

THE SHAA STORY

Chapter 3 | January 2024



SHAA Convention 2024: Create, Connect, Collaborate!

Convention: Connect, Collaborate, Create

"We hope that you are able to join us at the 2024 SHAA Convention held on February 8-9th at the Hyatt Regency in Birmingham. Virtual offerings begin on February 10th. Our focus this year is to help our members *connect, collaborate, and create!*

There will be opportunities for Connection with speakers, professionals, and SHAA Committees as we allow for networking and offer SHAA members a chance to learn about our many committees and how to become involved in our organization. We will have a fun Collaboration with a local nonprofit, Unless U Scoops during an ice cream social on Thursday afternoon from 4-5pm before our

Quest for the Cup. Come learn from our speakers and develop new and Creative energy to bring back to your practice! We are especially proud of our Call For Papers initiative, which has allowed us to provide even more excellent content for both the live convention and virtual offerings. 2024 is off to a great start and we hope to see you in February!"
Stephanie Bannon, M.S. CCC-SLP
Vice President for Convention

FEATURED COMMITTEE

In an effort to share about the mission of the SHAA committees and the people involved, each chapter of the newsletter will feature one or more of the committees (Convention Planning, Publications, Governmental Affairs, AAC, Archives, Bi-Laws and Organization, CELL, Ethic Practices, DEI, Honors, Public Information, Parent Advocate, Student Advocate)

DEI Committee

Written by:
Kandis Chatman, CCC-SLP
DEI Chair



SHAA DEI Committee Background: The SHAA Diversity, Equity, and Inclusion (DEI) Committee was established in 2020 right after George Floyd was murdered. Kandis Chatman, the first and only Black President of SHAA, developed the committee. The purpose of the committee is:

- (1) To provide resources to speech-language pathologists and audiologists working
 - a. in culturally-linguistically diverse communities,
 - b. with individuals with diverse abilities, and
 - c. with LGBTQIA+ -identified persons.
- (2) To provide education and training about
 - a. culturally-linguistically responsive practices (for SLPs, AUDs, CSD Faculty, etc.),
 - b. working with clients and teaching students with different abilities,
 - c. working with clients and teaching CSD students who identify with LGBTQIA+
- (3) To engage in outreach to culturally-linguistically diverse communities (in attempts to ignite awareness).
- (4) To determine/assist in developing holistic approaches for admissions to graduate SLP and AUD programs.
- (5) To establish scholarships for under-represented groups (based on race and ethnicity, as well as males) and in undergraduate and/or graduate SLP and AUD programs.

Since the SHAA DEI Committee was established, the following has occurred: 1) a committee was established that meets at each convention to discuss DEI issues and ways to increase awareness, 2) two graduate minority student scholarships based on race and ethnicity, as well as males were developed (AUD and SLP) at \$500 each, and 3) a DEI sub-track of the professional track of the annual convention was established to ensure DEI presentations were included each year. Although the committee has achieved a lot in 3 years, there are several other visions that can be implemented including a minority mentorship program and undergraduate minority SLP and AUD student scholarships.



What does DEI mean to SHAA?

DEI stands for Diversity, Equity and Inclusion. Diversity includes people from various cultural and linguistic backgrounds, individuals with diverse abilities, and LGBTQIA+ -identified persons.

The SHAA membership includes students and professionals from all backgrounds and also serves a diverse population of people. SHAA is committed to increasing equity and inclusion among its members and the people we serve. This means removing barriers that make it difficult for individuals to become SLP and AUD professionals as well as being successful in the profession. By providing scholarships and resources to SLP and AUD students, some of the financial barriers are reduced. By providing education and training to its members, cultural competence and humility is an ongoing and lifelong journey. By engaging in outreach to diverse communities, awareness is ignited in an attempt to increase equity and inclusion. This committee is a standing committee of SHAA since DEI issues are ongoing.

Importance of establishing the DEI committee within SHAA

Since Speech-Language Pathologists and Audiologists provide services to individuals from diverse backgrounds, it is important for professionals to establish and maintain cultural humility and competence. Since the profession itself is not diverse with several underrepresented groups based on race and ethnicity, as well as males, the DEI Committee is passionate about implementing its purpose to SHAA members.

FEATURED COMMITTEE

DEI Committee: What is DEI to me within the profession?

From the hearts of the committee members

Arpel Jones

What does DEI look like for us, within the profession of speech language pathology and audiology? Our field is continuously evolving to include individuals of different backgrounds, cultures, religions, etc. in order to provide the best services based on the unique and specific needs of the individual and/or family. In order to successfully meet the needs of our clients and families we must provide and participate in ongoing education and training to students and current professionals. We must be committed to continuously evaluating and improving the ways in which we provide services to our clients and families.



Andrea Williams

Within the field of speech/language pathology and audiology, Diversity, Equity, and Inclusion (DEI) signify a commitment to heightening awareness both within our profession and community.



Our goal is to actively promote education, fostering an environment that encourages greater participation from underrepresented minorities. By doing so, we aim to address the needs of often overlooked rural blackbelt communities, ensuring that individuals seeking our services encounter professionals who reflect their diversity. The DEI committee is dedicated to providing comprehensive education and training, steering our profession towards increased diversity to better serve the diverse range of families in need.

Carol Koch

To me, DEI within the professions of audiology and speech-language pathology means that we recognize and respect individuals and embrace the collective power and value that our diversity adds to the success of our professions.



Representation among professionals who provide culturally responsive care is imperative for quality services and optimal outcomes. Therefore, we must be committed to nurturing and facilitating equitable, accessible education for future professionals and culturally responsive care for clients, patients, students, caregivers, and families.

Kendra D. Hudson

To me, DEI is an answer to a long-standing concern. We know that fair treatment is not equal treatment and the mission of this committee addresses the need for a favorable approach and acceptance of all persons in our work and communities. To value diversity allows us to be mindful of differences and avoid microaggressions and purposeful slights that affect research, education, patient care, and policies. The creation of this committee to address these issues speaks volumes about the organization's efforts to be inclusive and open to diversity and I hope many more join our efforts.



Kristie Ford

To me, DEI means accepting and celebrating the uniqueness within our field. Not only between other professionals but also for the individuals and families we serve. It means creating environments where people feel safe expressing their individuality and adapting our practice to meet our clients and their families where they are.



Esther Phillips Embden

As an African Caribbean American, DEI goes beyond a mere physical representation of diverse faces within our organization. It involves acknowledging and embracing the wealth of knowledge that each individual brings—our unique stories, experiences, and backgrounds. DEI means recognizing and valuing these diverse "funds of knowledge" with intentionality in our research and practice. (continued)



FEATURED COMMITTEE

DEI Committee: What is DEI to me within the profession? From the hearts of the committee members (continued)

By doing so, I believe we contribute to a more comprehensive and equitable field that will benefit from the strength of its diverse voices.
Esther Phillips Embden (continued from page 3)



Gregory J. Spray

To me, DEI means focusing on what we can learn from each other. In addition, I would like us to focus on changing from inclusion to infusion. This is taken from Dr. Ida J. Stockman's work, which emphasizes that we need to make diversity and equity consistent throughout. As a committee, I think it is important to focus on building a network of professionals who can rely on each other to provide comprehensive services that are uniquely designed to the client, while also being aware of barriers that exist.

Cathy Burke

To me, the idea of Diversity Equity and Inclusion within our field is both a process and a platform for creating healthy, safe, accepting, and embracing spaces for those from diverse backgrounds and communities... whether that's ourselves, our co-workers, our professors, our students, or the individuals and families we provide services to. It is about helping to ensure equal access to educational opportunities for our students and professionals and equal access to services for Alabama's children and adults with communication disorders and their families. I believe the presence of SHAA's DEI Committee is critical for our membership and for the people we serve. I appreciate SHAA's support of the committee and hope others will join us!



WHAT'S THE SCOOP?

Interested in participating and joining a committee? On Thursday from 4-5pm during convention, SHAA will have an ice cream social in partnership with Unless U Scoops. During this break, come enjoy a scoop and get the "scoop" on different committees. Several committee representatives will be there to chat and answer questions. It would be *sweet* if you would stop in and get the *scoop*.

IN THE KNOW

NEW LOOK

Check out SHAA's new website:
www.alabamashaa.com

On the website, you can find: job opportunities, news, updates, convention information, CEU opportunities, and more! With the new website, Director of Publications, Meredith Street, updated and re-vamped the newsletter! Hope you enjoy!



EDUCATION BUDGET



Alabama is heading for another record-setting education budget after the Senate passed an **\$8.8 billion spending bill**.

The budget includes pay increases for teachers and staff, plus bonuses for special education teachers and speech therapists. The spending represents a 6.5% increase over the current year's budget of \$8.3 billion."

With support and involvement from SHAA's membership, leadership, and lobbyist, we were able to advocate successfully for a salary supplement for SLPs working in public schools. Thanks to everyone who wrote to their legislators!

QUEST FOR THE CUP

This year will be the biggest competition yet! With every graduate program showing up to take the Cup.

This year, it will be held at 5pm following the student recognition awards and scholarships.

This is an intercollegiate scholar's bowl that showcases graduate students from participating universities. Each team is comprised of 5 second year graduate students and 1 first-year graduate student who serves as an alternate. This alternate is then the team captain the following year. The SHAA Quest for the Cup features Praxis style questions for each university team to present and answer.

Each correct answer earns the team 1 point. The team with the most points at the end of the competition earns the "traveling" trophy which gets proudly displayed at their university for the following year.

Previous winners:

2022: Samford University

2023: University of Montevallo

2024: Who will take home the cup?

Come to support your alma mater, cheer on your students, or come and (silently) see if you could answer some of these Praxis-style questions for yourself.

We can't wait to celebrate and cheer on these future professionals!



University of Montevallo team: 2023 champs!