

Addressing Racism in Communication Sciences and Disorders (CSD)

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Implicit Bias in CSD Education

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Good Trouble

/gʊd 'trə-bəl/

*"Do not get lost in a sea of despair. Be hopeful, be optimistic. Our struggle is not the struggle of a day, a week, a month, or a year, it is the struggle of a lifetime. Never, ever be afraid to make some noise and get in **good trouble**, necessary trouble."*

John Robert Lewis

Tweet from June 2018

Former United States Representative

(February 21, 1940 - July 17, 2020)

How Does **/im `plisit `bīas/** Intersect with Structural Racism?

/im `plisit `bīas/:

Unconscious attitudes, reactions, stereotypes, and categories that affect behavior and understanding; a learned set of beliefs.

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How Does **/im `plisit `bīas/** Intersect with Structural Racism?

Key Characteristics

- **Pervasive** (everyone has a preference)
- Involves **mental** constructs/**shortcuts**
- Primed from a very, **young age**
- Implicit associations can be gradually **unlearned**

Systems and Structures

- Replicate, coded, normalized

Organizational Change

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Strategies

Implicit Biases Shape the Academic Hiring Process (4-phases)

1. Writing job announcement and committee formation
2. Marketing, outreach, and recruitment
3. Evaluation of job candidates
4. Forming the short-list and making final hiring decisions

Organizational Change

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Strategies

Implicit Biases Shape

Research and Scholarship

1. Preference towards epistemologies
2. Journal editors, reviewers
3. Impact factor
4. Hire in subfields
5. Mission, vision, and core values

Organizational Change

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Strategies

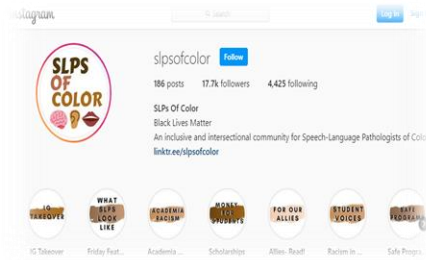
Implicit Biases Shape Teaching and Learning

1. Gather feedback through formal and informal channels
 - Engage a trusted colleague
 - Course evaluations
(mid-term, end of year)
 - [Virtual] office hours

Organizational Change

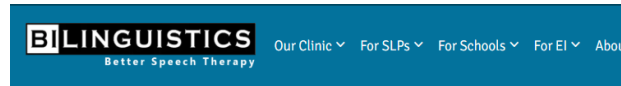
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8



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SLPs Of Color
Black Lives Matter
An inclusive and intersectional community for Speech-Language Pathologists of Color
linktr.ee/sipsofcolor



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Our Clinic For SLPs For Schools For EI About

Black Lives Matter in Speech-Language Pathology



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TOPICS ABOUT DONATE

HIGHER EDUCATION

On Twitter, '#BlackInTheIvory' exposes racism on campus

The so-called ivory tower offers no guarantee of equal treatment

by DELLEE SMITH-BARROW
June 15, 2020



#BLACKLIVESMATTER
#Black in the IVORY

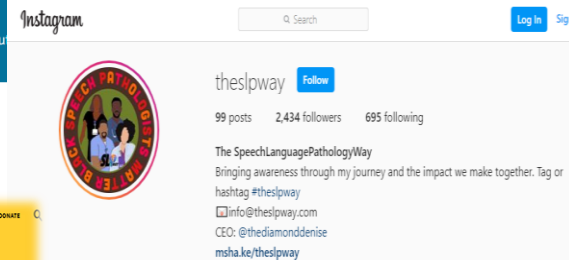


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Black at Michigan
A space for Black students, alumni, faculty and staff to share their racial experiences at the University of Michigan
Not endorsed by @uofmichigan
forms.gle/pLjY4z7qGiomwMB8

- Wonderings
- Petitions
- Redlining
- Police viole...
- History
- Uofm
- Allyship



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The SpeechLanguagePathologyWay
Bringing awareness through my journey and the impact we make together. Tag or hashtag #theslpway
info@theslpway.com
CEO: @thediamonddenise
msha.ke/theslpway



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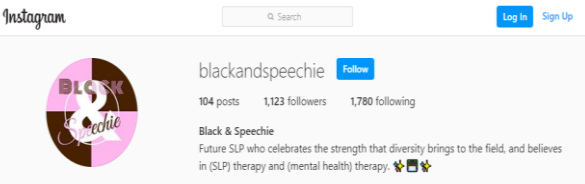
Research Announcements Accolades Hot Topics In the News Experts Contacts + More

What Is Black Twitter and How Is it Changing the National Conversation? Baylor Expert Explains.



@MINORITYSTEM
SCIENCE TECHNOLOGY ENGINEERING MATHS

Minorities in STEM
@MinoritySTEM
UK Network promoting & supporting BAME individuals studying & working in sci, tech, engineering & maths (STEM). TWEETS THIS WEEK: @ravidhali
United Kingdom minoritiesinstem.wordpress.com Joined July 2017
1,481 Following 17.4K Followers



blackandspeechie Follow
104 posts 1,123 followers 1,780 following

Black & Speechie
Future SLP who celebrates the strength that diversity brings to the field, and believes in (SLP) therapy and (mental health) therapy. 🌱🌱




Black Women PhDs
@BlackWomenPhDs
Black Women PhDs

Organizational Change

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Closing

1. Systems and structures
 - Replicate in policy, processes, and procedures
 - Bias, mental cuts
2. Dismantle
 - [Gradual] organizational change
 - Missteps, resistance, discomfort