



# Activity: Identifying stigma

## INSTRUCTIONS

- ▶ When working with **women** who have HIV, it's important to understand different types of stigma they may face. Review the various types of stigma, and example situations below.
- ▶ Match the type of stigma to the corresponding situation(s) by drawing a line between them.

### TYPE OF STIGMA

**Institutional Stigma**

**Social Stigma**

**Internalized Stigma**

**Stigma by Association**

### EXAMPLE SITUATION

An organizational policy to share people's HIV status amongst team members.

"Dating is hard. I haven't had a date in so many years. Disclosing is such a difficult thing and every time I fear being rejected." - A **woman** living with HIV

An organizational policy to use gloves if we are aware of someone's HIV status.

"Everybody in the community, they know I'm HIV-positive and they talk bad about me. You know, they even call me names. They don't know me, they don't know anything about me, but still, because they found I'm HIV-positive, they think I'm a bitch lady." - A **woman** living with HIV<sup>1</sup>

"**Women** don't want to go to our agency because they don't want to be associated with HIV."  
- Staff from an HIV Service Organization

"You're labelled as a pest of society because you're infected." - A **woman** living with HIV<sup>2</sup>



## ACTIVITY IDENTIFYING STIGMA

**REVIEW THE CORRECT MATCHES BELOW AND CONTINUE THE DISCUSSION BELOW.**



## FACILITATING ON A SCREEN

Share your screen on Zoom with the activity open on p. 24. Click the “Annotate” button which will open a new menu of options. Click the pencil icon to draw lines manually between each situation and the type of stigma in the activity. Use the circle button to change colours for each line to signify the type of stigma.

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“**Women** don’t want to go to our agency because they don’t want to be associated with HIV.”  
- *Staff from an HIV Service Organization*

“You’re labelled as a pest of society because you’re infected.” - A *woman living with HIV*<sup>2</sup>



## DISCUSSION QUESTIONS

- How did your matches compare to the matches provided?
- Have you ever faced situations like this in your work with **women** with HIV?
- How can your organization start to reduce the impact of stigma in your workplace?

<sup>1</sup> The African and Caribbean Council on HIV/AIDS in Ontario (ACCHO), and The HIV Social, Behavioural and Epidemiological Studies Unit University of Toronto. (2016) HIV/AIDS Stigma, Denial, Fear and Discrimination Experiences and Responses of People from African and Caribbean Communities in Toronto. Pg. 23.

<sup>2</sup> Logie, C.H., James, L., Tharao, W., Loutfy, M.R. (2011). HIV, Gender, Race, Sexual Orientation, and Sex Work: A Qualitative Study of Intersectional Stigma Experienced by HIV-Positive Women in Ontario, Canada. PLOS Medicine. Pg. 6. Doi.org/10.1371/journal.pmed.1001124