

Researching and responding to organisational HIV stigma: becoming **HIV** **CONFIDENT**



**NATIONAL
AIDS
TRUST**

Securing rights
Stopping HIV

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HPE Stigma Symposium
15 March 2024

Stigma goals

0

ZERO NEW HIV INFECTIONS.
ZERO DISCRIMINATION.
ZERO AIDS-RELATED DEATHS.

by 2030

What is organisational stigma?

- Stigma within institutions – practices of services and/or businesses

Sharing HIV
status without
consent

Refusal of
access to
services

Illegal pre-
employment
checks

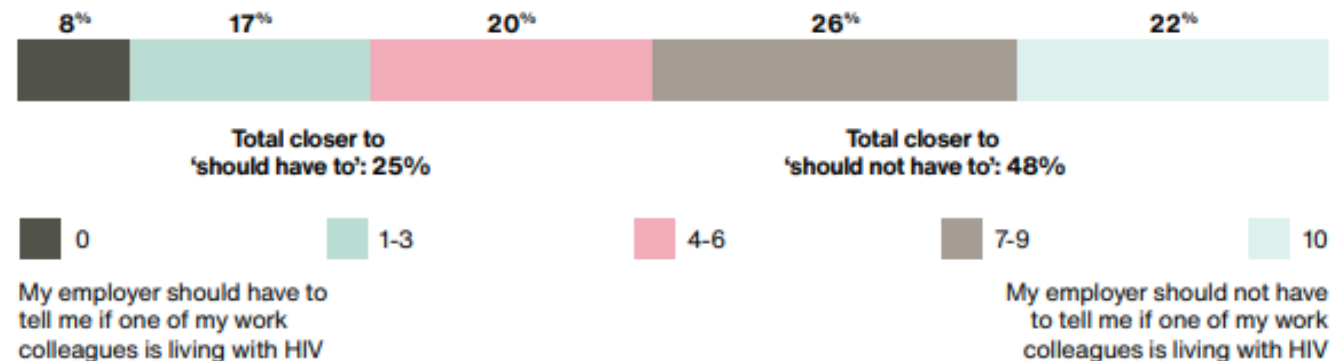
“How did you
get it?”

Researching organisational stigma: general public

- Public Knowledge and Attitudes, 2021
- Community stakeholder consultations, focus groups and online survey

A quarter of the public seem to feel their employer should have to tell them if their colleague is living with HIVⁱ

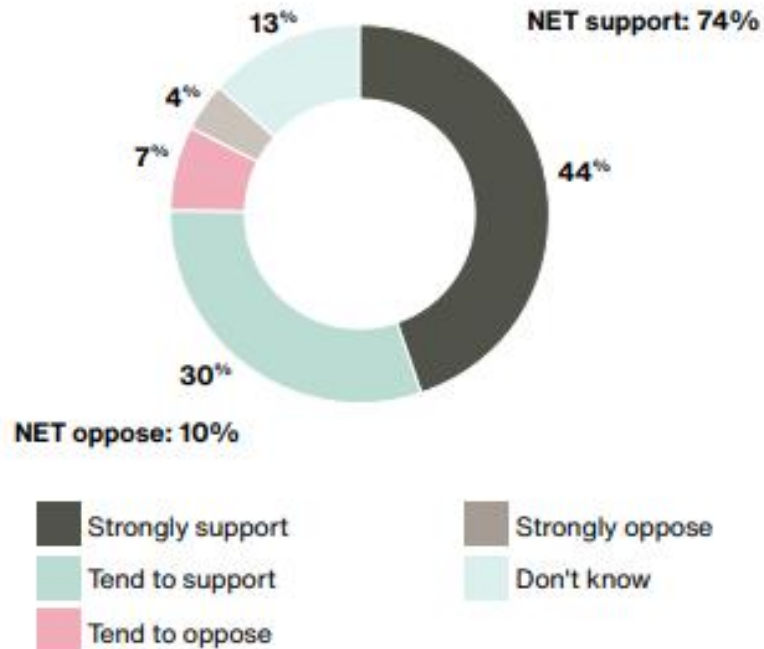
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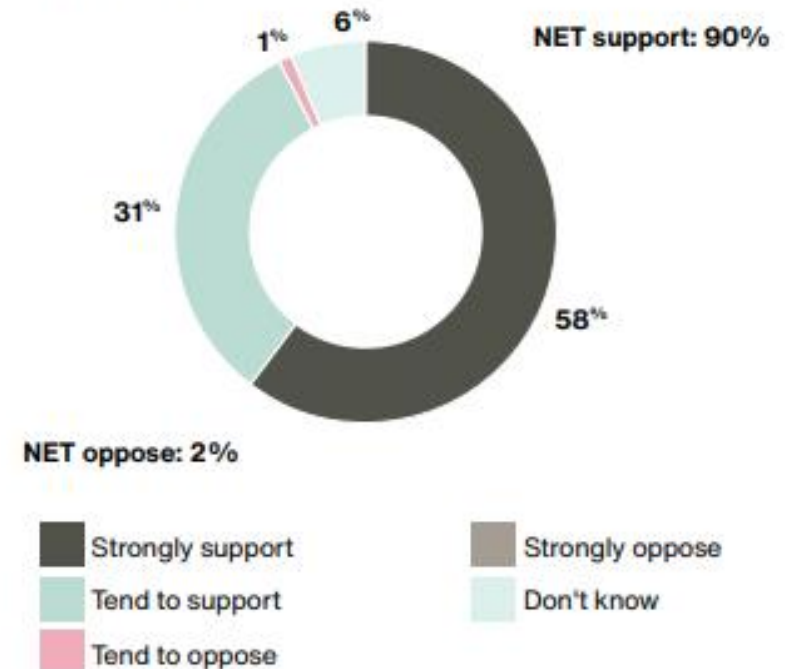
Source: National AIDS Trust, "HIV: Public Knowledge and Attitudes," National AIDS Trust, London, 2021.

Researching organisational stigma: general public

'It should be illegal to refuse someone a service or job because they are living with HIV'



'All healthcare workers should receive training, so they know up to date information on HIV in the UK today'



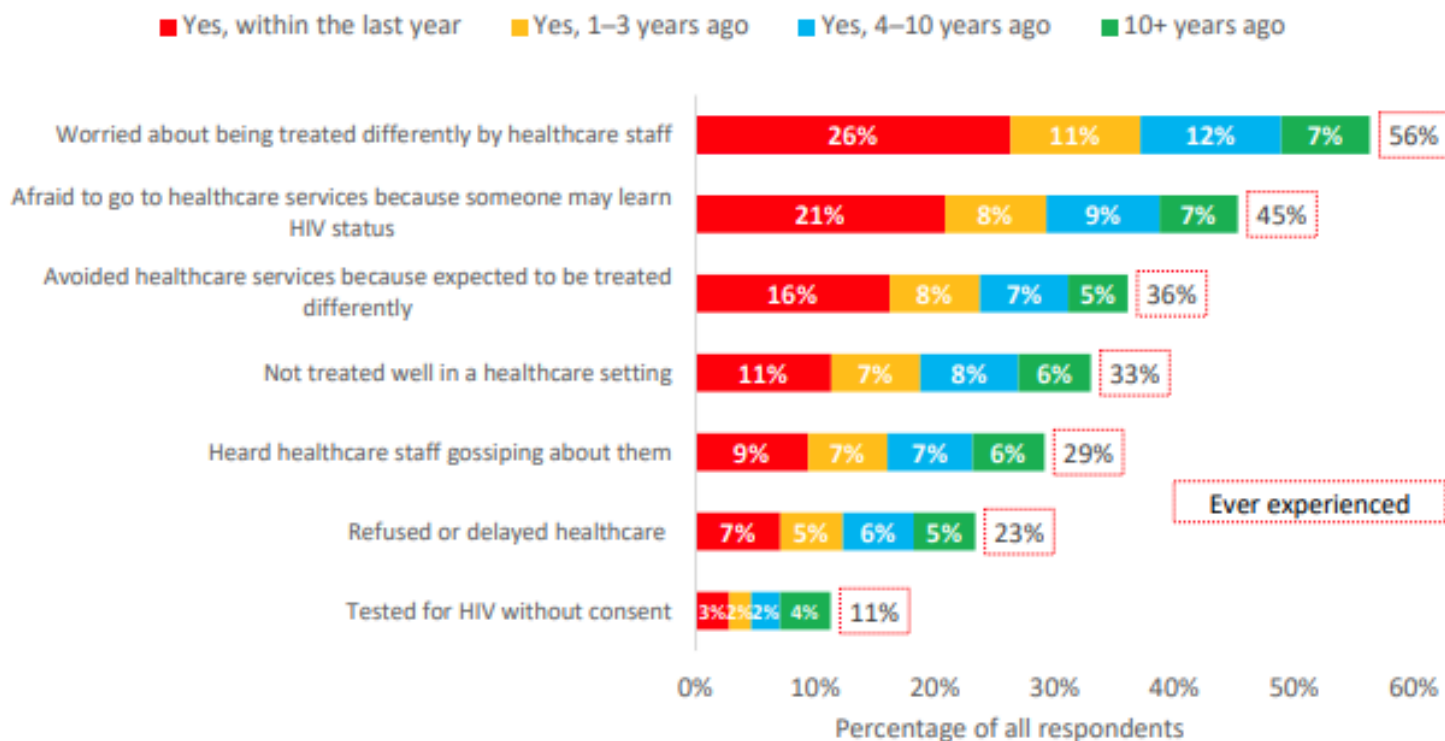
Researching organisational stigma: people living with HIV

- Stigma: survey of people living with HIV, published 2023 – European Centre for Disease Control (ECDC), European AIDS Treatment Group (EATG), AIDS Action Europe (AAE), consultants from National AIDS Trust
- Online survey of PLHIV – 3,272 respondents from 54 countries across Europe



Researching organisational stigma: people living with HIV

Figure 11. Experiences of stigma in healthcare settings by how recently the experience occurred

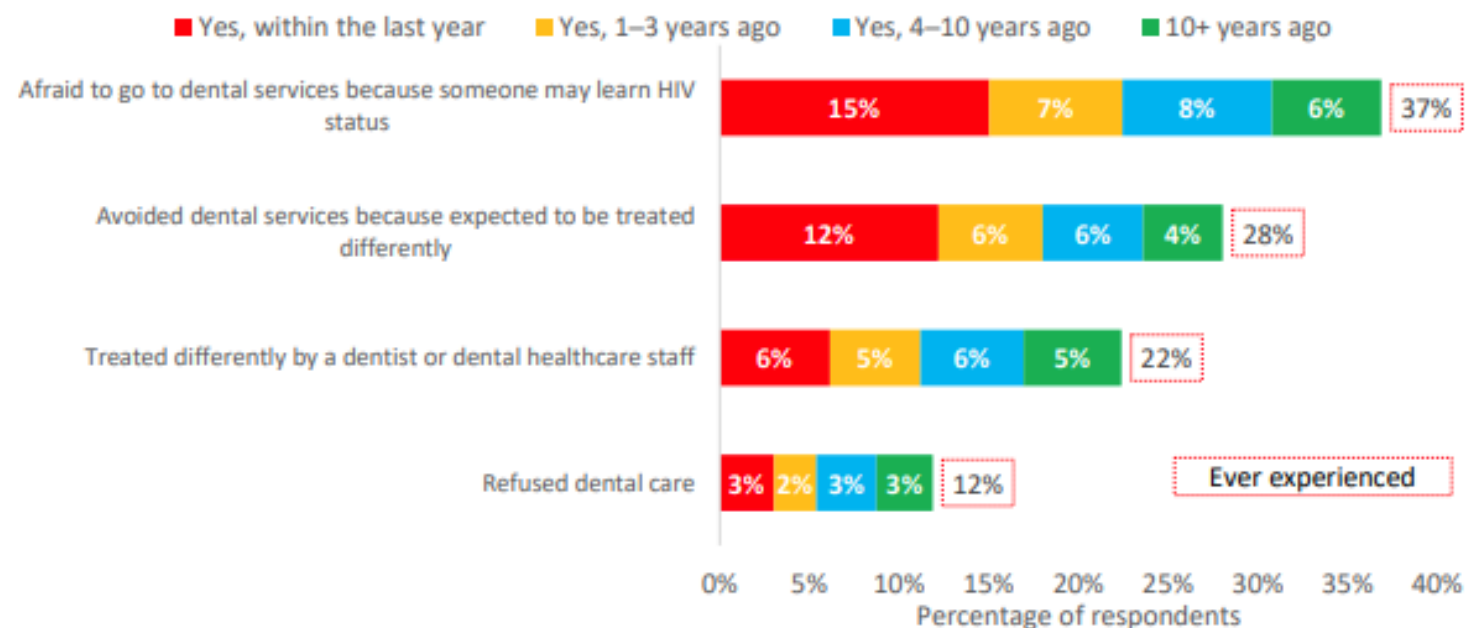


Due to rounding, totals percentages may not always equal the sum of each of the values.

Source: European Centre for Disease Prevention and Control. Stigma: survey of people living with HIV. Monitoring implementation of the Dublin Declaration on partnership to fight HIV/AIDS in Europe and Central Asia: 2022 progress report. Stockholm: ECDC; 2023.

Researching organisational stigma: people living with HIV

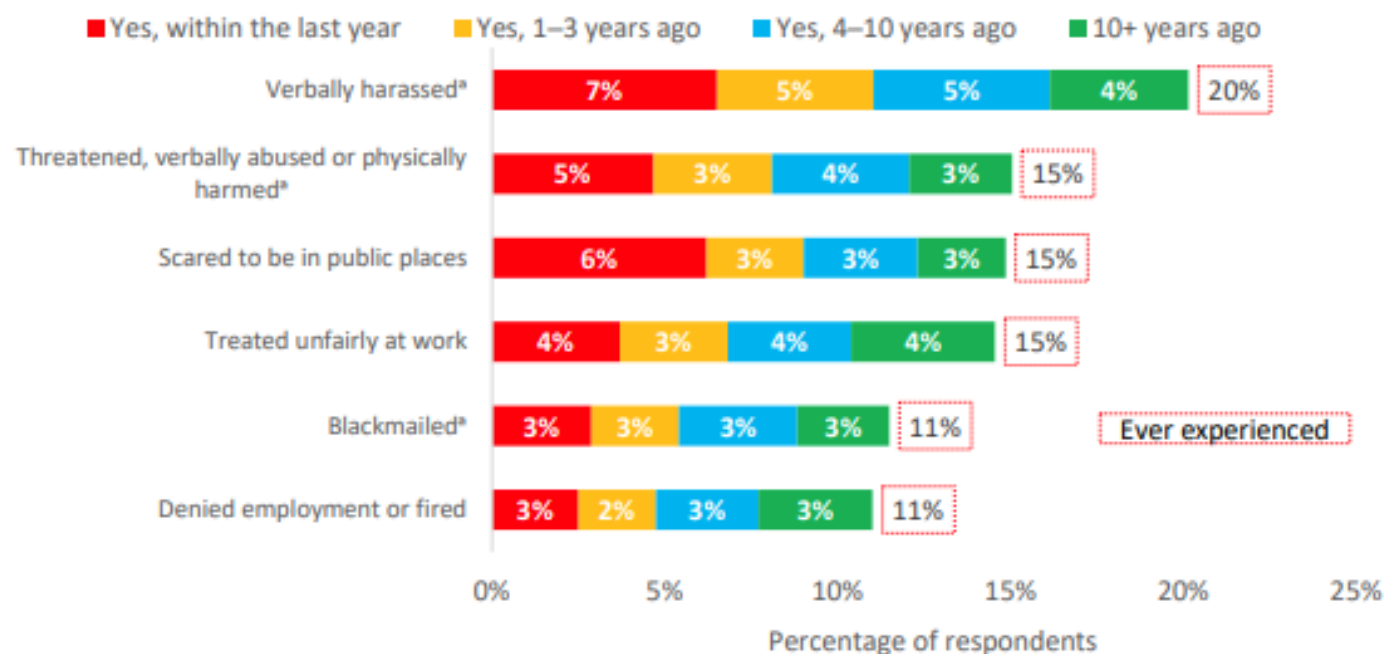
Figure 13. Experiences of stigma in dental care, by how recently the experience occurred



Due to rounding totals, percentages may not always equal the sum of each of the values.

Researching organisational stigma: people living with HIV

Figure 14. Experiences of stigma in society, by how recently the experience occurred



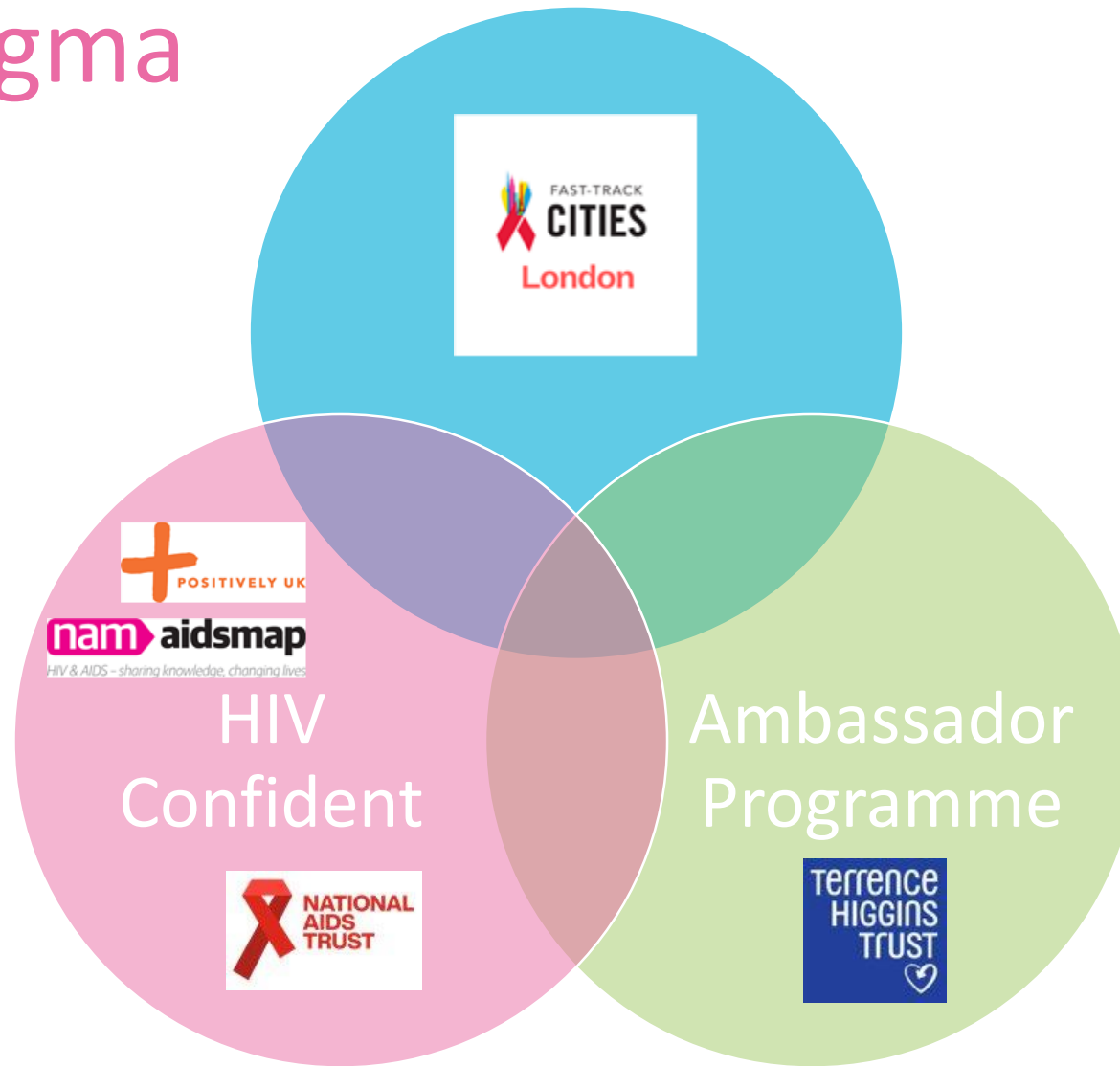
^a By someone other than friends or family.

Due to rounding totals, percentages may not always equal the sum of each of the values.

HIV Confident Charter Mark

Ending Stigma

HIV **CONFIDENT**



What is HIV Confident?

HIV Confident Members commit to:

Increasing employee knowledge about HIV,
Improving employee attitudes towards people living with HIV,
Tackling stigma and discrimination within their organisation, and
Providing people living with HIV a way to report any stigma or discrimination they experience.

How will organisations achieve their commitment?



HIV Confident will provide:

- HIV Confident toolkit
- training resources
- a reporting tool
- access to enhanced support

The HIV Confident Journey



Commitment

Evaluation

Policy Review

Training

Review

Recognition



WAD Launch of Brand & Website

HIVCONFIDENT



Founding Members – Phase 1 Pilot

NHS Trusts

- Barts Health NHS Trust
- St. George's, Epsom and St. Helier University Hospitals and Health Group
- Royal Free London NHS Foundation Trust
- 2 others TBC

Primary Care

- Four GP Practices

Founding Members – Phase 2 Pilot

Local Authority/Governance

- London Borough (TBC)
- LA outside London (TBC)
- GLA

Corporate

- Siemen's Healthineers
- Transport for London
- Others (TBC)

HIV Confident Delivery Strategy



- Phase 1 Pilot Jan-Sept 2024
- Phase 2 Pilot April-Nov 2024
- Celebration of Founding Member achievements - WAD 2024
- Roll-out to NHS Sept 2024
- Roll-out to other organisations – Dec 2024

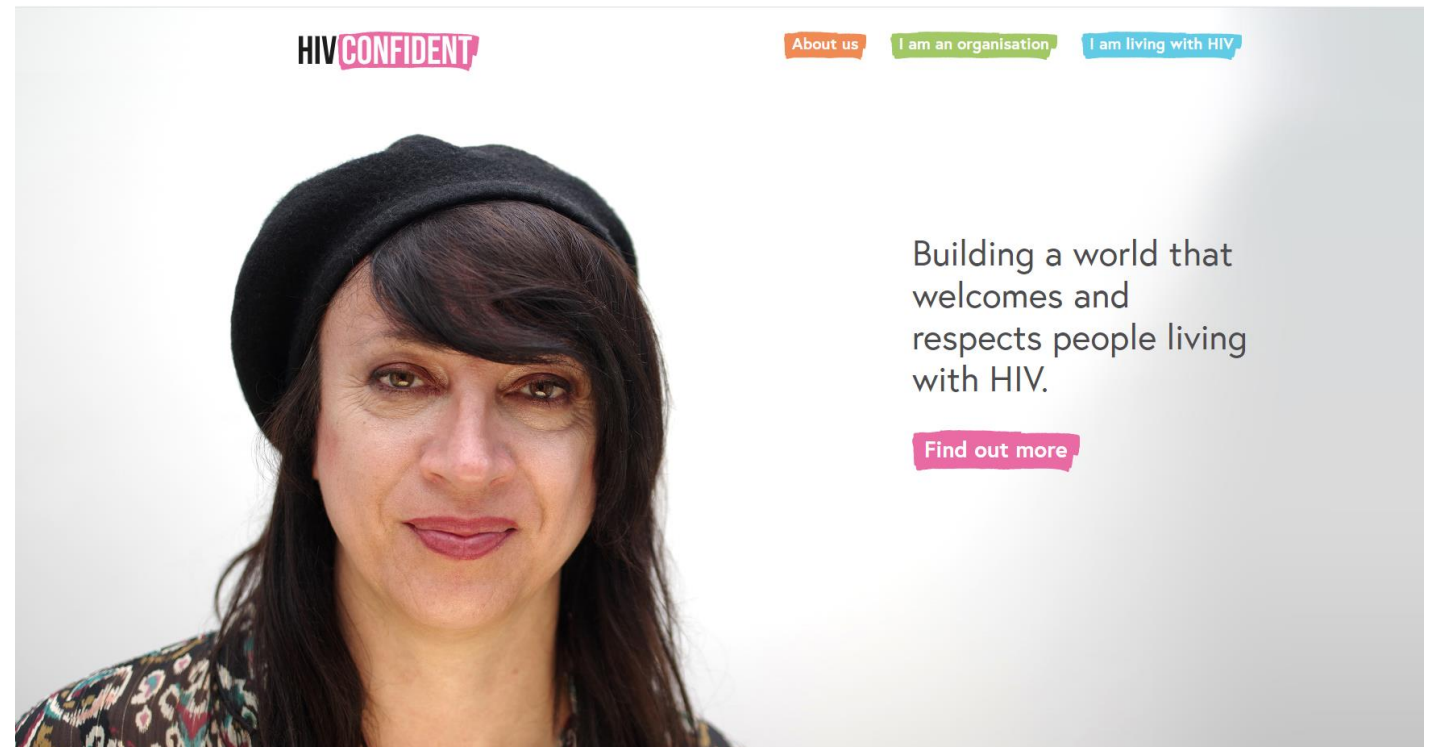
Moving to Sustainability

- Aim for NHS to be free or highly subsidized.
- Aim for Third Sector and Local Authorities to contribute on a sliding scale with some subsidy.
- Aim to support the work financially from:
 - Corporate Membership.
 - HIV Confident enhanced resources.
 - Additional Funding.

Register interest:

www.hivconfident.org.uk

HIVCONFIDENT



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We're the UK's HIV rights charity. We work to stop HIV from standing in the way of health, dignity and equality, and to end new HIV transmissions. Our expertise, research and advocacy secure lasting change to the lives of people living with and at risk of HIV.

www.nat.org.uk



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