

Keys to Inclusive Speech Language Therapy:
A Webinar Handout

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Outline for Our Learning

- A. Welcome and introduction
- B. Defining and describing the meaning of inclusion
- C. Contemplating frameworks for conceptualizing communication differences and disabilities
- D. Reflecting on our own and others' intersectional identities and experiences
- E. Inclusive assessment
- F. Therapy grounded in inclusive mindsets and practices
- G. Collaboration

A.

To aim for inclusive teaching within this webinar, I have included multiple modalities for taking in, engaging with, and demonstrating knowledge. I have enacted these practices with intention, so that we might keep such multimodal methods in mind when serving individuals and communities in our field.

B.

1. In this course, we unpacked various terms associated with inclusion, and framed inclusion as intersectional, anti-ableist, feminist, and anti-racist. In addition to resisting hierarchies among groups of people, authentic inclusion embraces emotional, embodied, creative, and cultural forms of knowledge, as well as more traditional academic ways of knowing. **Using these ideas, contemplate the following questions:**
 - **As a speech language therapist, what is one inclusive practice that I currently enact?**
 - **Thinking about my desire to be more responsive to the whole, complex individuals I serve, what is one practice I can shift toward inclusion?**

C.

1. The social model of disability sees “the problem” of disability NOT in individual bodyminds, but in systemic and institutional barriers.
 - **How does this framing change your understanding of your work as a speech language therapist?**
 - **What might this change about your beliefs? About your daily practices?**
2. A tenet of the social model of disability is that it calls for centering the experiences and perspectives of disabled people and disability communities.
 - **In what ways do you already make space for your clients’ voices and stories?**
 - **How might you change something in your daily practices, to give more space and voice to people with communication disabilities?**
3. Communication is composed of multiple modalities, yet a select few ways of communicating tend to be privileged over others.
 - **What are speech language therapists’ roles in advocating for a broader and deeper understanding of varied and multiple modalities of communication?**
 - **Who could this help?**
 - **How could such shifts be important to creating more inclusive environments for people with communication disabilities?**

D.

1. Intersectionality recognizes the ways that overlapping aspects of identity and experience intersect with systems of political, social, economic, and institutional power.
 - **Think of a time when you or someone you knew was understood in a stereotypical or one-sided way. Journal about the experience, including the feelings and effects.**
 - **How might you connect this experience with your desire to understand the individuals and communities you serve in more whole and complex ways?**
 - **Jot down one-to-three insights.**
2. The dominant political, institutional, and structural systems exclude or marginalize many groups, including disabled people, Black and Brown people,

LGBTQ communities, immigrants, emergent multilingual individuals, women, and economically disadvantaged groups.

- **When you zoom out, what forms of oppression do you notice in the communities you work in, live in, or participate in?**
- **How can we use our growing awareness to build agency, as speech language therapists?**

3. All forms of oppression potentially disconnect us from our own humanity.

- **How does recognizing our own emotions and embodied states help us to stay in touch with our intention to enact inclusive practices?**

E.

1. In reflecting on how to engage in more inclusive assessment, we talked about the importance of centering non-standardized forms of data, including client insights, family input, observations, and team members' reflections.

- **Typically, institutions “like” quantitative data, such as norm-referenced test scores. Why is it important to center qualitative data, even as we meet the demands of our institutions? How is this approach inclusive?**

2. We reflected on how the language in meetings and documentation is often inaccessible, due to its “insider” terms, for individuals and families.

- **What is one thing you might change in your documentation, to make ideas transparent for everyone?**

F

1. Inclusive therapy means that we remain responsive and curious, rather than conforming to presupposed ways of enacting therapy.

- **Think of a time when you felt stuck with a client. Over time, what creative approaches did you try? How does this openness challenge ableism?**

2. Using diverse books, videos, picture cards, articles, and other materials supports representation of diverse communities and experiences.

- **Go through your library and material shelves. How many books/materials do you have that represent people with disabilities? A variety of disabilities? Sensory? Neurodivergent? Learning? Physical? Deaf? Blind? How are disabled people portrayed?**
- **Look through your materials again. What are other identities who are represented? Black? Brown? Indigenous? Women? LGBTQ? Immigrants? Multilingual? Whose stories and perspectives are told? Who is omitted?**

G.

1. Collaboration with families and team members is key to build authentically inclusive practices.
 - **Who is someone on your team that you have collaborated with? How can you grow that relationship and enact collaboration in new ways?**
 - **What communities, within or outside of work, support you in your inclusive learning? How can you continue to find or grow these connections and forms of support?**
 - **Think of a time when you shared a positive collaborative relationship with a client's family member. What were some of the characteristics that supported this collaboration? How can you transfer some of these characteristics to your other relationships with families?**

Sources and Resources

[People of Color With Disabilities Face More Risks With Police | Stopped Ep. 3](#)

[About the Disability Pride Flag - Sibling Leadership Network](#)

<https://www.designwithdisabledpeoplenow.com/language>

[The Significance of Our Name and Logo](#)

[Download Neurodivergent Symbol, Neurodivergent, Neurodiversity. Royalty-Free Stock Illustration Image - Pixabay](#)

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[Signing in Seconds: Learn how to say DEAF PRIDE in ASL! LESS THAN 60 SECONDS!](#)

[The Anti-Ableism Series Part 341 Featuring @habengirma Make space for every way we communicate. ❤️ It's Disability Pride Month! Get Haben's book at <http://habengirma.com/book> Video description/transcript: Tiffany and Haben are sitting outside on a rooftop café. Tiffany types on a keyboard while Haben has her hands on a Braille display. Tiffany, speaks as she types: "Do you want to be a better ally to disabled people?" Haben: "Of course you do! My name is Haben Girma and I'm a disability rights advocate. One way to be a better ally to disabled people is to make time for all our different voices. Some people talk fast. Some people talk slow. Because I'm Deafblind and use Braille to text communication, I need people to be patient with the delays in the communication. And my good friends like Tiffany are patient and make room for accessibility." #AntiAbleism #AntiAbleist #Disability #DisabilityRights #DisabilityPride #DisabilityAwareness](#)

[Video Clip Lagu Nothing about us without us - by Craig Ewers & Joni Yulianto | Solider Chanel](#)

[Mirrors, Windows and Sliding Glass Doors](#)

[Using Diversity with Materials in School Speech Therapy | SLP Full Disclosure EP 32](#)

[About Jordyn | JRCtheSLP, L.L.C](#)

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https://www.instagram.com/imtiffanyyu/reel/DMYrRmGh_7u/

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[Embracing Diversity in Speech Pathology | TikTok](#)

[How to embrace disability: #CommitToInclusion](#)

[How to Be a Culturally Responsive Speech-Language Pathologist - SimplePractice](#)

[Intersectionality & disability, ft Keri Gray, the Keri Gray Group #DisabilityDemandsJustice](#)

[Communication Skills: Empathetic Listening - Inside Out, 2015](#)

[Neurodiversity Affirming Speech Therapy: Key Practices & Goals | USAHS](#)

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[Interprofessional Care in the Management of Alzheimer's Dementia: Leaving Our Silos](#)
[wordart.com](#)

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