute potentially going away in 2014
- Minnesota AIDS Project has benefits counseling and MN Sure staff to help people living with HIV access private and government insurance programs
- AIDS Drug Assistance Programs (ADAP)

A person can get fired because they have HIV.
FALSE!

• People with HIV are protected under the Americans with Disabilities Act
• A person cannot be fired due to their HIV status
  – However, it happens
• Minnesota AIDS Project has legal staff that work with clients who have been discriminated against due to their HIV status in the workplace or other public accommodations

There are many barriers people with HIV experience when looking for and maintaining employment.
TRUE!

• Fear of losing health insurance/benefits
• Fear of having to disclose
• Fear of stigma
• Chemical dependency
• Mental health
• Homelessness
• Criminal background
• Lack of education
• Lack of work history
• Childcare/transportation

Reasons for Leaving the Workforce

• Bad reaction to new HIV meds first thing in the morning and did not ask for accommodations
• Hostile supervisor/GLBT issues
• Newly diagnosed and feared they would be “outed” since they used employer sponsored healthcare
• Fear of infecting co-workers
• Fear of stigma/ stress of hiding diagnosis
Disclosure

In deciding whether or not to disclose you HIV status to your employer you will need to decide the degree to which you think disclosing your status will be beneficial to you. If the risks or consequences outweigh the benefits, then you do not need to disclose. (In most circumstances)

You can help reduce HIV stigma and discrimination.
TRUE!

• HIV stigma and discrimination can be reduced through:
  – Having up-to-date knowledge about HIV
  – Talking about HIV with friends and family
  – Challenging negative assumptions or beliefs
  – Getting an HIV test
  – Volunteering at an HIV organization
  – Contacting legislators about the importance of HIV prevention and care in MN
  – Donating to HIV organizations

You can create a safe workplace for people living with HIV.
TRUE!

*It starts even before the final job offer*

- Don’t ask if a person is HIV positive on pre-employment questionnaires/physicals
- Do not require HIV testing
- Detail exactly what you will be testing for if you do take a blood or urine sample
- Detail what you will be looking for during a pre-employment physical

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Creating a Safe Space

- Educate, Educate, Educate!
- Provide yearly first-aid training for staff
- Enforce universal precautions for all employees
- Have an established workplace HIV/AIDS policy
- Provide flex time options for employees
- Educate employees on their legal rights in the workplace
Creating a Safe Space

• During open enrollment, assure employees that their health information will always remain confidential
• Be “accommodating” when covered employees ask for reasonable accommodations
• As an organization, publically support the passage of the Employment Non-Discrimination Act (ENDA)
• Make sensitivity training mandatory for front-line managers

Sources for Information

• Center for Disease Control  
  - cdc.gov/hiv
• The Body- A source for up-to-date HIV Information  
  - thebody.com
• Minnesota AIDS Project  
  - mnaidsproject.org
• Minnesota Department of Health  
  - health.state.mn.us/hiv
Robert’s Story

Questions & Answers

Bonnie Rossow, Community Educator

Robert Menk, Certified HIV Educator

Moderator: Pat Baillie, Director of Training
Closing Comments

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Thank you for your participation!

Please complete the short survey at the end of the call!

Join our O&E Virtual Summit Series starting Tuesday, January 14, 2014
(Sponsored by Sprint & Fannie Mae)

Join us for our next Town Call – January 30, 2014
The New CEI: Getting Ready for the 2016 Changes

Consider a donation to Out & Equal:
http://www.outandequal.org/about/Donations.asp

We hope you can join us at the
2014 Out & Equal Workplace Summit
(November 3-6, 2014 in San Francisco)
Information at: http://outandequal.org

More questions? Contact Pat Baillie, Associate Director of Training
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