



Confronting Systemic Racism in CSD:

*A Roadmap for
Academic Training Programs*



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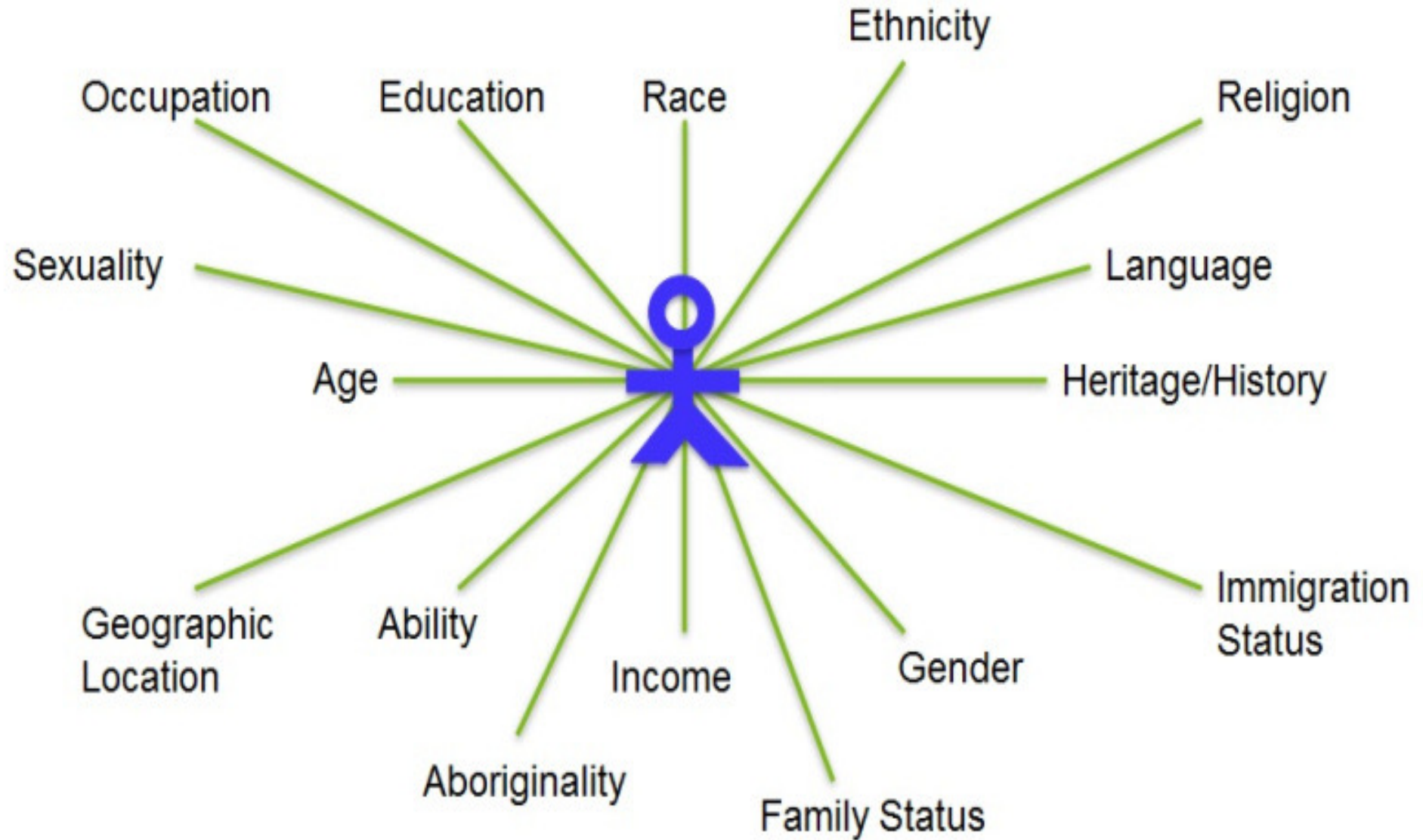


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University of Washington

Positionality



Problem Statement

CSD is a predominately white field

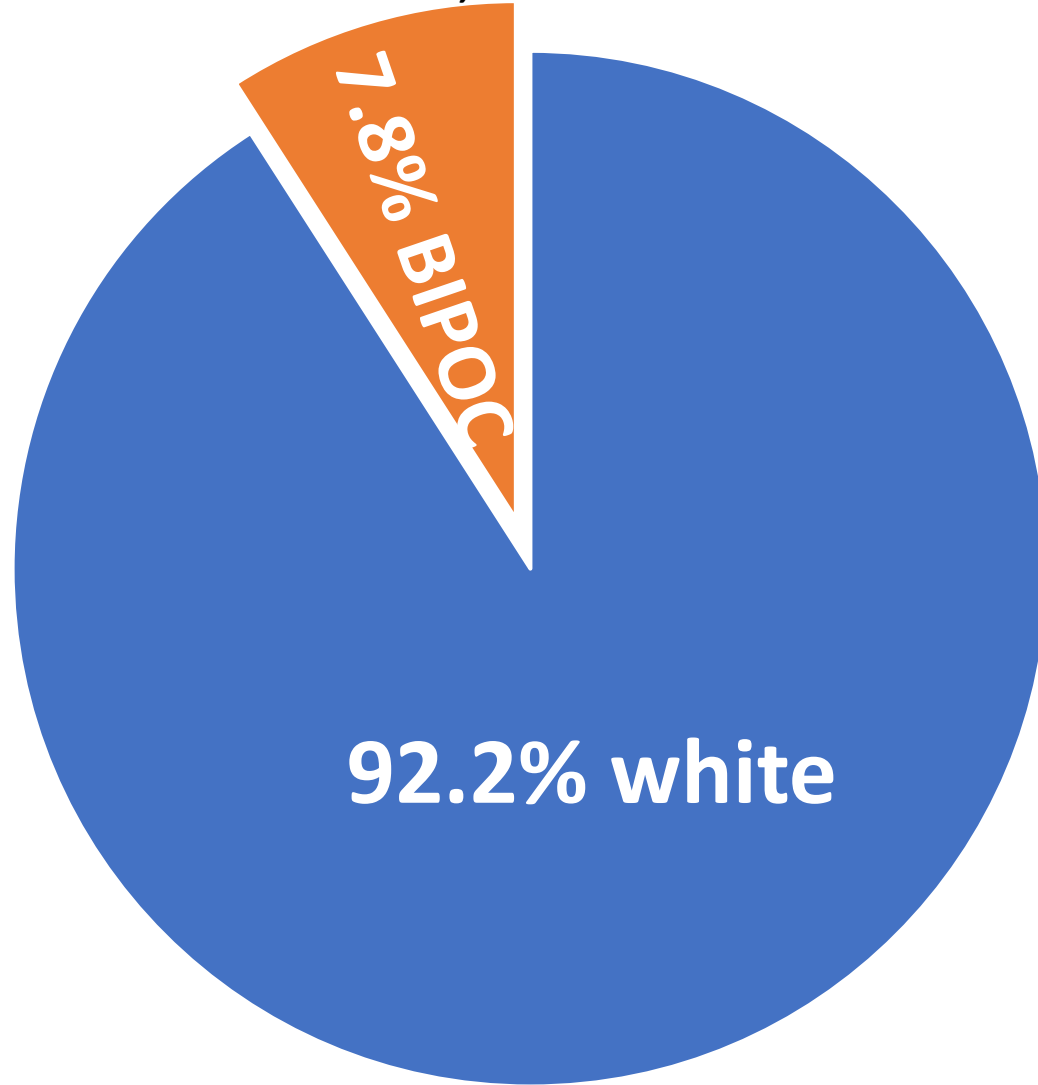
Why?

Racist systems of oppression in higher education

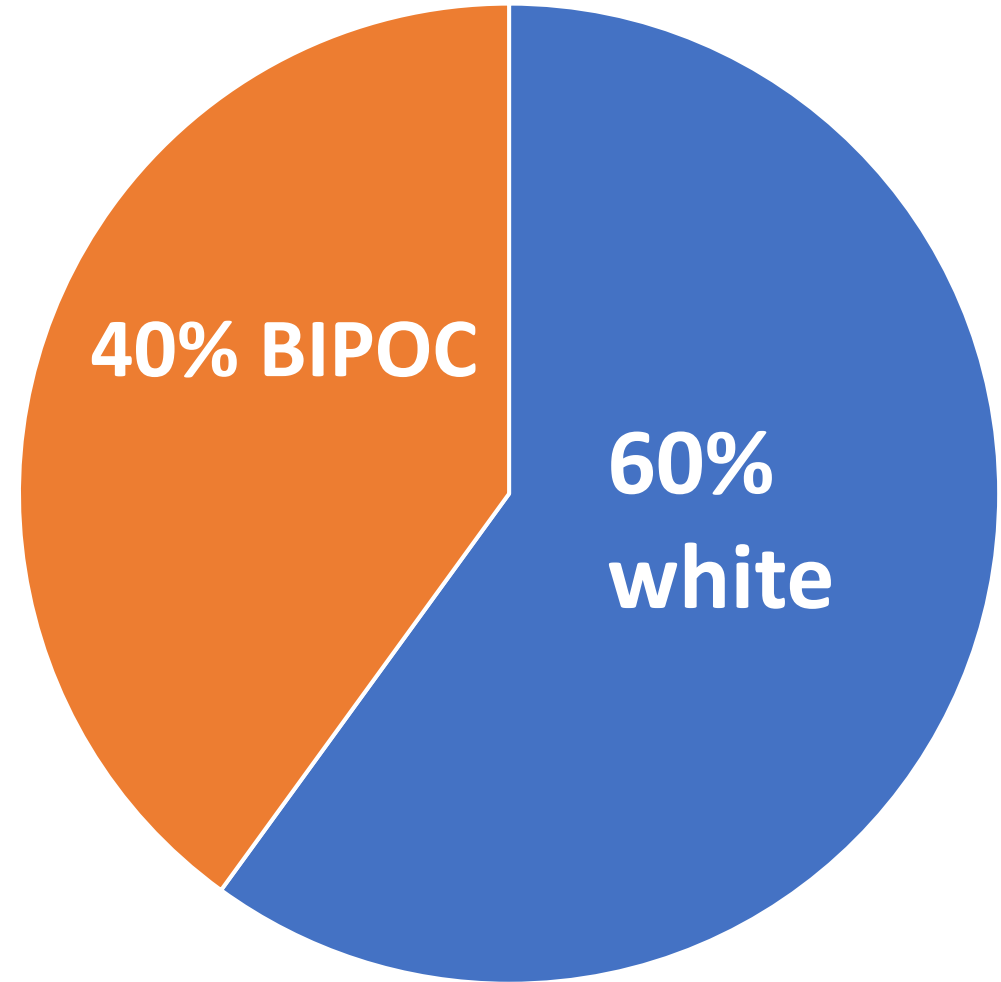
Impact?

*white production of knowledge and white culture harms:
minority students, faculty and patients
clinical education
coursework
research*

Speech Language Pathology and
Audiology Profession
ASHA, 2019



United States
Demographics, 2020



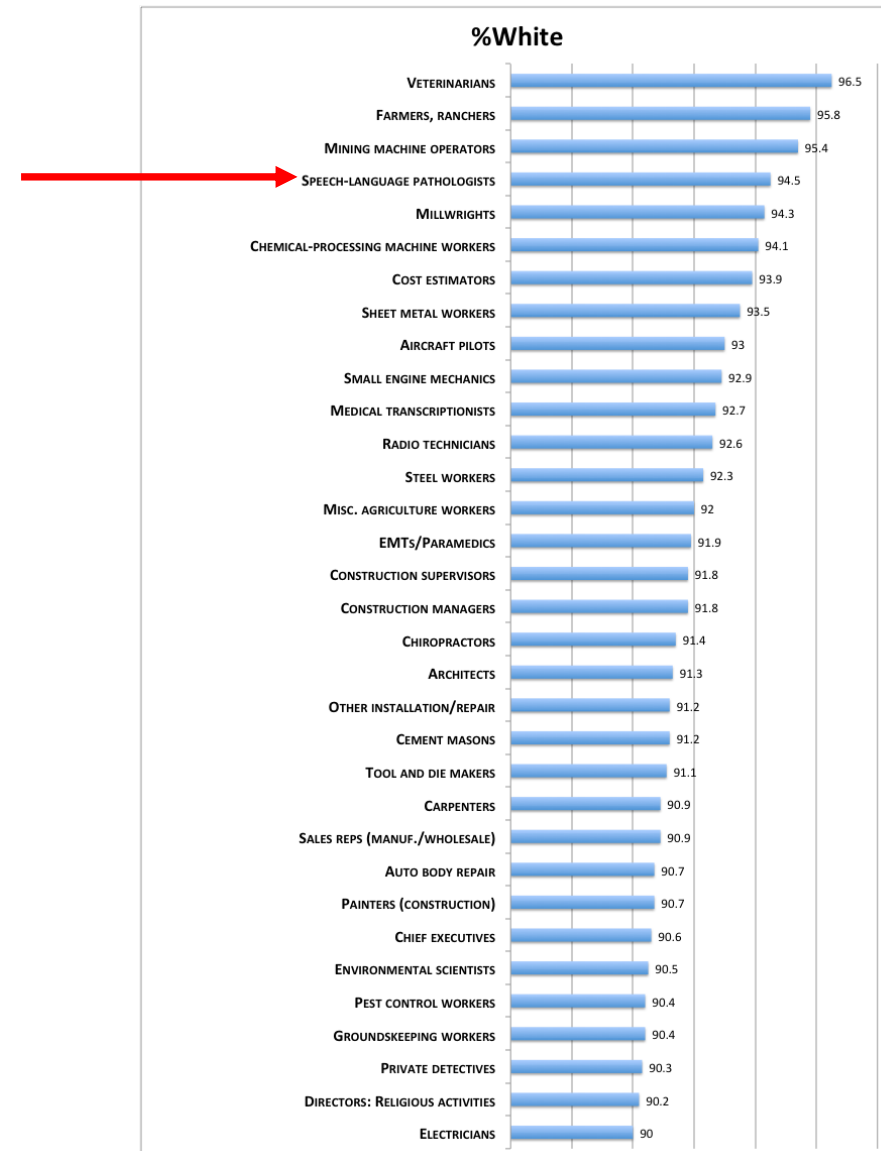
BIPOC: Black, Indigenous, people of color

☰ 🔍 Popular Latest

The Atlantic (2013)

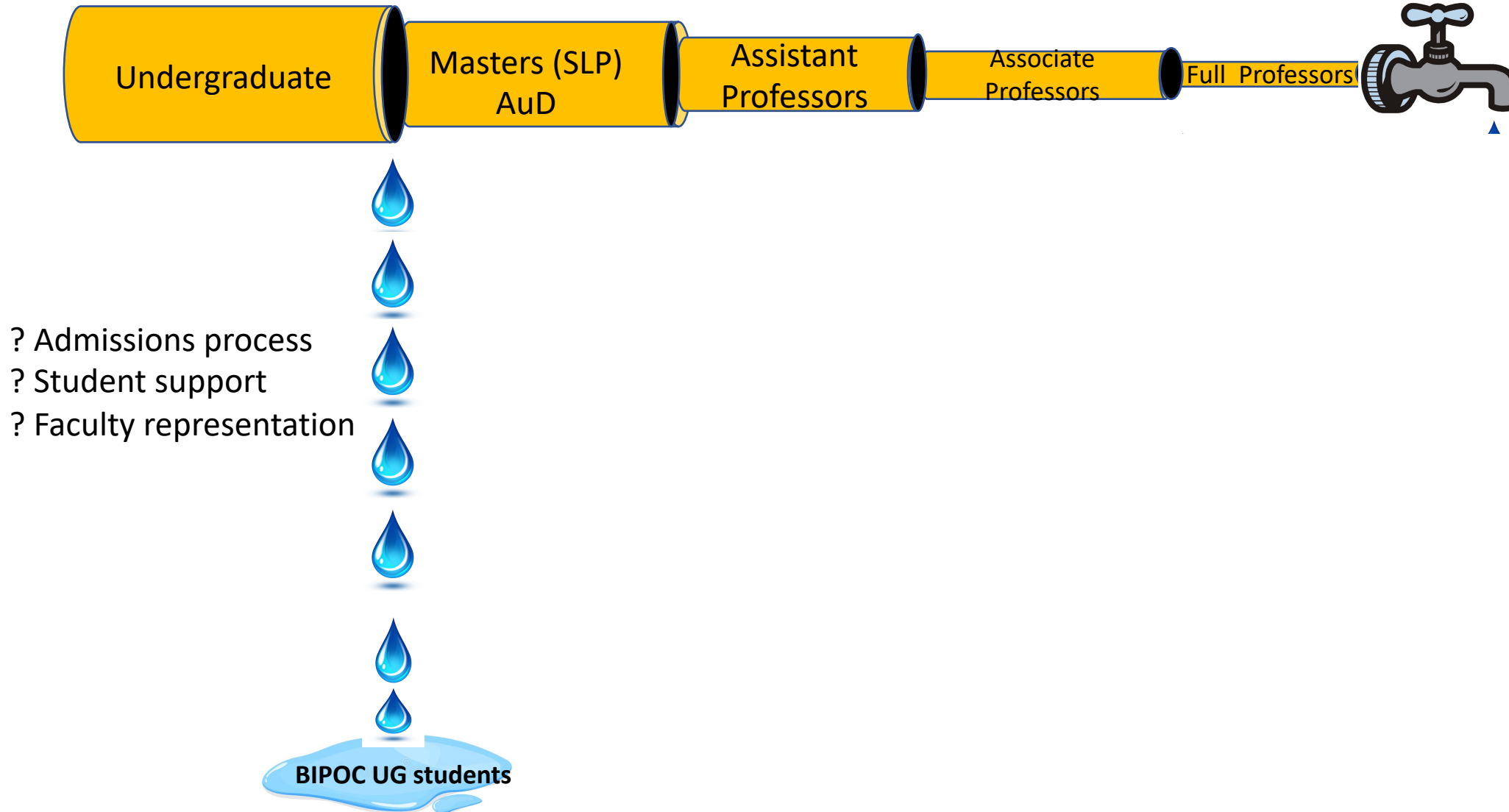
BUSINESS

The 33 Whitest Jobs in America



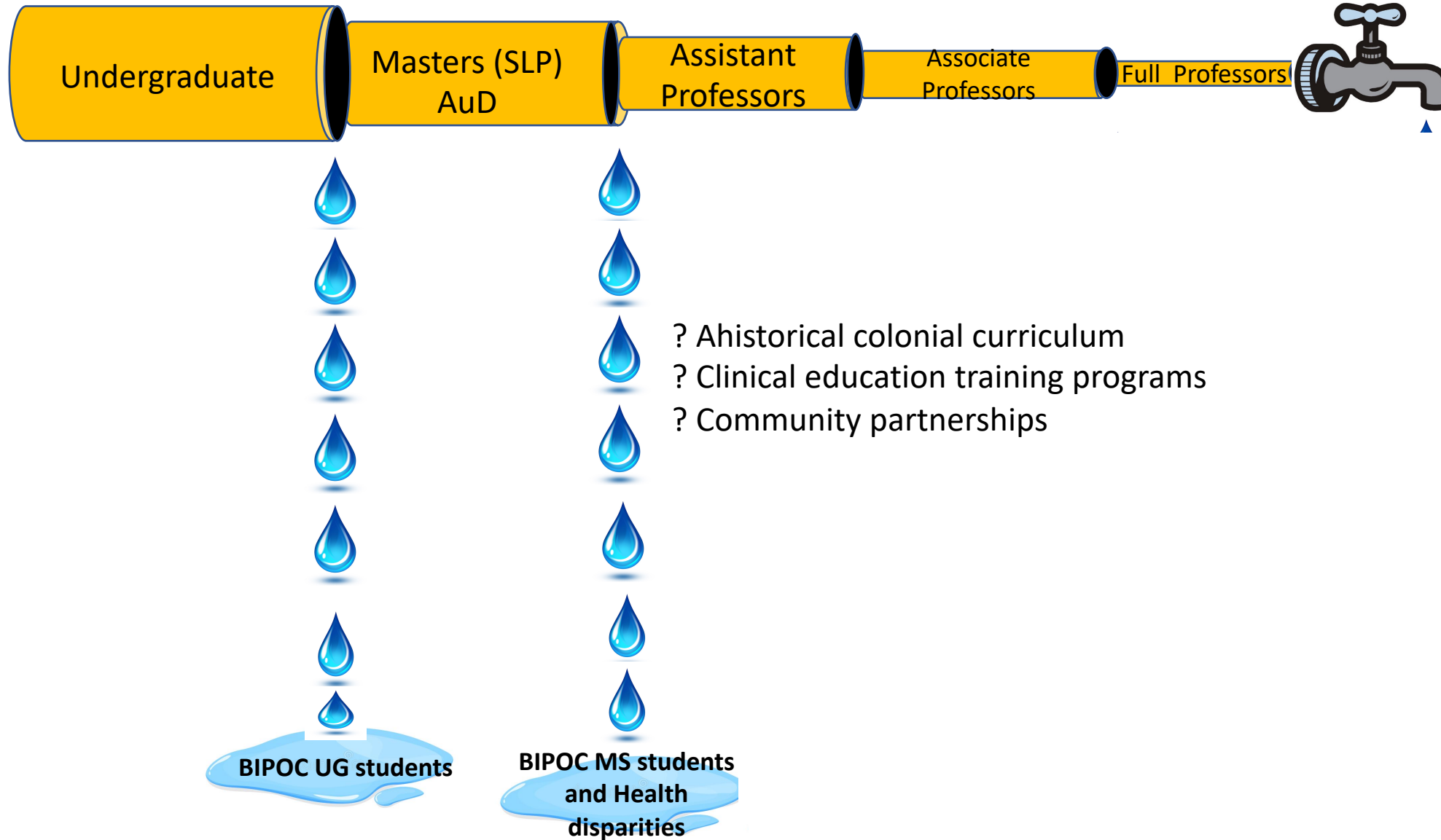
Communication Sciences & Disorders Leaky Pipeline:

Impact of systems of oppression on BIPOC students, faculty and patient care



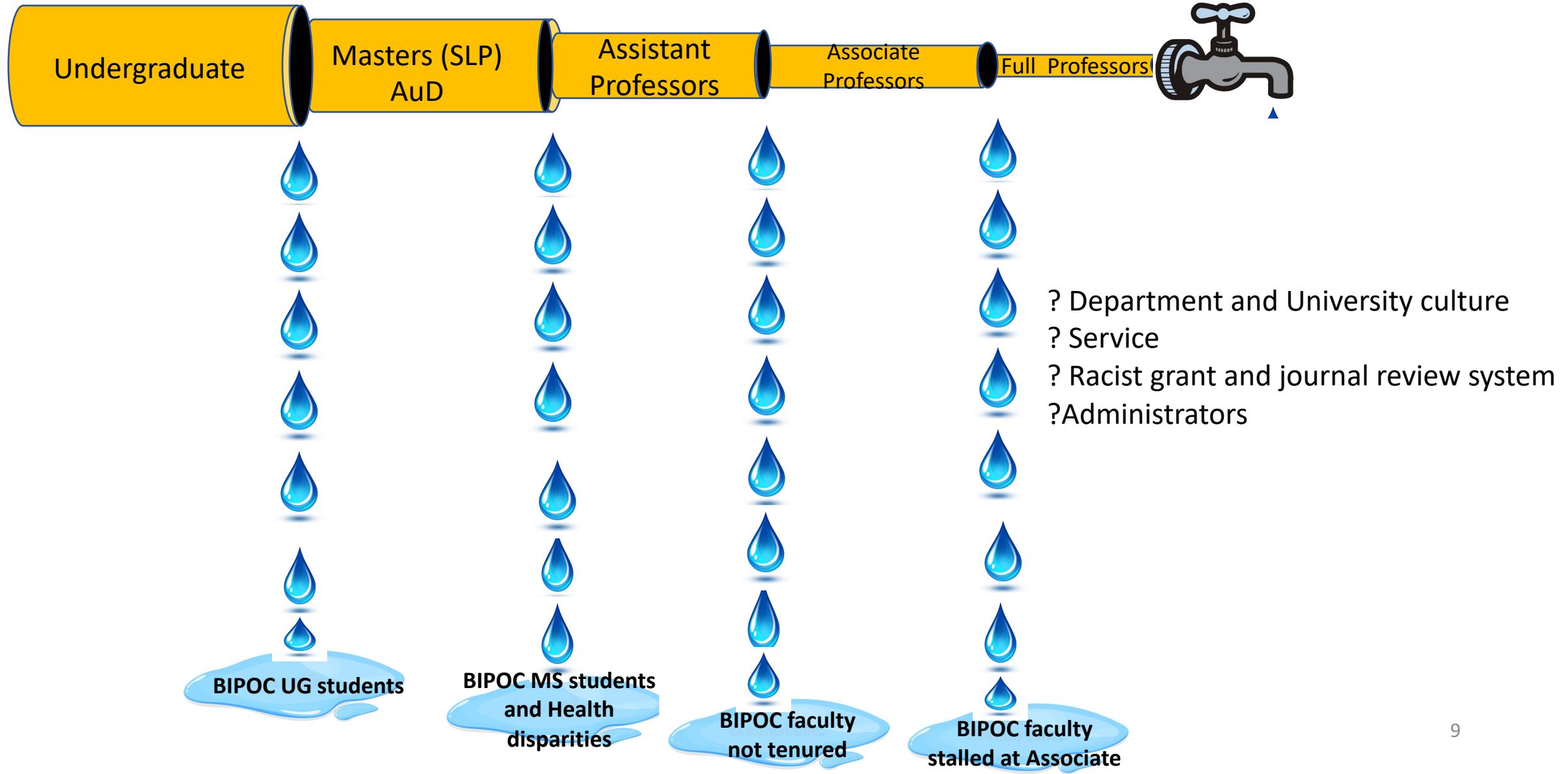
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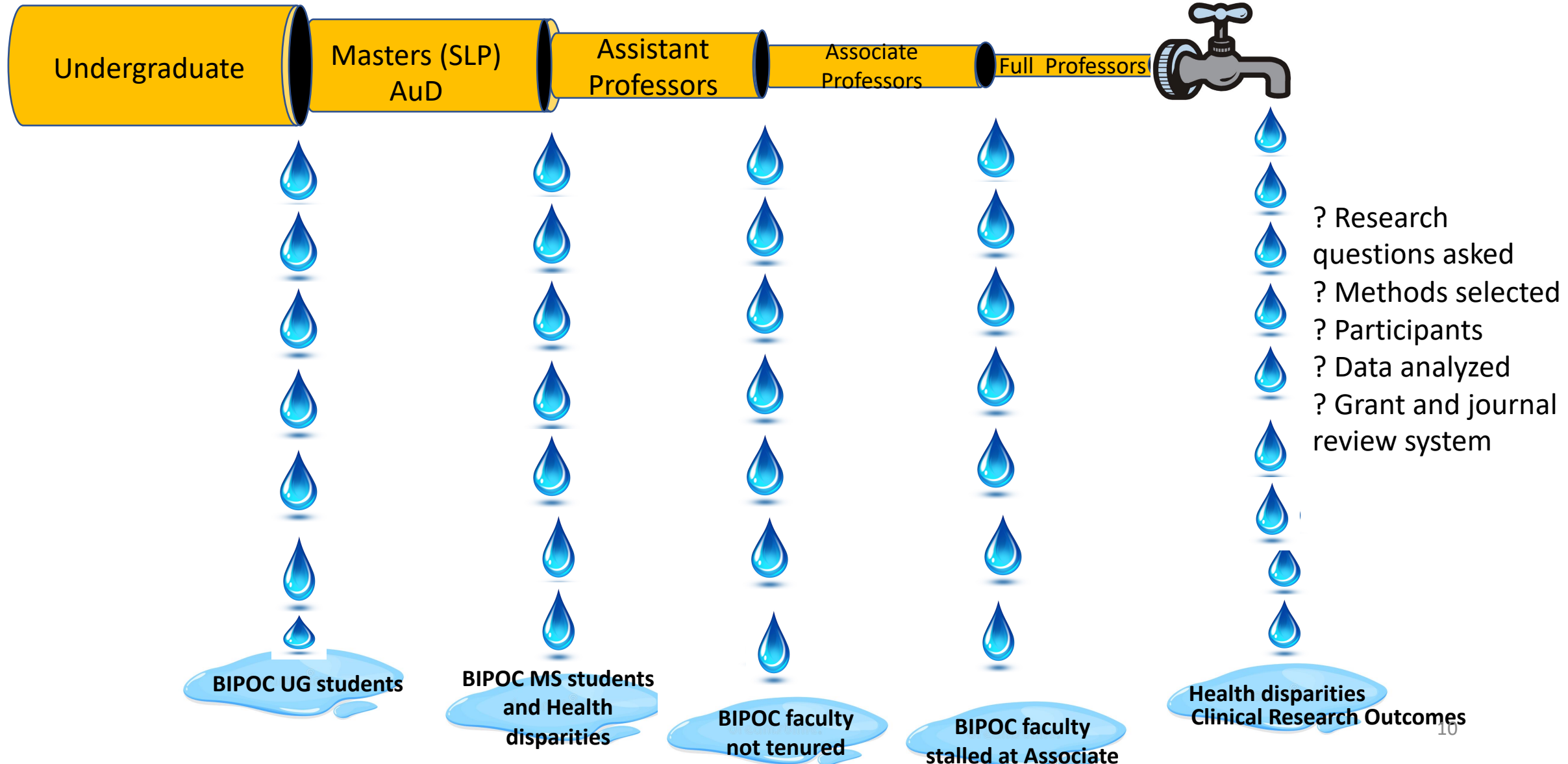
Communication Sciences & Disorders Leaky Pipeline:

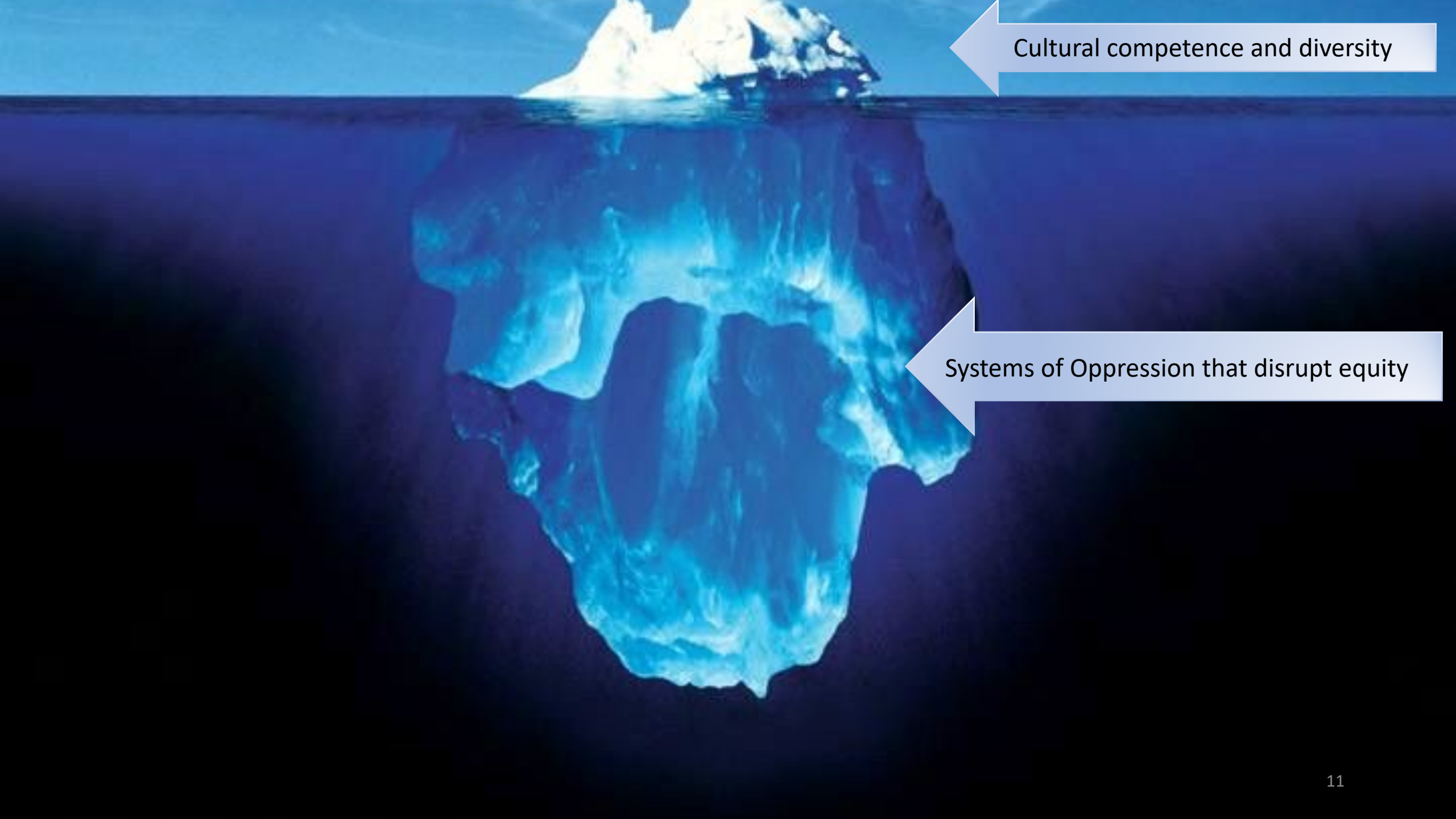
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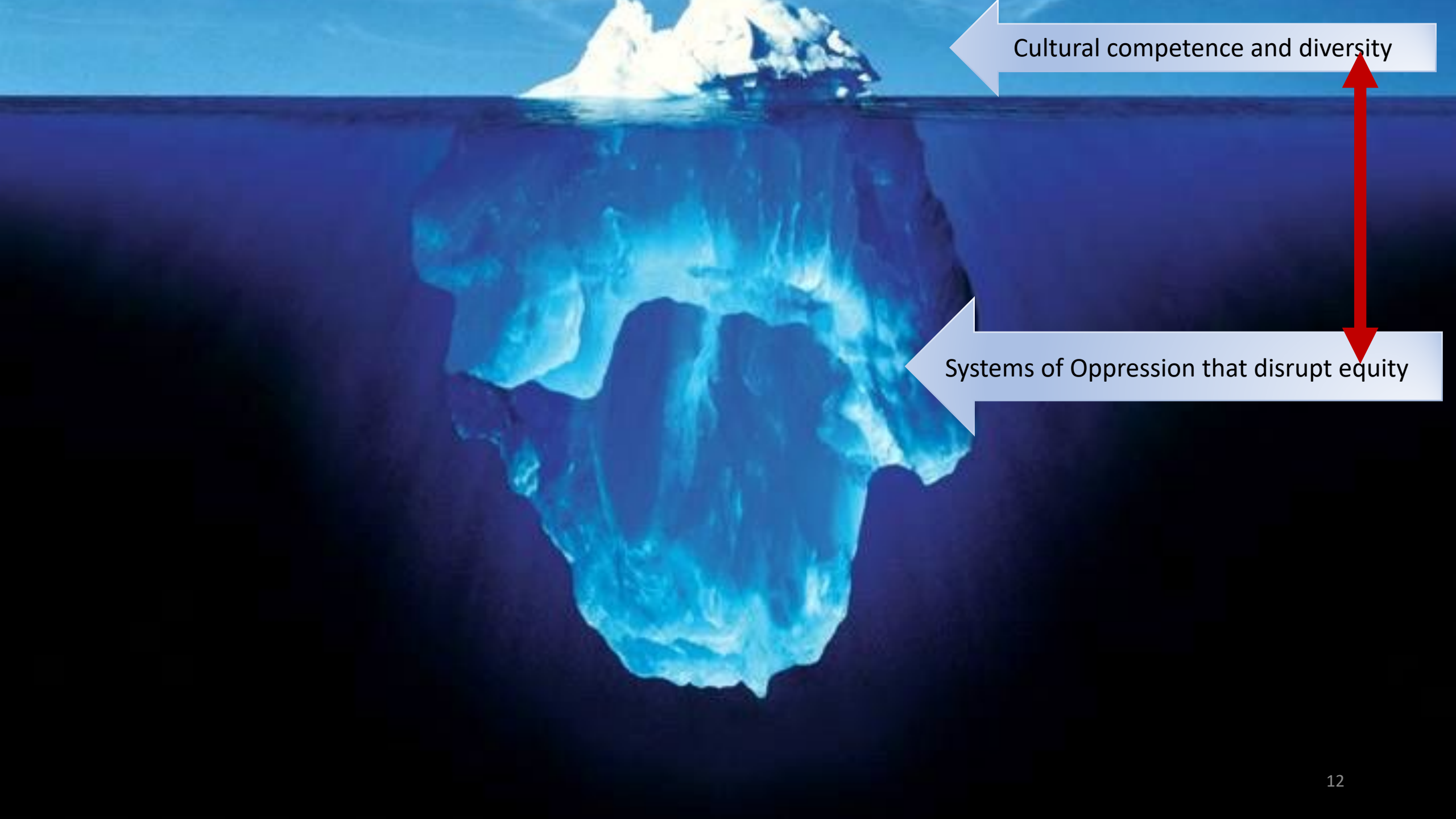
Impact of systems of oppression on BIPOC students, faculty and patient care





Cultural competence and diversity

Systems of Oppression that disrupt equity



Cultural competence and diversity

Systems of Oppression that disrupt equity



D.L. Stewart, Ph.D.

(Pronouns they/him)

Professor, School of Education
Colorado State University

“Who is
in the
room?”





"Who is
in the
room?"



"Who is
trying to
get in the
room but
can't?"



"How many more of ... do we have this year than last?"



"How many more of ... do we have this year than last?"



"What conditions have we created that maintain certain groups as the perpetual majority here?"

"Isn't it
separatist to
provide funding
for safe spaces
and separate
student
centers?"



"Isn't it separatist to provide funding for safe spaces and separate student centers?"



"What are people experiencing on campus or in our department that they don't feel safe when separated from others like themselves?"



Increase in
numbers to
reflect growth!





Increase in
numbers to
reflect growth!

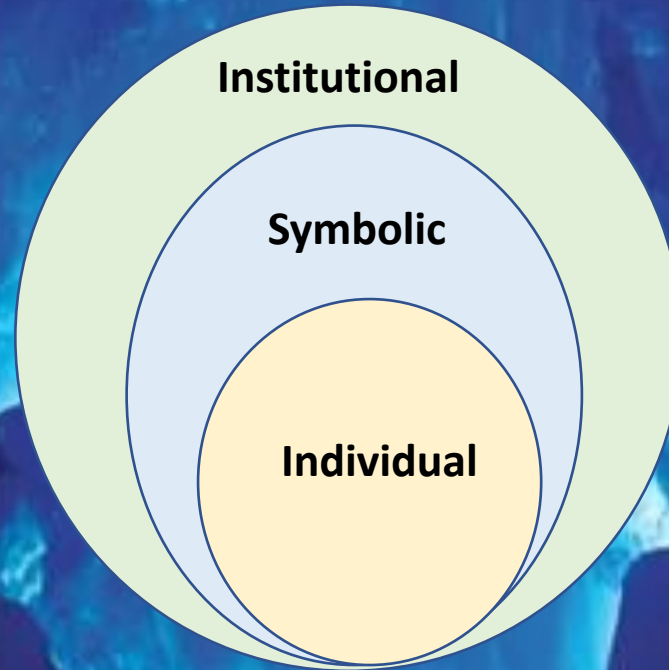


Reductions in
harm,
revisions to
abusive
systems

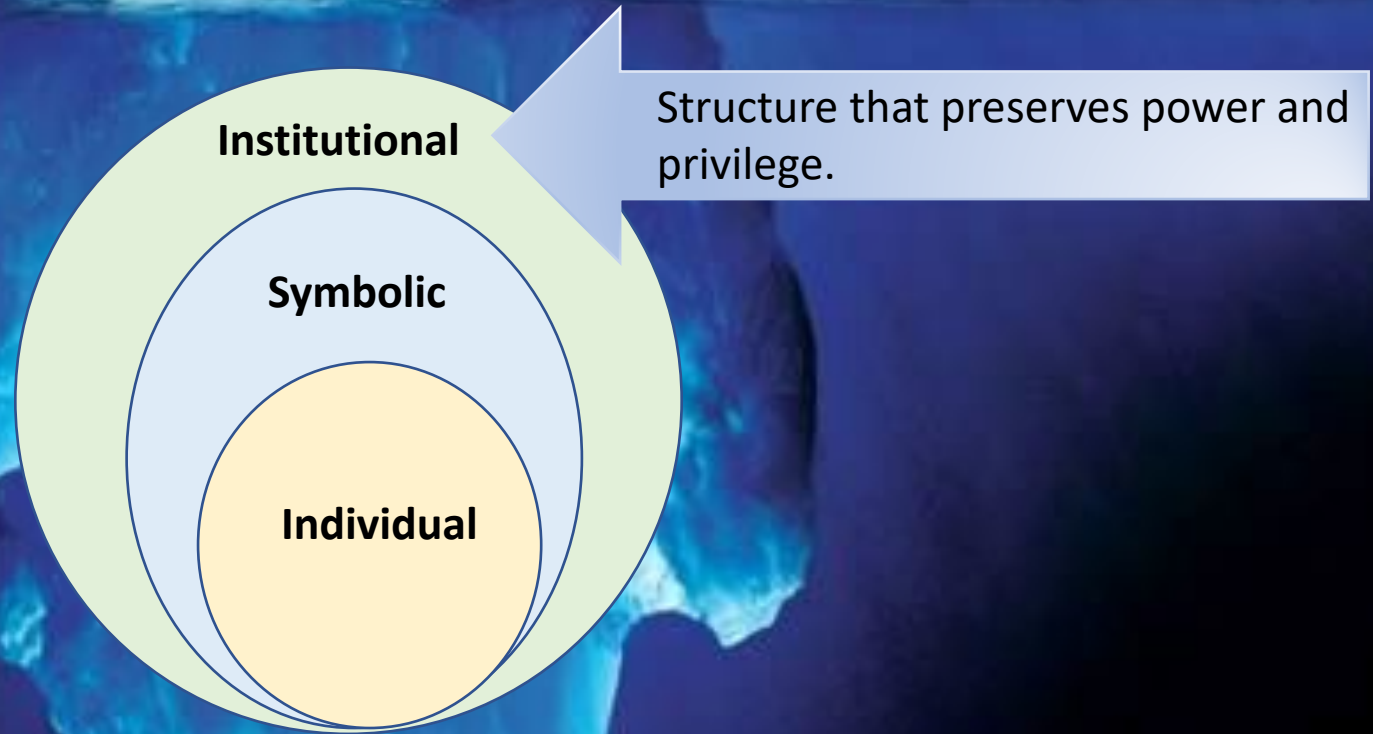


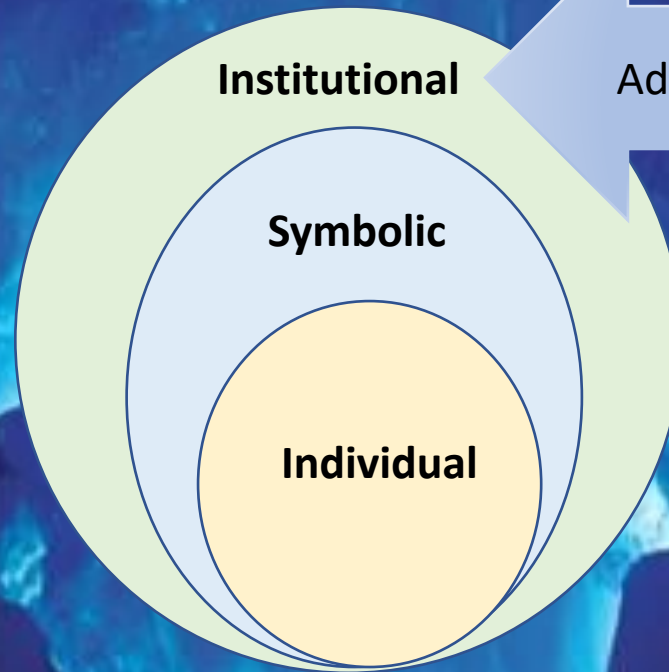
Systems of Oppression

Dr. Patricia Hill Collins, PhD
Professor Emerita
Department of Sociology
University of Maryland

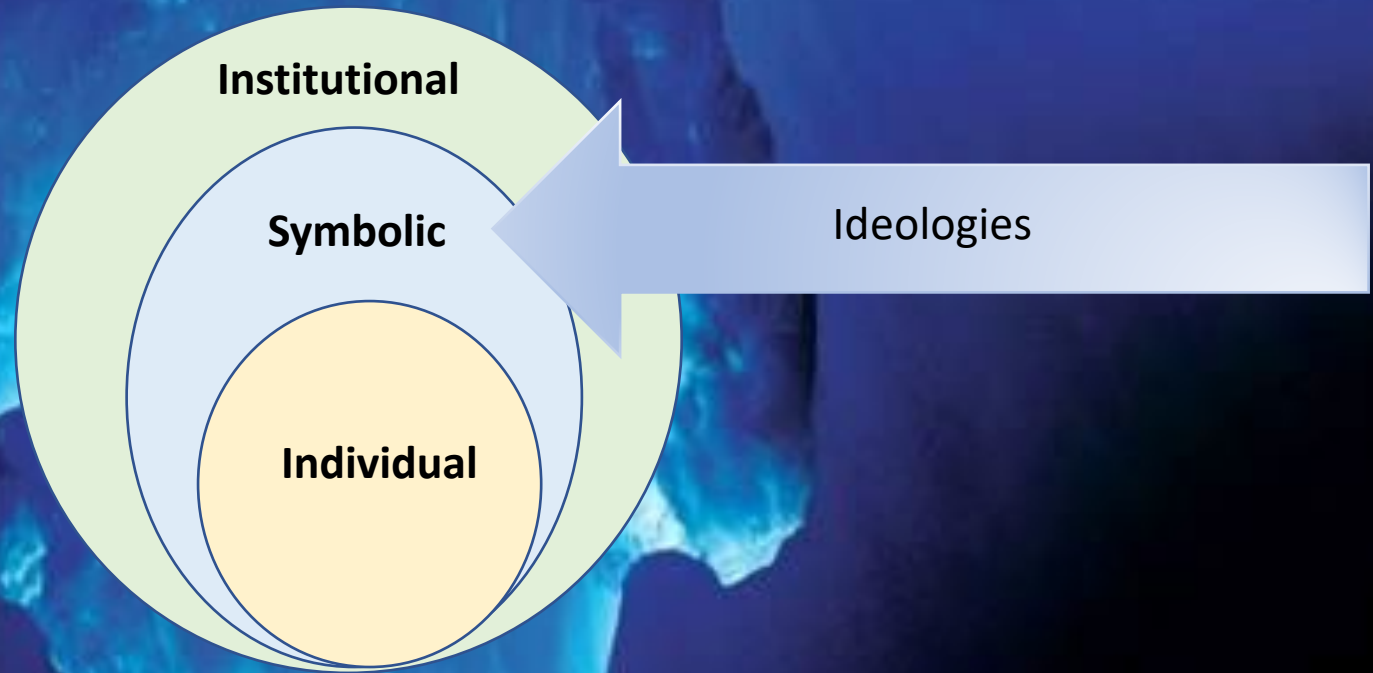


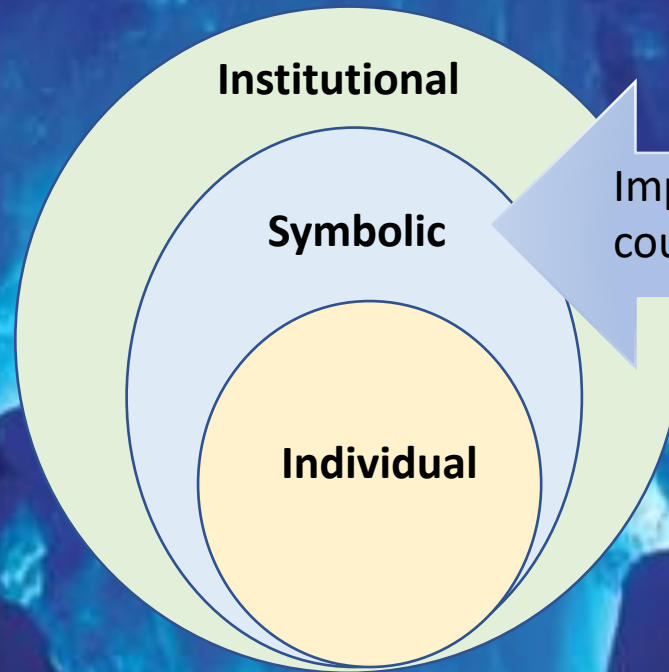
← Systems of Oppression



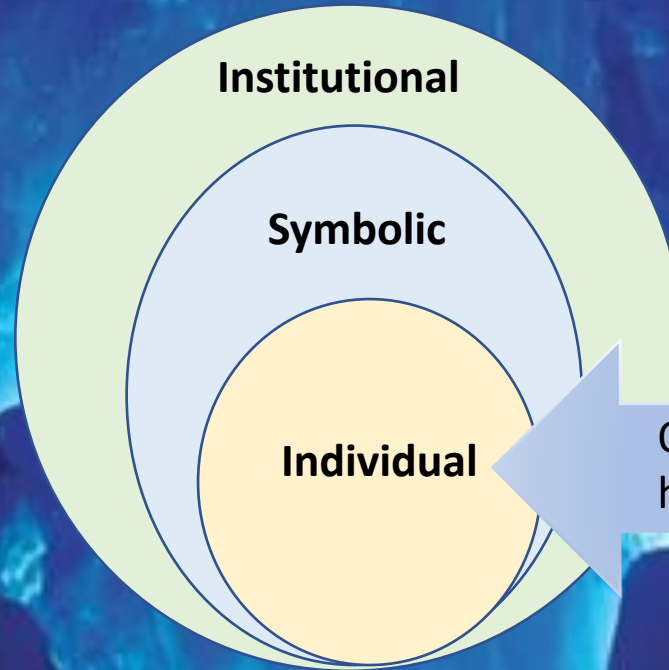


Admissions? T&P Criteria

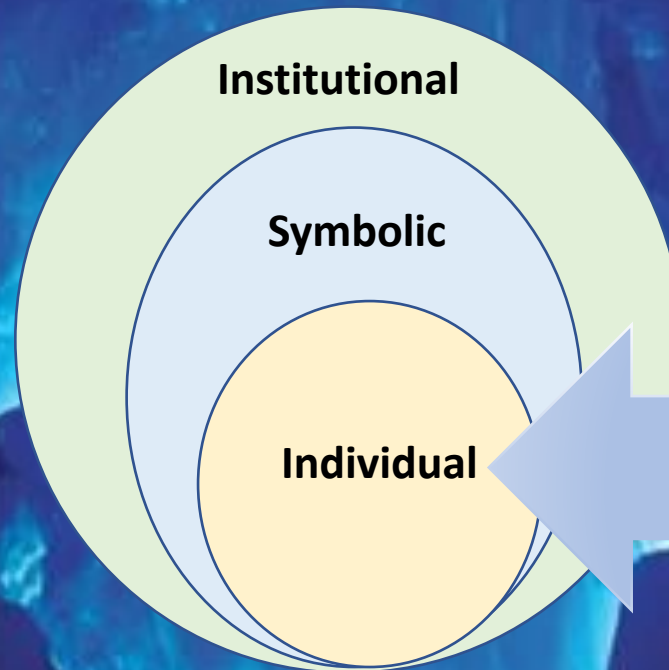




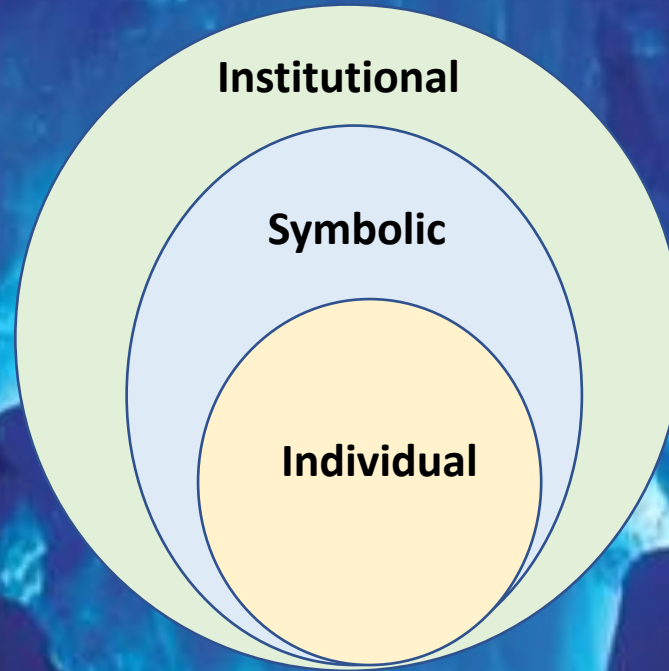
Implicit bias, listening sessions,
coursework transformation



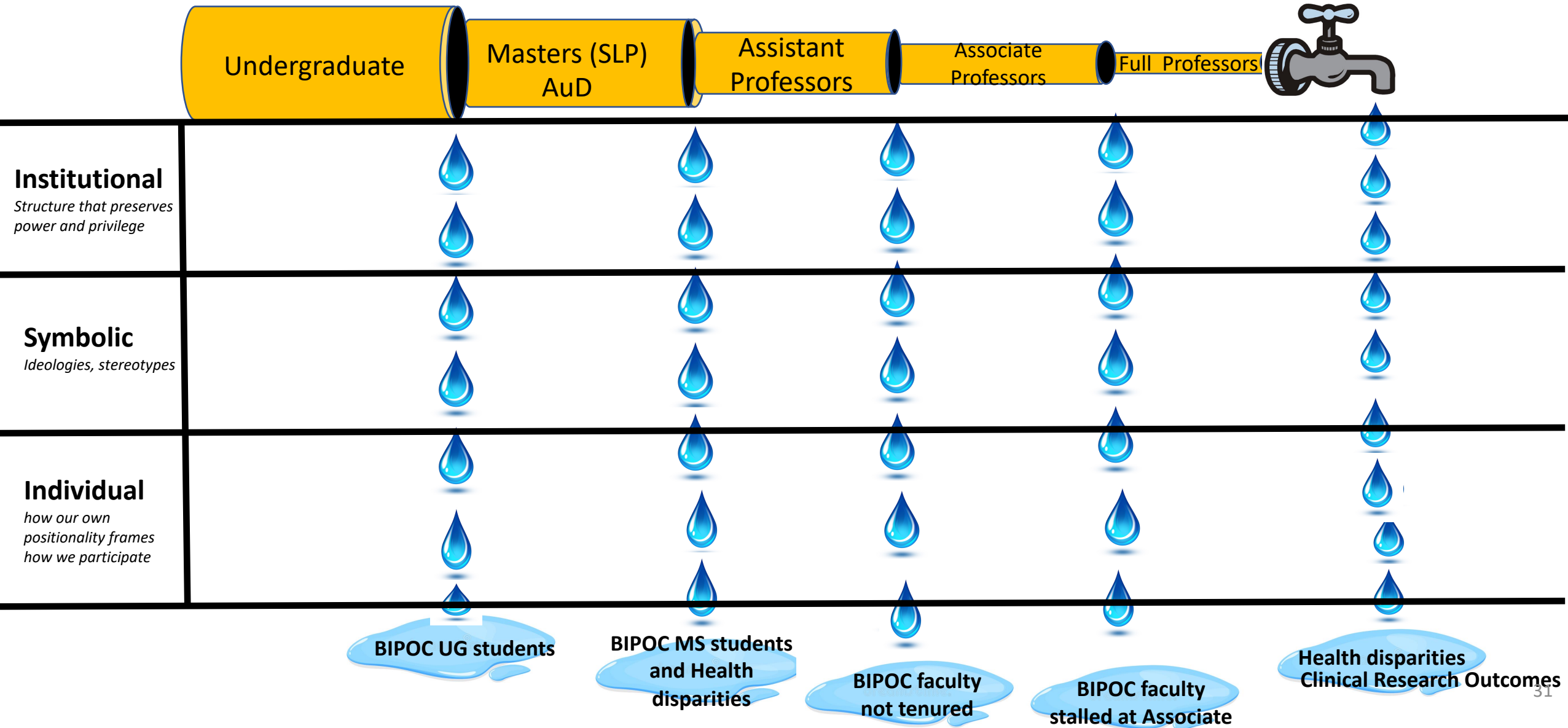
Our own race, gender, class frames
how we participate



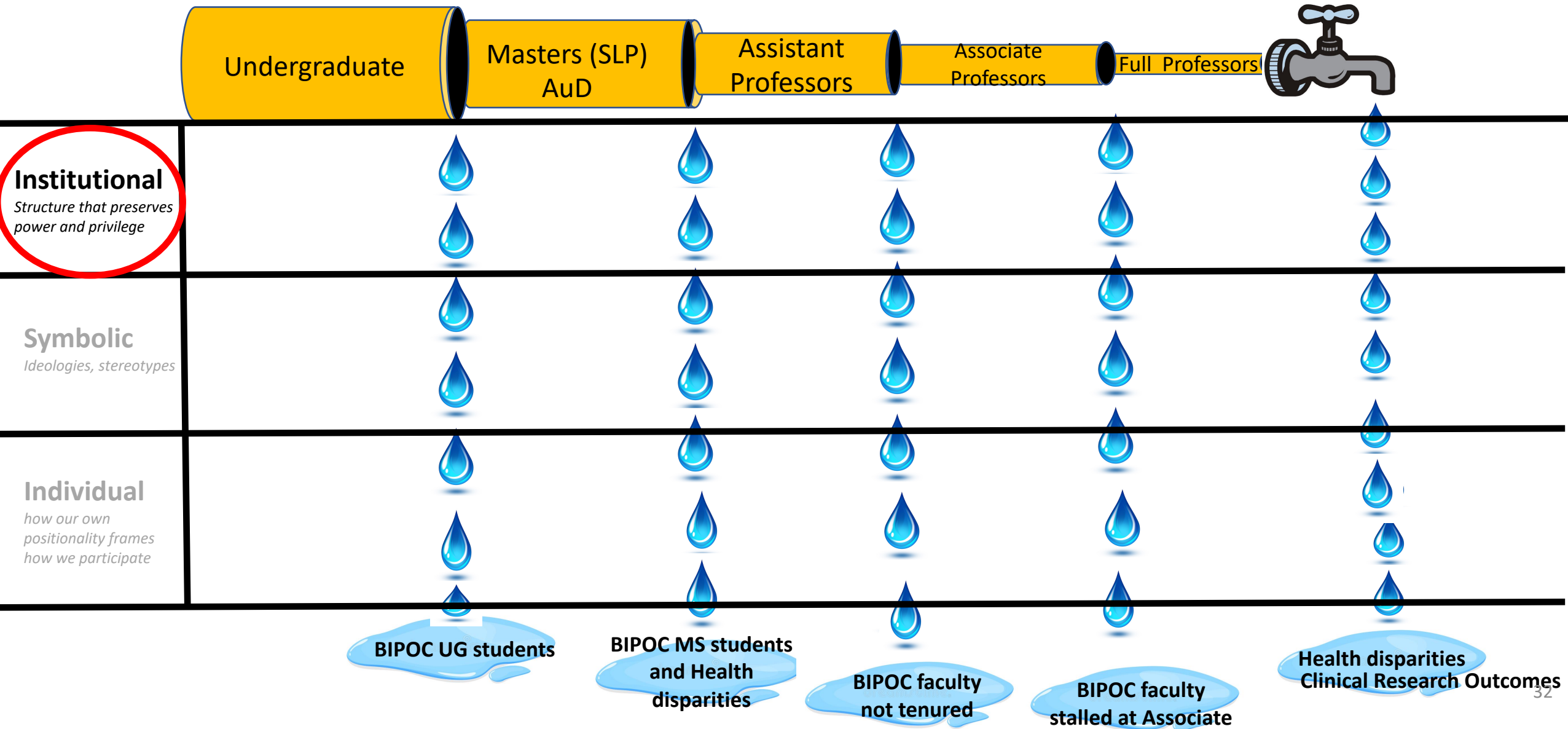
positionality
awareness



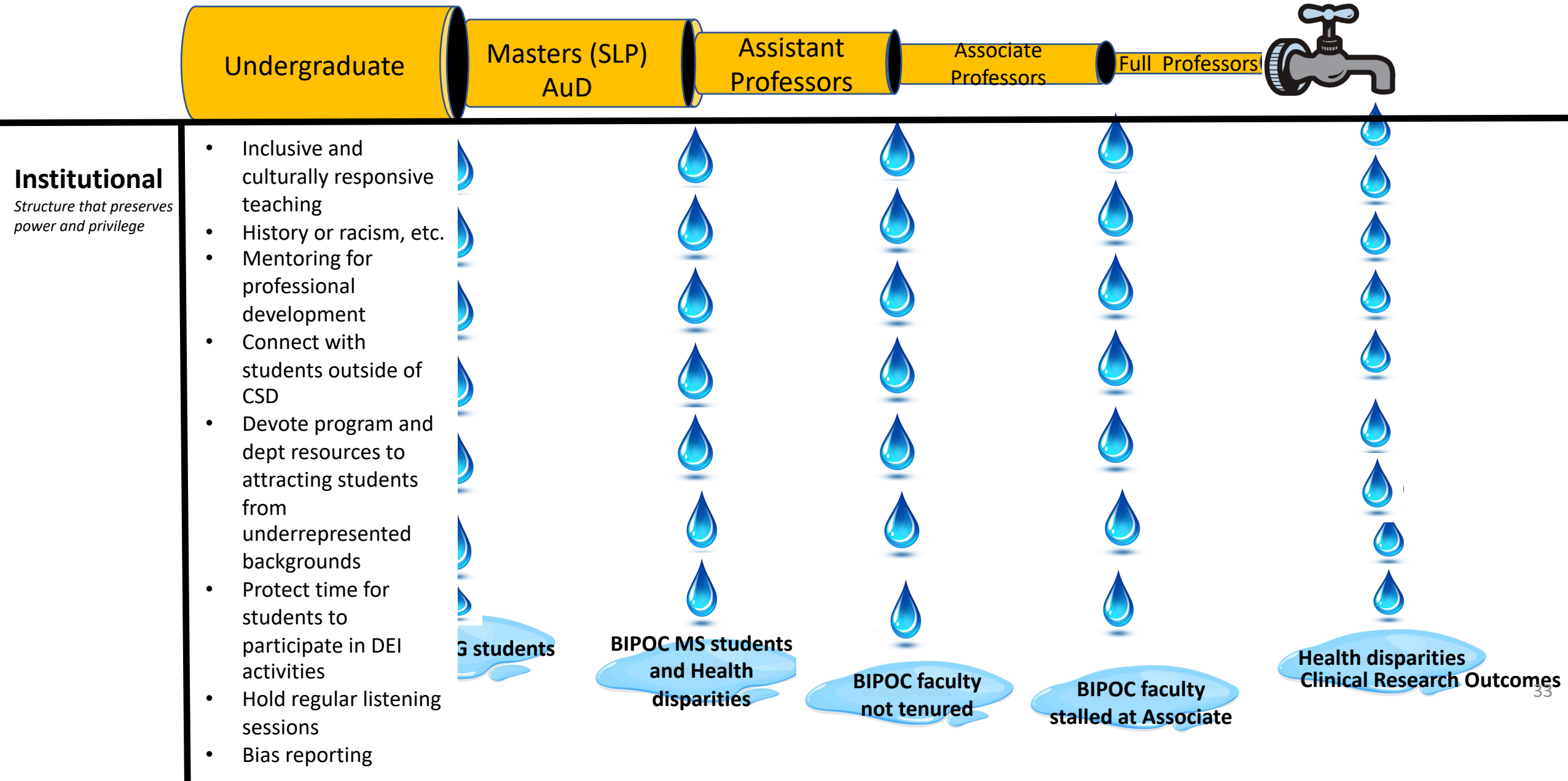
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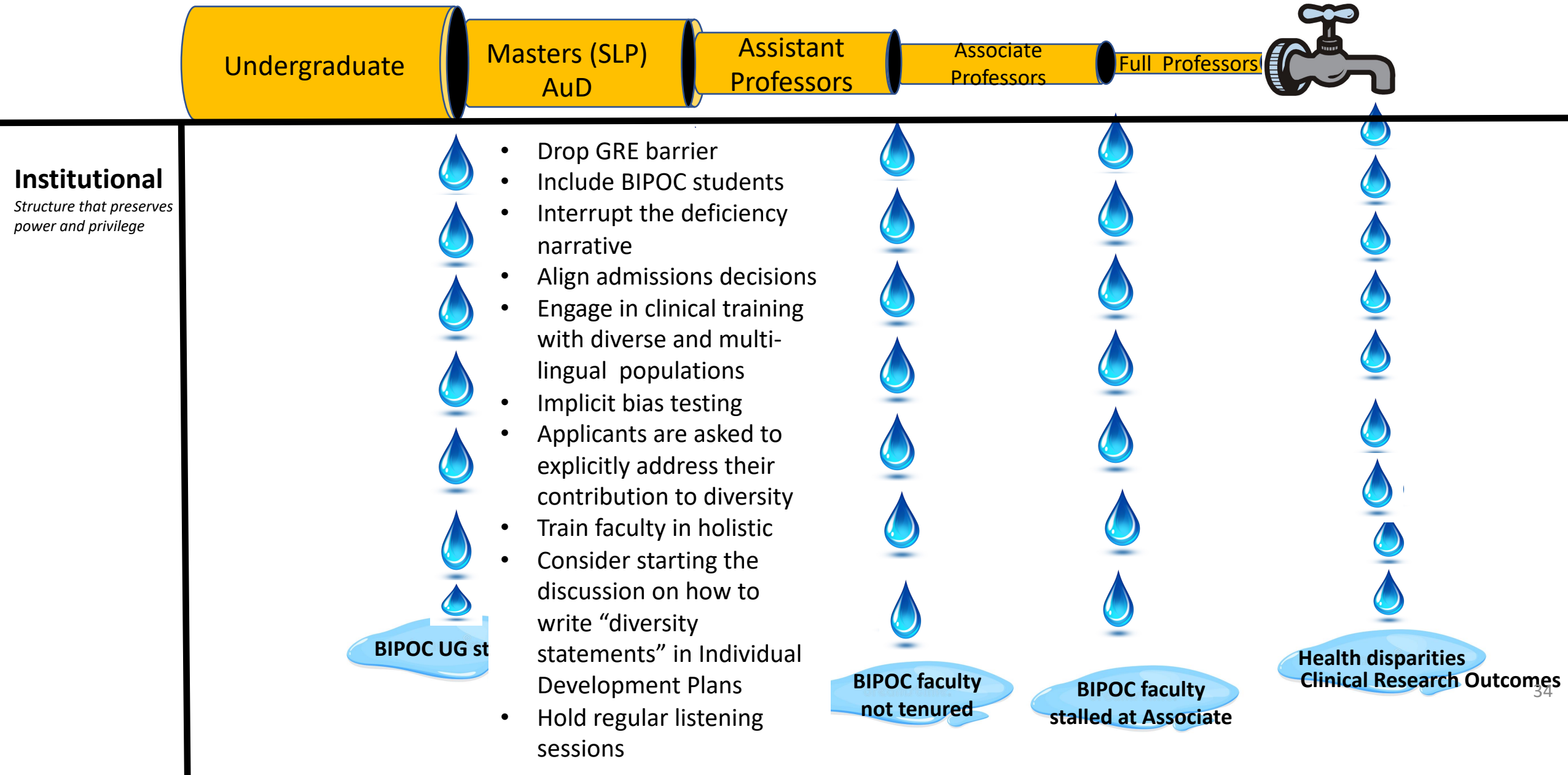
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Institutional

Structure that preserves power and privilege

- Cluster hire multiple BIPOC faculty
- Create intentional programs within systems to support and prioritize BIPOC hiring
- Reward faculty
- Develop transparent tenure and promotion guidelines with the Assistant Professors
- Require implicit bias testing and training
- Standardized peer teaching evaluations
- Require that diversity and inclusion criteria are met for tenure and promotion
- Spell out how excellence and DEI are defined
- Embrace the scholarship of engagement
- Educate yourself and your faculty about the inherent bias in the research enterprise

BIPOC UG students

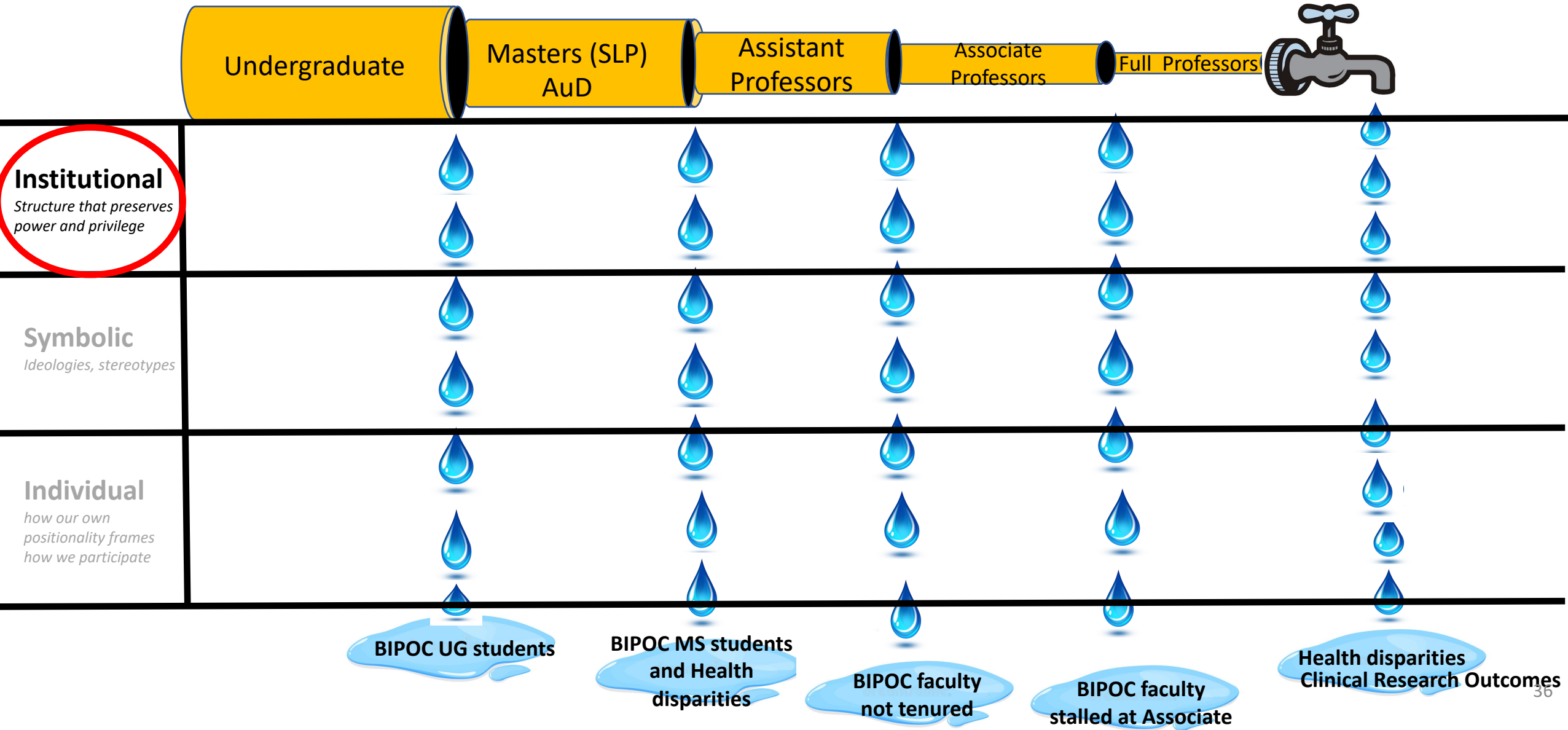
BIPOC MS students and Health disparities


not tenured

stalled at Associate

varieties Search Outcomes

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*“There can be no
diversity and inclusion
without transformation
and justice”*

-Angela Davis

