

# Anesthesiology & Pain Medicine October EDI Brief

## National Disability Employment Awareness Month

### FACTS

Approximately **20% of Americans** currently live with a disability. Improving patient-physician concordance requires expanding the number of students with disabilities matriculating in health professions as well as retaining those who acquire a disability later in life.

As many as **33% of anesthesiologists** will experience a period of impairment at **some time during** their career. Hearing loss is a good example: up to **66% of anesthesiologists** have been reported to have an abnormal audiogram—especially for higher frequencies.

### INTERVENTION

Stigma and misconceptions plague physician-patient interactions; providers can have biases regarding what their patients with disabilities prefer or can/cannot do. Increasing the pool of physicians that identify as having a disability could improve patient outcome. A good place to start, **for every provider**, is to avoid assuming and let the patient talk!

## Diversity Council Highlights

Please complete the [APM EDI Assessment](#) before **November 30<sup>th</sup>**.

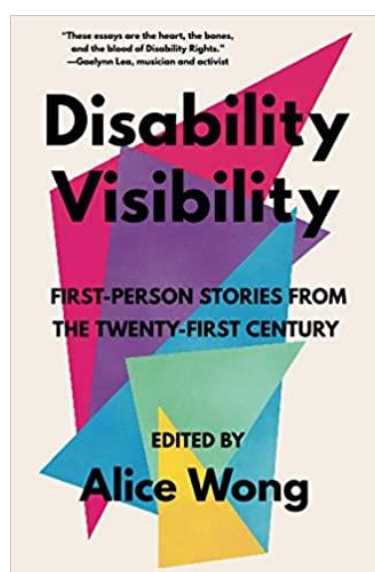
- Responses are **anonymous** and individual responses will not be shared. All data will be looked at in aggregate.
- Your input is critical for department strategic planning.

**Resident Responding to Microaggressions Workshop – 10/27**

- Please contact **Dr. Kate Gentry** or **Gary Barbour-See** if you'd like to be a faculty volunteer.

## Resources

### Recommended Reading:



[\*Disability Visibility: First-Person Stories from the Twenty-First Century\*](#), Edited by Alice Wong



[\*The Pretty One\*](#), Keah Brown

Find articles and resources for providers with disabilities at [The Society for Physicians with Disabilities](#).

Visit the [DOL Office of Disability Employment Policy NDEAM 2021](#)

- Learn about the [history of people with disabilities in the US](#).