

Diversity, Equity & Inclusion



National Council of State Boards
Fall Conference 2022

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The CARE Project

Who is Johnnie?

- Aware of deafness since birth
- 45 years experience with children who are deaf & hard of hearing
- Pediatric/educational audiologist
- Licensure Board experience
- Design Team for EI Audiology system for North Carolina
- Created The CARE Project





Conversations are hard but necessary

**WE MUST BECOME
UNCOMFORTABLE TO
BECOME COMFORTABLE**

Diversity: Presence of Differences

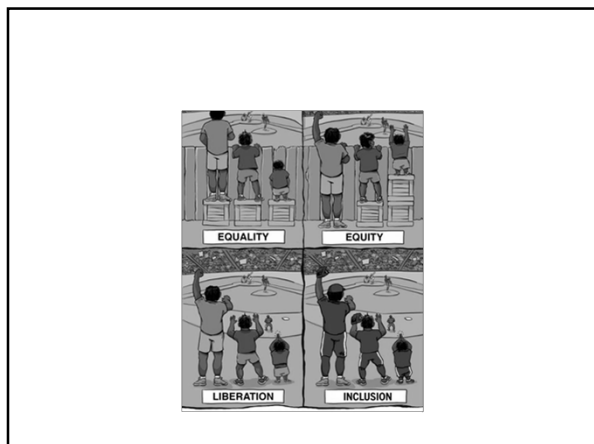
- Race
- Gender
- Religion
- Sexual orientation
- Ethnicity
- Nationality
- Socioeconomic status
- Language
- (Dis)ability
- Age
- Religious commitment
- Political perspective
- Regional dialect
- What else???

Equity

- Promoting **justice, impartiality and fairness** within the procedures, processes, and distribution of resources by institutions or systems.
- Tackling equity issues requires an understanding of the root causes of outcome disparities within our society.

Inclusion

- An outcome to ensure those that are diverse **actually feel and/or are welcomed**
- When you, your institution, and your program are truly **inviting to all**.
- The degree to which diverse individuals are able to **participate fully** in the decision-making processes and development opportunities within an organization or group.



Consumer Perspectives

- Do not often align with the Professional Perspective & vice versa
 - Mom missing appointments: “You don’t know s#^t”
 - Two Moms: “Where do we go from here”
 - Audiologist to Mom: What’s wrong with you!
 - All females are not nurses; they are also doctors
 - People of color are not in assistive positions; they are also doctors
 - Professionals with accents are not stupid

“If You Don’t Respect Me, I Can’t Work With You”



How can we bring about change?
**THE CULTURE OF
COMMUNICATION MUST
CHANGE**

Empathy

- DEI is best manifested through an effort to gain understanding of others
- Professionals and consumers must view each other as human beings and partners
- Put yourself in the shoes of others

Understanding Others

- Social Determinants of Health
 - Poverty
 - Food insecurity
 - Education
 - Housing
 - Personal safety
 - More???



BIAS: What does it mean?

Unconscious Bias

- **The associations we hold, outside our conscious awareness and control.**
- Affects everyone.
- Triggered by the brain automatically making quick judgments and assessments.
- Implicit or unconscious bias is a neutral term
- The beliefs held outside of a person's consciousness

Examining Bias

- Unconscious vs Conscious
- Racial
- Socioeconomic status
- Gender
- Religion
- Geographic locations (dialect, access to service)
- Education
- Communication Options
- Language Access
- Other???

Sexton, 2020

UNCONSCIOUS BIAS EXERCISE TOOL (UBET)

Unconscious Bias Exercise Tool (UBET)

- Allows the individual to look inward at how one defines oneself
- Asks individual to look at how to define those who are not “the same”

UBET
Sexton, 2020

- Please complete the first section (YOU), listing things about YOU.
- Then go to the next section (YOUR OPPOSITE) and describe someone who is or could be your exact opposite in terms of background, upbringing, etc.
- Not required to answer any item with which you are uncomfortable

UBET
Sexton, 2020

- Race/ethnicity
- Gender
- Sexual identity
- Age
- Children
- Hearing status
- Communication/language

UBET
Sexton, 2020

- Parents
- Siblings
- Educational level
- Religion
- Socioeconomic status
- Geography
- Marital status
- Occupation



"I wish people didn't pay attention to the way she talks."

Common Ground Initiatives

- The overlap between the positions of parties that may otherwise disagree
- Provides a pathway of communication, which leads to trust
- Brings people together during conflict
- Develop empathy for others
- IT WORKS!

Cultural Humility





Questions?
Thank You!
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