



Exploring the Barriers to Inclusion for Physicians with Disabilities

July 26, 2022



Moderators



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List of Speakers



Christopher Moreland, MD, MPH



Diana Cejas, MD, MPH



Christopher McCulloh, MD



Passage of the American with Disabilities Act

July 26, 1990



Exploring the Barriers to Inclusion: A Three-Part Webinar Series

- Barriers and Belief Systems: Medical Education for Learners with Disabilities (available @macyfoundation.org)
- Barriers and Belief Systems: Evaluating Underperforming Trainees with Disabilities (available @macyfoundation.org)
- **Exploring the Barriers to Inclusion for Physicians with Disabilities**

ADA

Americans with
Disabilities Act



People with Disabilities

8.3%

7.5%

3.1%

Medical Training

Practice

8.3% statistic and 7.5% statistic Y2Q and GQ Statistics from AAMC respectively.

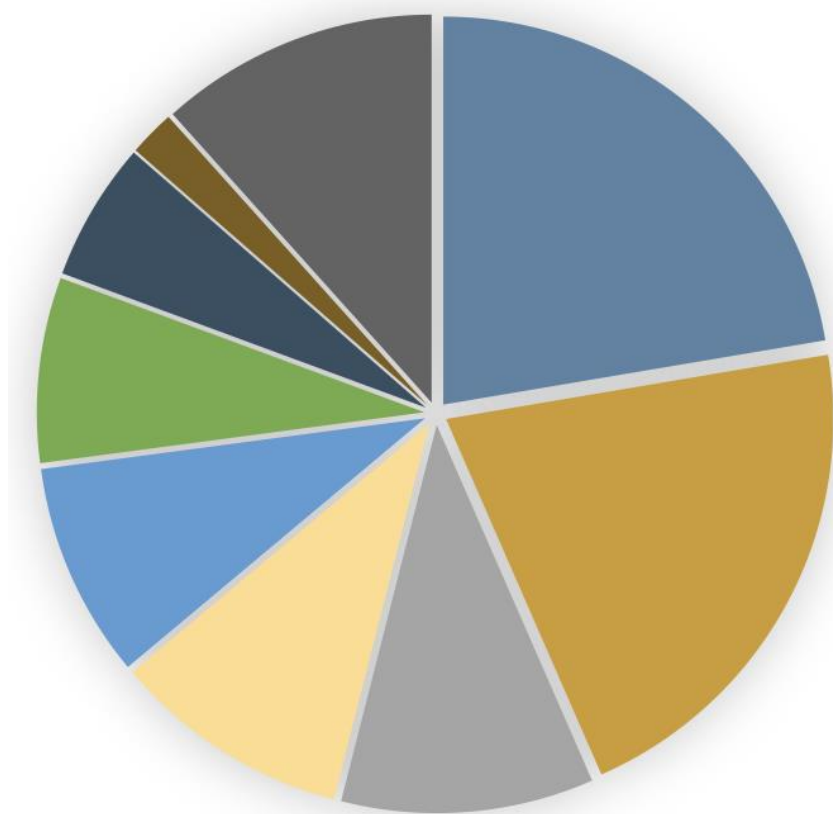
3.1% statistic: Nouri Z, Dill MJ, Conrad SS, Moreland CJ, Meeks LM. Estimated Prevalence of US Physicians With Disabilities. *JAMA Netw Open*. 2021;4(3):e211254.

doi:10.1001/jamanetworkopen.2021.1254

From: **Estimated Prevalence of US Physicians With Disabilities**

Sexual orientation			
Bisexual	10 (5.8)	50 (0.9)	
Gay or lesbian	3 (1.7)	108 (1.9)	
Heterosexual or straight	158 (89.7)	5427 (95.7)	.001
Other	5 (2.7)	50 (0.9)	
Missing	1 (0.8)	36 (0.7)	
Age group, y			
≤40	29 (16.1)	1049 (18.5)	
41-50	38 (21.4)	1304 (23.0)	
51-60	35 (19.6)	1336 (23.6)	
61-70	53 (30.0)	1312 (23.1)	
≤70	17 (9.3)	385 (6.8)	
Missing	6 (3.5)	284 (5.0)	
Age, mean (SD), y	54.8 (12.7)	52.5 (12.2)	.009
Military service			
Never served on active duty in the military	151 (84.8)	5259 (92.7)	
Served on active duty in past or currently serving	26 (14.7)	412 (7.3)	<.001
Missing	1 (0.4)	0	

Disability Category



- Chronic Health Conditions
- Mobility Disability
- Psychological
- Other
- Hearing
- ADHD
- Visual
- Learning
- Multiple disabilities

Physicians with Disabilities

Increased
Empathy

Inform patient
care

Facilitate
shared decision
making

Contribute to
innovation

Practice
concordant
medicine

Enter primary
care

What was your biggest challenge in residency training? (Non-disability related)? *What was your biggest challenge as a PWD in residency training?"*

What (if any) accommodations do you use in your everyday practice? *What was the process like getting these?*



Questions

Please use the Zoom Q&A function to ask questions.

How do patients respond to your disability and what insight do you think it brings to the space?

What is the one piece of advice you have for residency programs on how they can improve the climate for disabled trainees and their colleagues?

DOCS WITH DISABILITIES INITIATIVE

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July 27th
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