

## Let's Talk about Race: Moving the Conversation Forward Towards Meaningful Change

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**Learner Outcomes:** Participants will be able to...

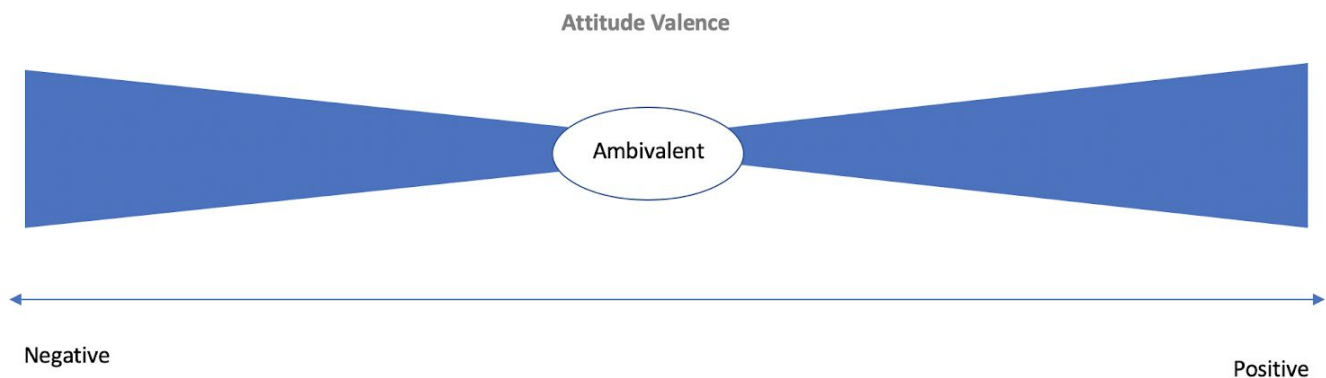
1. Describe race and its implications for linguistic discrimination.
2. Define implicit bias and its psychological and sociopolitical roots.
3. Identify anti-racist policies and practices relevant to communication sciences and disorders.

### Race & Ethnicity

- Race: "a category of humankind that shares certain distinctive physical traits."
- Ethnicity: "large groups of people classed according to common racial, national, tribal, religious, linguistic, or cultural origin or background."
- Neither race nor ethnicity are genetically determined. ([Blakemore, 2019](#))
- "The social experience of being consistently viewed as distinct is what informs a racial identity, not a shared culture [ethnicity]." ([Hernandez, 1997](#))

### Attitudes & Bias

- bent, tendency; systematic error introduced into sampling or testing by selecting or encouraging one outcome or answer over others (Merriam-Webster)
- Evaluative perceptions (positive or negative) of an object (person, concept, or thing) that vary in degree of favorability or unfavorability (valence; Oskamp & Schultz, 2005)
- Socially interesting behaviors are a combination of intentional (controlled) and unintentional (automatic) processes (Payne & Cameron, 2014)
- Implicit attitudes are relatively resistant to change and highly influential on behavior



- Addressing your personal bias includes:
  - Honest self-reflection
  - Naming your privilege
  - Exercising your personal power

### Models of Cultural Awareness

- [Continuum of Cultural Competence](#) (Cross et al., 1989)
  - destructiveness → incapacity → blindness → pre-competence → competency → proficiency
- [Cultural humility](#) ([Tervalon & Murray-Garcia, 1998](#))
  - Moves beyond cultural competence as knowledge and addresses attitudes and behavior.
  - 3 Components: Critical self-reflection; Checking power imbalances; Building mutually beneficial, nonpaternalistic community partnerships
- [Cultural competemility](#) (Campinha-Bacote, 2018; [Fitzgerald & Campinha-Bacote, 2019](#))
  - Intersection of cultural competence + cultural humility at the individual *and* organizational level.

- “ASKED” Acronym: Awareness, Skill, Knowledge, Encounters, Desire:

### ASHA Tools for Self-Assessment

- Checklists for Personal Reflection, Policy & Procedure, and Service Delivery

### ASHA Professional Issues Statement on Cultural Competence

- “Cultural competence involves understanding and appropriately responding to the unique combination of cultural variables and the full range of dimensions of diversity that the professional and client/patient/family bring to interactions.”
- “Professional competence requires that audiologists and SLPs practice in a manner that considers the impact of cultural variables as well as language exposure and acquisition on their clients/patients and their family.”

### **Federal Law**

- Title VI of the Civil Rights Act of 1964
  - Prohibits both intentional discrimination as well as procedures, criteria, or methods of administration that appear neutral but have a discriminatory effect on individuals because of their race, color, or national origin.
- Americans With Disabilities Act (ADA; 1990)
  - Protects the rights and opportunities of individuals with disabilities in all areas of public life.
  - Guarantees equal opportunity for individuals with disabilities in public accommodations, employment, transportation, state and local government services, and telecommunications.
- Executive Order 13166 (2000)
  - Requires federal agencies to ensure that recipients of federal financial assistance provide meaningful access to their limited English proficient (LEP) applicants and beneficiaries.
- Individuals With Disabilities Act (IDEA; 2004)
  - Provides an individual education program (IEP), civil rights, and due process protections for children with disabilities
  - Mandates the opportunity for accommodations.
  - Governs how states and public agencies provide early intervention, special education, and related services to infants, toddlers, and youth.

### ASHA Code of Ethics

- Prohibits discrimination in the provision of clinical services based on race, ethnicity, gender identity/gender expression, age, religion, national origin, sexual orientation, disability, culture, language, dialect or socioeconomic status.

### **Interrogate the Clinical Process**

- English proficiency testing and individuals with language disorders
- ESL services and eligibility
- Referrals for academic services
- Behavior, attention, and linguistic competence
- Interprofessional reports
- Contexts for clinical observation