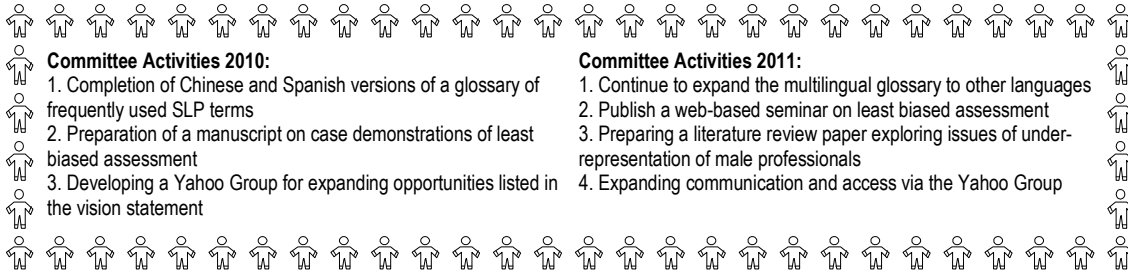


# Diverse Voices



The mission of the Diversity Issues Committee is to assist CSHA members in increasing knowledge and awareness of issues related to cultural and linguistic diversity in speech language pathology & audiology



### Committee Activities 2010:

1. Completion of Chinese and Spanish versions of a glossary of frequently used SLP terms
2. Preparation of a manuscript on case demonstrations of least biased assessment
3. Developing a Yahoo Group for expanding opportunities listed in the vision statement

### Committee Activities 2011:

1. Continue to expand the multilingual glossary to other languages
2. Publish a web-based seminar on least biased assessment
3. Preparing a literature review paper exploring issues of under-representation of male professionals
4. Expanding communication and access via the Yahoo Group

## Diversity Issues Committee

**Chair :**  
Damian Huertas  
2010-2012

**Members:**  
Betty Yu  
2009-2011

Ying-Chiao Tsao  
2010-2012

Sandra Gaskell  
2010-2012

Pamela Norton  
2010-2012



### Announcements

One position on the Diversity Committee will be available for the 2011-2013 term. If interested contact Damian Huertas at [dochuertas@gmail.com](mailto:dochuertas@gmail.com)

Bob McKinney, previous Diversity Committee member, was just appointed as Director-Elect for District 9 in San Diego...  
**CONGRATULATIONS !!**

## What Does Disproportionate Representation Have to Do with SLPs?

By Pamela Norton, CCC-SLP, Ph.D.

Disproportionate representation (DR) is defined as the over- or underrepresentation of any racial or ethnic group within a disability category. African American students are disproportionately represented in the speech-language impairment (SLI) category in 70% of the states (Robinson & Norton, 2011, in preparation). DR is believed to be partly the result of inappropriate identification policies, procedures or practices (Losen & Orfield, 2002). Speech-language pathologists need to be particularly mindful of referral, assessment and placement practices, as "the impact of disproportionality is generally negative" (Fergus, 2010). The negative impacts for misidentified students include lowered self-esteem, lowered expectations by teachers, reduced access to the curriculum, and high likelihood of remaining in special education throughout their school careers.

How significant is disproportionality in the state of California? In the African American Advisory Committee's (AAAC) recommendations to the State Board of Education in January 2011, analysis of California Department of Education data (Dataquest, 2010) demonstrated that while African Americans made up only 7.27% of total student enrollment in California in the 2008-09 school year, African American kindergarteners made up 57.7% of children identified as SLI, eight times their proportion in the general student population. While disproportionality decreases as they move through grade school, by 6th grade African Americans still

represent 10.1% of SLI enrollment statewide, demonstrating that as a group, African Americans are highly at risk for overidentification in California.

The well-known Larry P. ruling (1984) requires that no intelligence tests be used to place African American students in special education categories, including tests whose validation relies on intelligence test correlations. Almost no standardized speech-language tests currently fit this criterion (Norton, 2010). Most speech-language pathologists are unsure of how to conduct unbiased assessment. Part of the problem is that 71% of California school districts have no standard protocol for that purpose (Mandelstam, 2010). The Diagnostic Center of Northern California is pioneering a holistic assessment that includes assessing the student in a "casual, non-threatening environment," using "activities characteristic of the child's culture, and conducting interviews with parents and cultural brokers" (Mandelstam, 2010). Information on appropriate African American assessment tools, least-biased report writing, and case studies can be found in the CSHA document *The Assessment of African American Children: An Update on Larry P.* <http://www.csha.org/diversitypapers.cfm/FinalLarryPTaskForce03.doc>. References for this article can be found at: [http://groups.yahoo.com/group/csha\\_diversity\\_committee/files/Diversity%20Issue%20Documents/](http://groups.yahoo.com/group/csha_diversity_committee/files/Diversity%20Issue%20Documents/)

## Promoting Cultural Competence and Language Readiness Through a Web-Based Training Course by Ying-Chiao Tsao, CCC-SLP, Ph.D.

Dr. Ying-Chiao Tsao (CSU Fullerton) has developed a pioneering self-paced online course through an ASHA Multicultural Grant Award to encourage speech-language pathologists to become "language ready" for picking up the language of the clients they serve. This online course consists of six hours of total learning time, organized into four learning models. A well-known multicultural expert, Dr. Lilly Cheng (UCSD) will host a 90-minute video presentation on Cultural Competence. The goals of this training course are as follows: 1) to gain knowledge of "cultural competence" and how one may cultivate his/her cultural compe-

tence; 2) to gain knowledge of "language readiness" and how it is related to serving diversity; and 3) step-by-step procedures and video demonstrations of how to "pick up" an unfamiliar language and apply it to clinical settings. The language protocols (including video resources) are available in Chinese, Korean, Spanish, Urdu, and Vietnamese. The program is being piloted now and is being peer-reviewed to gain ASHA CEU status. We will keep you posted on this course's availability through our Yahoo Groups' website. Join us at: [http://groups.yahoo.com/group/csha\\_diversity\\_committee/](http://groups.yahoo.com/group/csha_diversity_committee/)

### Diversity Related Courses Friday at CSHA

- MS20-Mahendra -Fri 2:00-3:30
- MS9-Maul-Fri 10:15-11:45
- PS2-Tsao-Friday 2:00-5:00
- PS8-Pardo-Friday 2:00-5:00
- Saturday at CSHA**
- SC19-Ward-Sat 8:30-11:30
- PS11-Gonzales-Sat 8:30-12:00
- PS13-Xiong-Sat 8:30-12:00
- SC25-Langdon-Sat 2:00-5:00
- SC28-Wyatt-Sat 2:00-5:00

### [csha\\_diversity\\_committee](http://groups.yahoo.com/group/csha_diversity_committee)

[http://groups.yahoo.com/group/csha\\_diversity\\_committee/](http://groups.yahoo.com/group/csha_diversity_committee/)

## JOIN YAHOO GROUP

By Damian Huertas, CCC-SLP, Ed.D.

*During our last Diversity meeting we discussed the vision for the Yahoo Group and how YOU as a speech pathologist can work to improve communication between all of us a whole. Our mission is always stated right under the title of our newsletter. Now we would like you to edit our Vision Statement...let us know what you think—log-in—and join us...*

**Vision:** The vision of this Yahoo Group site is to (a) establish and bolster a platform by which those interested in issues of diversity in the field of communicative and hearing disorders can collaborate and exchange resources and information, (b) foster and develop ongoing dialogues of conversation on diversity issues, and (c) align best practices that will enhance culturally and linguistically aware speech, language, and hearing services.

