

DECODING DISCRIMINATION DEBRIEF

Three main R's emerged from a recent national discussion with BIPOC members of the intellectual and developmental disabilities community and healthcare professionals. All intersect across another **R, race**.

- Diagnosis is a form of **ranking** that is required to receive care; "how impaired" one is
- Accessing resources you qualify for which directly impacts one's **rights**
- The level, quality, and speed of care varies according to **resources** that are available

RANKING

What was said	What it means
Price of Care	The cost of medical care; an "acceptable" amount
Scoring system/metrics	Using a scale to decide who gets medical care
Life expectancy rate/survivability	How likely a person is expected to live
Prioritization	Deciding who gets care first
Quality of life	Whether a person's life is "worth" living or not
Medically vulnerable	At higher risk of getting sick
"Normal"	Does not have a disability or medical condition

(DENIAL OF) RIGHTS

What was said	What it means
Noncompliant; Nonprogressive	Not "following directions." Not recovering quickly
"Sheep" and/or "Sheeple"	Insulting people by saying they are easily led or "follow" the crowd instead of thinking for themselves
Multiple disability; dual diagnosis	Having more than one disability; when one of your disabilities is treated negatively (mental health, substance use)
Insufficient informed consent/undue influence	Agreeing to something without getting all of the information that is needed to understand
Dismissal of newly disabled and/or disability presentation that differs from their assumptions	Does not believe person about their symptoms
Barriers to access: "If you request it..."	Not being able to get help unless you know to ask for it in a certain way and who and when to ask
"Don't be a 'moron' or a 'knucklehead.'"	Insulting people based on intelligence
"Not making 'smart' public health choices." "Don't be one of those 'COVID idiots.'"	Insulting people by saying it's their fault if they get COVID because they are not intelligent

RESOURCES

What was said	What it means
"Scarcity"	Claiming to have fewer or less resources
"Those resources that can't be provided here."	Choosing not to offer certain services people might need because it is easier that way (gatekeeping)
Tie breakers/ "First come, first served."	Deciding who gets help without knowing who needs it more
"Not meeting the threshold"	Denying people resources because of a set of rules that are used to decide who "should" get them
"You can review or make changes on our healthcare portal(s)." Pressure to use e-billing ; telemedicine	Expecting people to use online medical services even if they do not have a computer or know how to use it, or do not want to use it
Putting the onus on the client/consumer: "Well, you failed to..."	Blaming the person; not finding what went wrong