

# Redefining The Work: Passion, People, and Perspective

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## Speaker Disclosure

- Financial:
  - Chief staff officer for multicultural affairs at ASHA
  - Strategies for Successful Classroom Communication
- Nonfinancial:
  - ASHA member
  - Researcher, author, presenter
  - Honeybee Connection podcast
  - Resources at [www.meganbrettehamilton.com/](http://www.meganbrettehamilton.com/)



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## Agenda

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Introduction

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Our passion for people

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Same people, new perspective

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What it means to be culturally responsive

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My passion changed my perspective

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Clinical take-away

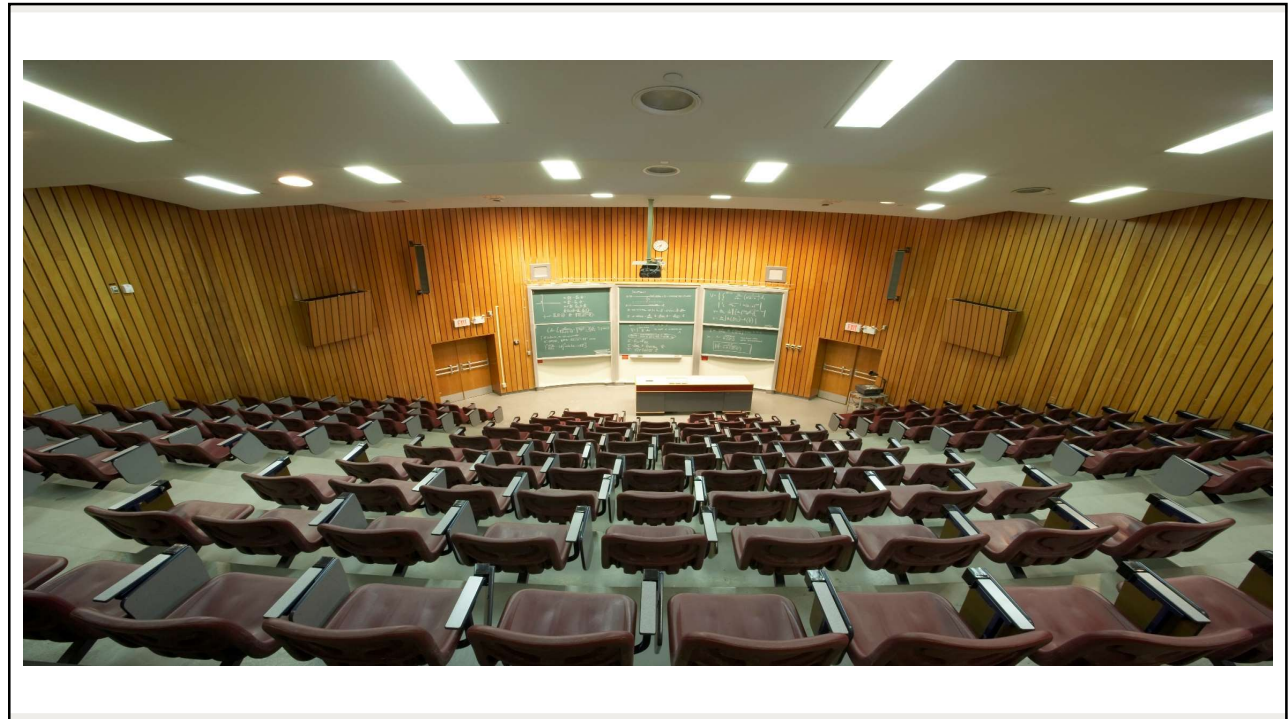
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Next steps

## Learning Outcomes

- Identify one new dimension of client/patient/student diversity that you hadn't previously considered
- Select an area of DEI to focus on in your practice



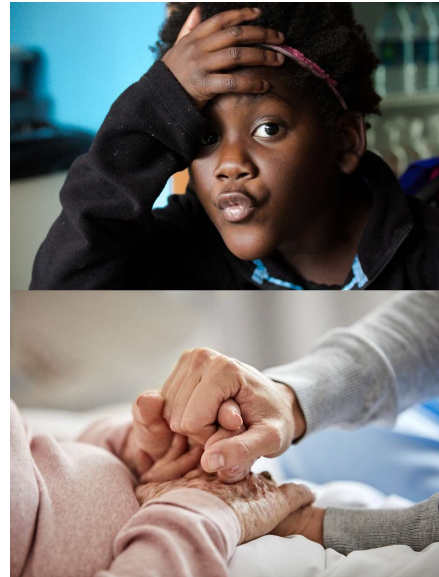


**Our Passion for People**

## What about people got you here?

I wanted to...

- help people
- represent my community
- express my ideas from my perspective
- work with children
- help adults re-find their voice
- improve quality of life for others



## Along this journey, a lot has changed

In the field...

- terminology
- diagnostic criteria
- assessment practices
- best practices

In your own practice:

- setting
- skill set
- perspective

**Same people,  
different perspective.**

We still work with people  
who use AAC devices...

But we are learning  
to use a voice that  
may be familiar  
and comforting to  
them.



We still work with people  
who have difficulty swallowing...



But we are learning to consider how food is viewed and the ways meals are eaten based on preference and culture.

We still work with people  
who come to us for voice services...

But we are learning  
to affirm the voice  
they desire.



We still work with people  
who have communication  
challenges following a stroke...





But as we assess and treat them, we are learning to consider the dialect they spoke before the stroke.

We still work with children  
who have articulation challenges...

But we are learning to consider what features of their pattern are influenced by their dialect or another language.



We still work with people  
who have tinnitus or challenges  
with balance...



But we are learning to consider how mental health may impact how and what we decide to treat.

Perhaps what has also changed is the **visibility** and the **authenticity** of our clients/patients/students.

# What it means to be culturally responsive

How has our **work** changed?



It's not more work.

It's a different way to  
look at the work we  
already do.

We are understanding what  
it really means to be an  
**effective communicator.**



We are learning to see  
**different parts** of their  
identity, not just the  
communication part.



How does our practice change when we realize that reading a book every night before bed isn't possible for this family due to work hours?





How does our treatment plan for dysphagia change when we realize that fasting is a part of their meal schedule?

How do our goals change when we realize that Black ASL is their most comfortable and confident way of communicating?

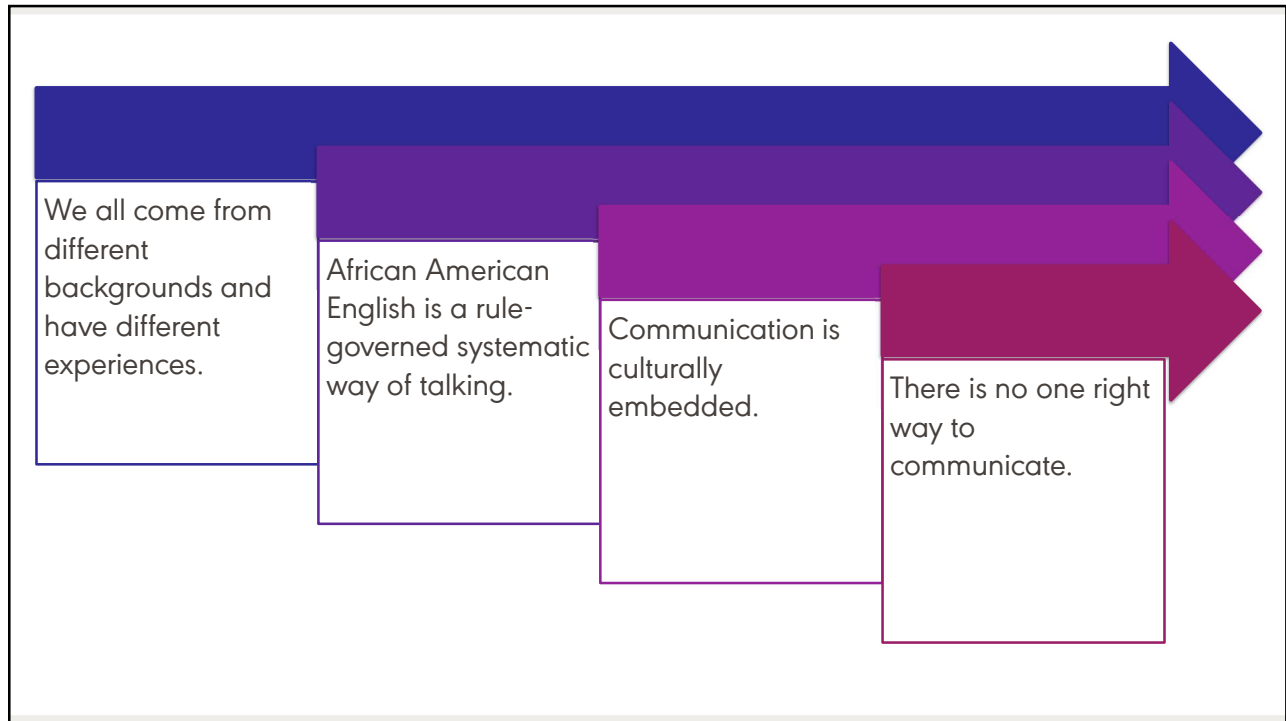






How do we consider trauma and other factors when counseling our client's communication needs?

**My passion  
changed  
my perspective**




Recognizing, validating, and celebrating the different ways we speak the same language

Using positive, noncomparative language to more accurately reflect linguistic features of AAE

**Plurals:**  
In M/GAE – marked by 's'  
In AAE – 's' is not used

**OR**

In AAE, plurals may be marked by number:  
1 dog  
2 dog





# Clinical Takeaway



Growth can be uncomfortable at first, but then...

growing our skills in a new way is what we've always done.

When you do the work, you can feel like you are delivering more effective services because you are seeing them.



**Next steps...**



Learn about  
someone's background  
you are unfamiliar with.

Grow on your journey  
of being able to serve  
more culturally  
responsively.



