

# ASHA Professional Development Guidelines for Cultural Responsiveness

Follow these tips to infuse educational content (including handouts and activities) with a multicultural perspective. There are very few instances where diversity does not influence a topic. The best infusion happens when diversity is addressed from the beginning of the planning process.

## Areas of Diversity:

ASHA Professional Development courses prepare members to work with potential clients of diverse backgrounds and perspectives. Diversity exists across a number of dimensions influenced by:

- race
- ethnicity
- language
- national origin
- religion
- spirituality
- socio-economic status
- ability
- neurodiversity
- gender
- sex
- sexual orientation

## Tips for diversity-focused courses

If your session is *focused* on an aspect of diversity, be sure that aspect is reflected in your title, description, learning outcomes, and time-ordered agenda.

## Considerations for all courses (whether diversity is focused or infused):

- Use case studies that offer examples of working with diverse clients.
- Consider non-standard and alternative procedures for assessment and treatment.
- Use data that reflects the US population, to the extent possible. For original research that is not inclusive, create slides for recommendations on applicability for diverse populations and/or considerations for additional research.
- Review research on diverse populations. Due to the variability within and across cultures, randomized controlled studies are not always reflective of diverse populations. It may be necessary to reach beyond those studies to find information that considers cultural and linguistic variables.
- Consider gender inclusivity. Gender exists beyond the male-female binary. How is this content influenced by that? Are there case histories, norms, or assessment protocols that are based on binary genders?
- Examine health care disparities and disproportionality. High incidence rates observed within specific cultural groups often indicates a need for increased culturally responsive service delivery.
- Ensure that handouts and reference materials include research and references reflective of various populations, including diverse races and ethnicities and American English dialects and non-English languages.
- Review the DEI glossary for terminology (*currently in development*)