

Welcome!

Elimination of Bias: Cultural Humility in Working with HIV+ Clients, Trauma Informed Care, and Harm Reduction

**Wednesday, April 28th, 5:30 PM – 7:00 PM
PST**

**Presented by John Rosenzweig, Esq. and
Jaime Rush, Esq.**

1.5 Elimination of Bias CLE Credits

Reminders:

- Please type your questions in the Q&A or into the chat
- The webinar will get started shortly



AGENDA

- 5:30 PM – Introduction and overview of ALRP
- 5:35 PM - Introduction to presenters
- 5:40 PM - Substantive Training
- 6:50 PM - Questions
- 6:55 - Wrap-Up

Things To Know

- Materials will be included in a follow-up email tomorrow
- There will be time for questions at the end of the training
- Complete evaluation to receive MCLE Credit
- Recording of the training will be available for anyone interested
- Learn about upcoming ALRP trainings at alrp.org/events

Upcoming MCLE Trainings

- April 29: HIV/AIDS Privacy Series Part 2
- May 4: Transferring Assets at Death – Do You Really Need Probate?
- May 24 – 25: Bankruptcy Basics for Low Income Clients
- May 27: HIV/AIDS Privacy Series Part 3

More information and registration at alrp.org/events



ALRP MISSION

**Helping people living with HIV/AIDS
maintain or improve their health by
resolving their legal issues.**



Our Work

- Since 1983, ALRP has handled over 80,000 legal matters for people living with HIV/AIDS
- Our Staff and Panel of over 700 volunteer attorneys help our clients in a variety of legal areas, including immigration, housing, employment, credit, insurance, family law, confidentiality, and government benefits.

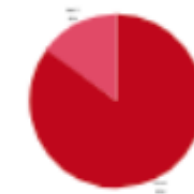
2,653

legal matters handled in
2019



80,000+

legal matters handled for
people living with HIV/AIDS
since our founding in 1983



85%

of our clients in 2019
had an annual income
of less than \$30,000

700



attorney volunteers on
our Panel



\$1,000,000

in donated legal services each year

ALRP Panel Attorneys

- Rely on our Panel to provide low-cost legal counseling and representation on any civil legal matter
- ALRP Clients are diverse and appreciative of your generosity
- ALRP tailors the experience to your experience and availability
- Ask that you accept two referrals a year, with the option to accept or deny a referral when we contact you
- Panel attorneys you receive free MCLE trainings, mentoring, malpractice insurance, and legal resources



Join Today!

**Contact ALRP Volunteer Coordinator
farons@alrp.org or
(415) 701-1200 ext 303**



Meet the Presenters

John
Rosenzweig,
Esq.

Jaime
Rush, Esq.

ALRP Managing Attorney

Client Engagement & Cultural Humility



Medication/treatment adherence is essential to maintaining health & reducing transmission equally client engagement is essential to successful outcomes in legal matters for PLWA.

Impediments to treatment adherence/engagement

- avoidance of clinical or service settings
- likely from historically underrepresented communities (people of color, people with disabilities, LGBTQ, immigrants, low-income, unhoused, etc).
- direct result of the legal, social, and economic systems that reinforce stigma, racism, homophobia, etc.
- distrust of system

Cultural humility vs. cultural competence

- Competence assumes that the service provider can understand the client's experiences and needs by mastering the "facts" about their culture.
- Humility positions the client as the expert on their culture and lived experience and follows the client's lead on how those factors impact the client/professional relationship. (see below: client-led services)

Client Engagement & Cultural Humility



Practice tips to counteract stigma, maintain humility, and improve treatment adherence and engagement:

- Consistent self-awareness and self-examination of one's own privileges, assumptions and biases
- Express respectful empathy; avoid condescension
- Embrace client-led treatment/service plan

Aging With HIV: Mental Health Challenges



More than 60% of people w/HIV in SF are now 50 years or older. A significant (and growing) number are over 60.

Special issues for this population:

- Drug toxicity or treatment resistance from early ARTs, long-term treatment
- Acceleration of regular aging process due to compromised immune system, increased likelihood of age-related arthritis, hypertension, heart disease, dementia.
- Financial issues from long-term illness, inability to work, lack of long-term planning.
- “AIDS Survivor Syndrome” - PTSD and survivor’s guilt.

Mental health issues, esp. depression, more common in people with HIV/AIDS who are 50+.

- PTSD from surviving early epidemic;
- Loneliness and isolation, compounded during COVID pandemic;
- Survivor Syndrome
- Self-medication – substance abuse

Best Practices

- Cultural Humility
- Harm Reduction
- Trauma-Informed Care
- Client-led services



Best Practices



Cultural Humility

Positions the client as the expert on their culture and lived experience and follows the client's lead on how those factors impact the client/professional relationship.

Harm Reduction

- “meet people where they’re at” = services not contingent on client’s abstinence or other changes in use of behavior.
- Note: issues around client competency- consult health care professional.
- Focus is on reducing the harmful consequences associated with substance use, and not on reducing the use itself.

Trauma-Informed Care

- Existence of trauma in clients’ lives, and awareness that trauma can manifest in behaviors during the legal process.
- Trauma can be linked to the care/service-provider setting
- Basics:
 - Make eye contact; smile; create a welcoming environment
 - Active listening & feedback
 - Acknowledge trauma and actively work to lessen its impact

Best Practices: Client-led Services



- Attorney follows the client's lead in determining immediate needs and long-term goals. Accepts client's goals without judgment.
- Attorney explain the legal significance of client's needs & goals, providing client with the tools to make informed decisions.
 - Note: an "informed decision" may not match with what the Attorney would consider to be the "right decision."
- Remember the rules of professional conduct: "a lawyer shall abide by a client's decisions concerning the objectives of representation and, as required by rule 1.4, shall reasonably consult with the client as to the means by which they are to be pursued." Rule 1.2(a)



Have questions?

jaime@alrp.org

Thank you!

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