

Redefining The Work: Passion, People, and Perspective

Megan-Brette Hamilton, PhD, CCC-SLP

Chief Staff Officer for Multicultural Affairs, ASHA

mhamilton@asha.org



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/



Megan-Brette Hamilton,
PhD, CCC-SLP
ASHA

Agenda

Introduction

Our passion for people

Same people, new perspective

What it means to be culturally responsive

My passion changed my perspective

Clinical take-away

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



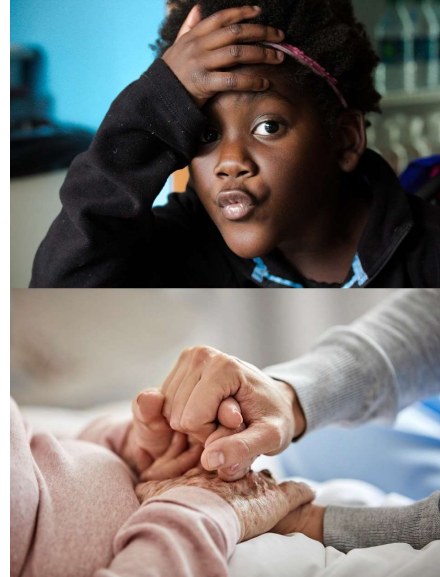


Our Passion for People

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?

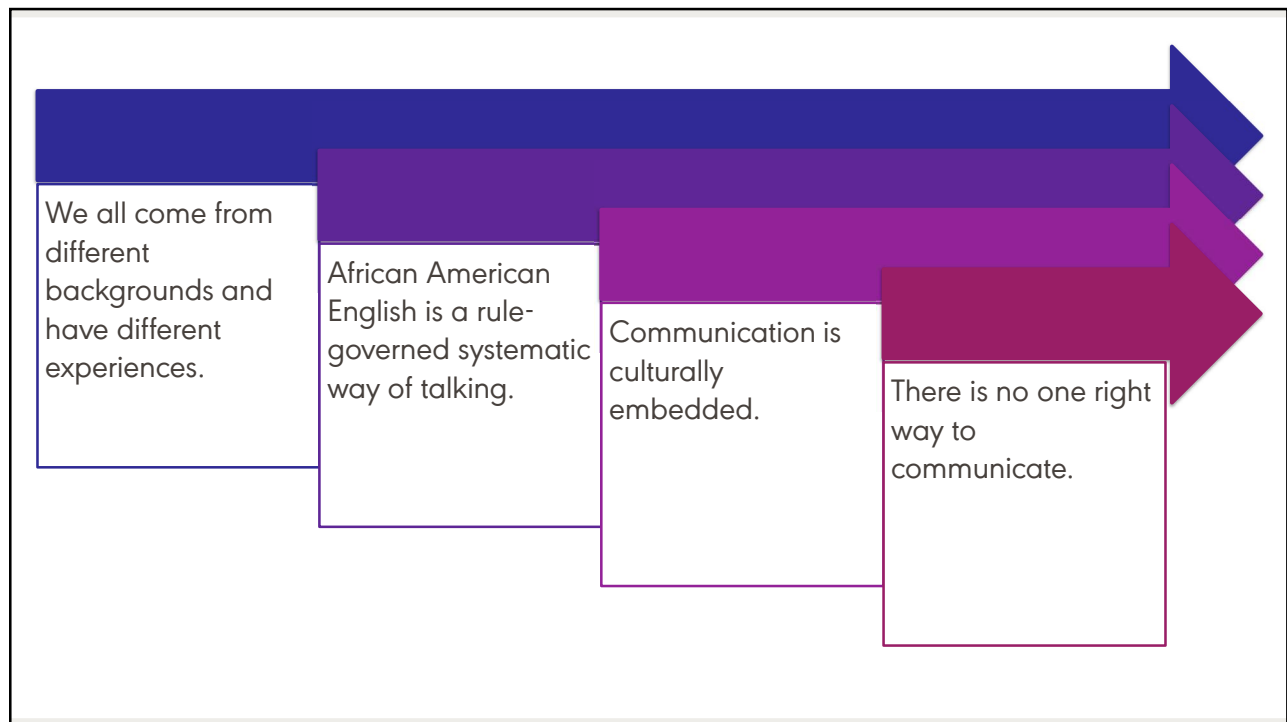
How do our goals change when we realize that Black ASL is their most comfortable and confident way of communicating?





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 omitted

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.



