

ASHA's Social Justice Framework



<p>Does the issue significantly and directly relate to advancing science, establishing standards, fostering excellence in education and professional practice, or advocating for accessible and quality care for all with communication and related disorders?</p>	<h2>YES</h2> <p>Speak out decisively and as a leader to indicate a strong stance in favor of or in opposition to something. At this level, the BOD may also consider the need for developing Association policy.</p>	<h2>NO</h2> <p>Consider the relevance of ASHA's Vision, Mission (Core Purpose), and Core Values. These statements should be routinely reviewed and reaffirmed; things change relatively quickly; adjustments may be needed.</p>
<p>Does the issue significantly and directly impact members ability to deliver speech-language-hearing and related services, and/or professional preparation?</p> <p>Does the issue significantly and directly impact clients/patients/students' ability to access quality service and achieve their desired communication and related outcomes?</p>	<h2>YES</h2> <p>Speak out in a balanced manner to demonstrate compassion and empathy; acknowledging the varied perspectives on the issue, that there may be limits to our influence, but that the impact is of clear concern. Provide clear support where and as needed.</p> <p>This may include the use of video messaging by the President on behalf of the Association, the development of policy analyses, etc.</p>	<h2>NO</h2> <p>Will this hold true over time and across the board? Who could it affect? Could it affect our pipeline? Do we need to pressure test the issue across audiences/stakeholders and in a variety of circumstances. We must consider current and potential impact.</p>
<p>Does the issue significantly and directly impact members or staff?</p>	<h2>YES</h2> <p>Speak out to announce participation in a coalition or offer a joint message with similarly concerned or focused organizations</p>	<h2>NO</h2> <p>Consider whether a survey or poll is needed to ensure the clearest understanding of the membership's perspective. Doing so will at least inform the BOD on the need and how to educate members.</p>
<p>Can the issue significantly and directly be influenced by our actions?</p>	<h2>YES</h2> <p>Monitor the issue to assess the impact, and adapt if/as needed. Communicate with members so they know that we are aware of the issue and are monitoring for direct impact on them and their clients/patients/students, and are seeking opportunities to influence outcomes</p>	<h2>NO</h2> <p>Seek a partner who is leading on this issue to increase our organizational influence, and to avoid the appearance of inconsistencies in our values and actions—especially if the issue is not closely related to ASHA's mission.</p>