



**JUMP**  
RECRUITS

# The Impact of Autism on People of Color

*Accessing Healthcare and Professional Services  
for Minority Communities*

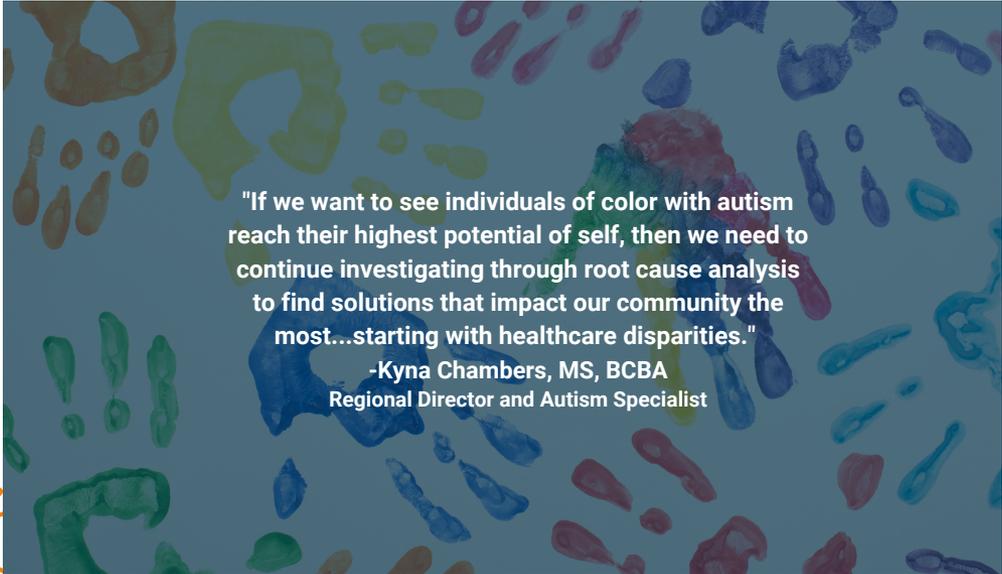
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# Introduction

Looking at how access to healthcare and professional services affects families of color handling Autism and other special-needs diagnoses is imperative. We need to better understand both the context and solutions to be able to come together and bridge the gaps that diverse communities are facing. Let's take social responsibility together and do a deeper dive into this.

According to the National Centre for Health Statistics, research over the past five decades reveals that the health of people of color has improved in the United States, contributing to a decrease in infant and adult mortality rates and an increase in life expectancy.

Despite this, people of color, including Blacks, Hispanics, Asians, and Indigenous Americans still have a higher mortality and morbidity rate than white people. Let's take a look at why.



**"If we want to see individuals of color with autism reach their highest potential of self, then we need to continue investigating through root cause analysis to find solutions that impact our community the most...starting with healthcare disparities."**

**-Kyna Chambers, MS, BCBA  
Regional Director and Autism Specialist**

# THE REAL STORY

One of the biggest factors for this is the disparity in ethnic and racial differences in the quality and quantity of healthcare. Research shows that people of color and others belonging to ethnic minorities have a lower level of access to medical care in the United States because they face higher rates of under-representation in good jobs that include health insurance. Many also face issues of unemployment or employment stigma, lack of competitive advantage, social stigma, and hate crime.

Today, people of color continue to face difficulties in accessing clean water, fresh food, and medical screening during the early stages of a disease. Not only are they discriminated against at their workplace, but they also face difficulties in the ability to rent a place to stay due to long-standing systemic inequalities.



## Effects of Healthcare Disparity

Access to good, quality healthcare for the minority populations is very challenging, therefore leading to a lower quality of life and lowered productivity. Even in situations where minority individuals were covered by health insurance, studies suggest a disparity in the “receipt of major therapeutic procedures for a broad range of conditions”.

It's true to an extent that people of color have higher rates of obesity, diabetes, and hypertension but the lack of proper health care only worsens these diseases. For instance, studies show that rather than genetics, access to good healthcare and societal factors contributes to a higher mortality rate due to prostate cancer that is 2.5 times higher for men of color compared to non-Hispanic white men.



# The Solutions: What Can We Do?

With the right policy changes, education, a diversity recruitment strategy, and heightened awareness, the disparity between different races is sure to decline and more people of color and other minorities will be able to avail better healthcare and have a more fulfilling livelihood.

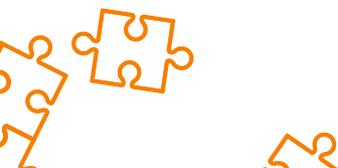
**Listed below are some steps we could take as a community:**

## Early Intervention

Since people of color are often diagnosed at a later stage, one of the best solutions is to take care to diagnose the issue as early as possible. Children who are diagnosed late require more intervention which means there is a larger investment in terms of time and money

## More Interest

The National Public Radio stated that African-American parents had “fewer concerns” regarding their children who showed repetitive behavior or had speech delays. In addition, Spectrum News stated that “the rate of autism among black children in the higher socioeconomic groups was higher than that among white or Hispanic children...” Thus, if parents are more watchful, advocate for more testing, and urge medical staff to take their cases seriously, it will improve the chances of autism detection in children.



## Reduce Disparities

An article that was published in PLOS One in May 2021 showed that there was an inequality in “the eligibility for Medicare and Medicaid coverage among autistic adults”. Data from 2012 showed that out of 172,071 adults, 49.9% who were White adults were eligible for Medicare and Medicaid.

However, “37.5% Black, 35.9% Hispanic and 34.7% Asian/Pacific Islander adults had dual eligibility. Hispanic adults under age 45 were significantly less likely to be fully eligible for both benefits than white adults, while Black adults of all ages were significantly less likely to be dual eligible than white adults.”

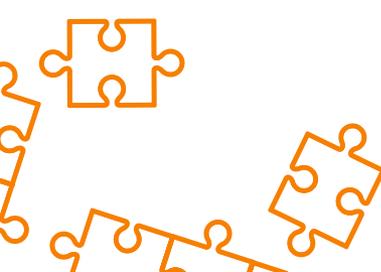




## Create a Supportive Environment

Awareness needs to be created about autism among people of color and minority groups (especially in lower socioeconomic groups). Expert, Betty Yu suggests that an “autism community” needs to be built particularly in underserved communities.

For instance, immigrant parents may not have the support system they need when facing the challenges of a special needs child. Language and cultural differences can also play a role. Additionally, the general public needs to be made aware of autistic people so that they can help them when required, especially in public settings.



## Create a Diverse Workplace

One of the best ways to improve equality and bridge the gap is to ensure that autistic people of color are given a chance in different workplaces. More employers need to include tools to support diversity and inclusivity, and should ideally follow diversity retention strategies.

An article by Spectrum News indicated that “autistic people’s experiences at a few small companies suggest that with the right support and infrastructure, they excel at their jobs and may even outperform their neurotypical peers.”

Companies like Shipium, Marvell, Acumen are already taking the necessary steps in including and retaining diverse talent.



At Jump Recruits, we would like to celebrate National Minority Health Month (NMHM) to raise awareness about disparities among people of color. April is also Autism Awareness Month with April, 2 being World Autism Day as sanctioned by the United Nations.

We strongly believe in building a community that supports enhancing workplace diversity. We encourage people from all backgrounds to connect with like-minded companies that believe in hiring diverse talent. All you need to do is create an online profile and take your career to the next level!

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