



Welcome to State Exchange
2022!





WYOMING

**White: 90.35% Two or more races: 3.91% Native American:
2.26% Other race: 1.67%**

The state of [Wyoming](#) is located in the central northwestern sector of the USA. While it is the 10th largest in terms of surface area, it has the lowest recorded population of any state in the Union. It is also the second most sparsely populated. It's currently enjoying a healthy growth rate of 1.13%, which ranks 15th among all 50 states.

Current Population 2021 = 578,803

DEI

Does your board receive training in diversity, equity, inclusion (and access)? If so: from whom? Is it required? What is it comprised of? No training; not required; However, the State's closest advocate is from the University of Wyoming from which collaboration would come from their Council on DEI.

Message from the President and Provost on Concerns about Legislative Budget & Gender Studies – University of Wyoming Council on DEI Facilitate collaborations on campus, in the City of Laramie, and State of Wyoming that make progress toward achieving the diversity, equity, and inclusion goals as outlined in the University of Wyoming Strategic Plan for 2017-2022 and Strategic Plan for Diversity, Equity, and Inclusion for 2017-2022 ...

"Feb. 28, 2022. As many of you know, a state budget amendment was proposed late last week that would restrict our (UW) ability to teach gender studies and possibly other courses as well. We share many concerns that have been expressed to us by our faculty and staff. We disagree with the Senate position, which I thankfully was adopted on the thinnest possible margin. We agree with the House that this amendment should not be considered germane to the bill, in addition to other serious concerns of both practice and principle that we have with it. We will be monitoring this closely, and as always, we are working to ensure the best outcomes for the university and state in this legislative session."

DEI

Do you require licensees to have continuing education in DEI? Not specifically DEI, but there is a requirement both from ASHA and our State Board that requires CEU activity in Ethics for certification and licensure renewal.

Does your board offer such training?

Our board does not offer any training

DEI and your board

How diverse is your board? (age, race, ethnicity, disability etc.)

I'm not exactly sure about these parameters with our board as they are, more or less, personal information. However, I do know that our good board would not restrict anyone from being on the board due to any of the said parameters.

How do you recruit for board vacancies with diversity in mind?

Via Association newsletters and postings on the Board's State Website.

Is your board (or legislature) changing pronoun use (e.g. changing "he/him/his" to "they/their/them")?.....No, not at this time.

DEI

Have you had any complaints related to DEI? (Describe). NO

Threats

- Are there any anti-licensure efforts? NO
- Are there any efforts/consideration of board consolidation or elimination? NO
- Are there practice encroachments emerging from other disciplines (e.g. music therapy; behavioral therapists (ABA) or other autism practitioners; dietitians) NONE HAVE BEEN NOTED
- How is your board responding to these threats? NA

Successes

- What successes have you had since our 2021 conference? Your chance to brag!
- Other than some rule changes and/or modifications to maintain high professional standards, there have not been any significant changes. E.g. Increasing the amount supervised contact hours required for each unit of ceu for SPLAs.
- We have become an ASLP-IC member state

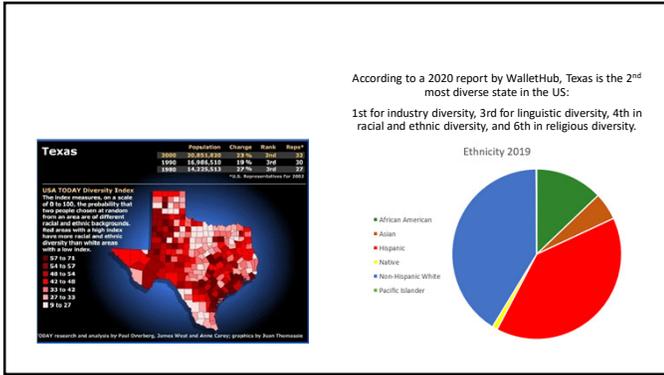
“ASLP-IC”

- What is the status of the ASLP-IC compact in your state? We are a Member State
- What are the challenges? We will not know until the Compact is fully activated
- Has your state passed other laws designed to minimize barriers to practice for licensees (including military spouses) from other states?
Yes

Contact:

- Please provide the name, email, phone number, website for your board, and for the state exchange presenter, if different.
- Greg Searls
- Greg.searls@wyo.gov
- 307-777-7788
- <https://speech.wyo.gov/>
- Michael J. Murdock M.S. CCC - chair





DEI

Does your board receive training in diversity, equity, inclusion (and access)? If so: from whom? Is it required? What is it comprised of?

No. The advisory board receives training on the Administrative Procedure Act, Open Meetings Act, and Public Information Act.

DEI

Do you require licensees to have continuing education in DEI?

No. We require 20 hours of CE, including 2 hours in ethics (except SLP interns, who complete 10 hours)

Does your board offer such training? No

DEI and your board

How diverse is your board? (age, race, ethnicity, disability etc.)

Our advisory board has diverse races and age ranges.

How do you recruit for board vacancies with diversity in mind?

We post advisory board vacancies on our webpage and in our quarterly newsletter. Applications are screened by the Commission.

Is your board changing pronoun use (e.g. changing "he/him/his" to "they/their/them")? Yes.

DEI

Have you had any complaints related to DEI? (Describe).

Not that I am aware of.

Threats

- Are there any anti-licensure efforts? Not currently.
- Are there any efforts/consideration of board consolidation or elimination? The State Board of Examiners in Speech-Language Pathology and Audiology was abolished in 2016. Regulation of the program transferred to TDLR and there is an advisory board for the program.
- Are there practice encroachments emerging from other disciplines (e.g. music therapy; behavioral therapists (ABA) or other autism practitioners; dietitians) We have been getting more questions on scope from dietitians. Music therapy did not pass in the 87th session.
- How is your board responding to these threats? We may create multi-disciplinary boards in the future to address scope of practice issues.

Successes

What successes have you had since our 2021 conference? Your chance to brag!

The emergency waivers we received during COVID-19 shutdowns for telehealth have been adopted into permanent rule, allowing licensees to provide services and supervision through telehealth, if appropriate for the client and service provided.

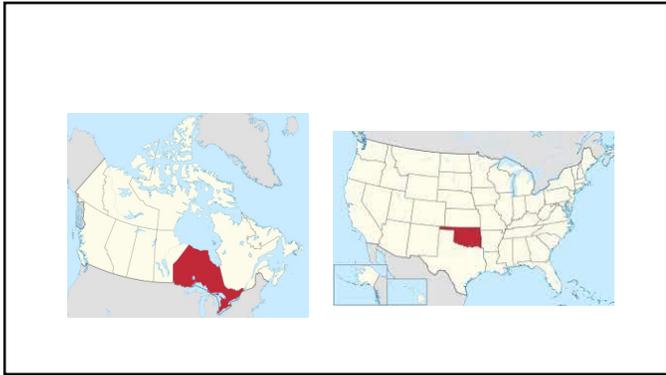
“ASLP-IC”

- What is the status of the ASLP-IC compact in your state?
 - It passed the House in the 87th legislative session, but did not pass the Senate.
- What are the challenges?
 - Misinformation and mistrust among legislators. The ENT association did not support it because they are not represented.
- Has your state passed other laws designed to minimize barriers to practice for licensees (including military spouses) from other states?
 - We passed military spouse laws several years ago, which allows expedited processing of applications and waiving some fees.

Contact:



- Katie Brice
- katie.brice@tdlr.texas.gov
- (512) 569-2982
- <https://www.tdlr.texas.gov/slpa/slpa.htm>



**College of Audiologists and
Speech-Language Pathologists
of Ontario**

 Population of Ontario: 14,915,000 (2021)
 Most diverse Canadian province
 48% of Ontarians will be racialized by 2036
 One in seven Ontarians has a disability
 Ontario has the largest population of Indigenous people in Canada

DEI

Does your board receive training in diversity, equity, inclusion (and access)? YES

The CASLPO Board has had training each year since 2020:

- November 2020: Canadian Centre for Diversity and Inclusion: Introduction to DEI
- March 2021: Indigenous Land Acknowledgements
- June 2022 Board Education Day: Diversity, Equity and Inclusion: Building an Inclusive and Equitable CASLPO
- CASLPO is required to report to the Ontario Ministry of Health regarding DEI Board training through the College Performance Management Framework (CPMF)

DEI

Do you require licensees to have continuing education in DEI?

No, although as part of the annual Self-Assessment Tool, registrants are required to indicate that they communicate in a manner that is responsive to the diverse background, identity, and experiences of the patient, families, caregivers, and other professionals.

Does your board offer such training? Yes

CASLPO has offered DEI training to registrants in July 2020 and June 2021.

- July 2020 training: Addressing Diversity and Inclusion in Healthcare: Principles and Policies
- June 2021 Training: Unconscious Bias and Cultural Competency in Health Care

DEI and your board

How diverse is your board?

- 14 of 17 Board members are Caucasian. One is Black and two are of South Asian origin.
- No Board member has a disability of which CASLPO is aware.
- Age: 23.5% of Board members are between age 30 and 40; 11.8% are between 40 and 50; 29.4% are between 50 and 60 and 35.3% between 60 and 70

How do you recruit for board vacancies with diversity in mind?

- Yes. CASLPO considers diversity when recruiting for Committees. Board members are selected through a combination of election and government appointment.

Is your board (or legislature) changing pronoun use (e.g. changing "he/him/his" to "they/their/them")?

- The CASLPO Team has received training regarding pronoun use and are using pronouns on a voluntary basis. CASLPO does not have a policy regarding pronoun use for Board or Committee members.

DEI

Have you had any complaints related to DEI? (Describe).

In 2020, CASLPO received a complaint regarding the comments made by a registrant employed by a major teaching hospital regarding Indigenous patients, new Canadians, and patients with special needs. After an investigation, the Inquiries, Complaints and Reports Committee directed the registrant to complete a course regarding ethics, anti discrimination, and professional behaviour and communication. A notation regarding this outcome is posted on the CASLPO public register.

Threats

- Are there any anti-licensure efforts? Not in audiology/speech-language pathology.
- Are there any efforts/consideration of board consolidation or elimination? Yes but not in audiology or speech-language pathology. In 2022, Ontario announced that it was eliminating the College of Traditional Chinese Medicine. The province later retracted the announcement. In British Columbia, the government is consolidating 20 health regulatory colleges into six.
- Are there practice encroachments emerging from other disciplines (e.g. music therapy; behavioral therapists (ABA) or other autism practitioners; dietitians) The question to ask is whether the public is being served by individuals who are knowledgeable about the services. Music Therapy is not common in Ontario. Applied Behavioral Analysts will be regulated by the College of Psychologists of Ontario.
- How is your board responding to these threats? CASLPO can address unauthorized practice allegations through a cease and desist. However, overall, all Ontario health regulators are required by statute to collaborate with one another.

Successes

- What successes have you had since our 2021 conference? Your chance to brag!
 - In 2021, CASLPO's DEI work was recognized by the Ontario Ministry of Health as exemplary, as part of the MOH's review of college reporting for the 2020 through the College Performance Management Framework.
 - In 2021, CASLPO published a revised Code of Ethics with strengthened registrant obligations regarding DEI.
 - In August 2022, CASLPO began collecting demographic information from registrants on a voluntary basis as part of annual renewal.
 - CASLPO is currently conducting a consultation on a new Guide for Equitable and Inclusive Service.

“ASLP-IC”

- What is the status of the ASLP-IC compact in your state?
- What are the challenges?
- Has your state passed other laws designed to minimize barriers to practice for licensees (including military spouses) from other states?
- N/A

Contact:

- Please provide the name, email, phone number, website for your board, and for the state exchange presenter, if different.
 - Brian O’Riordan, Registrar and Chief Executive Officer, CASLPO
 - boriordan@caslpo.com
 - Margaret Drent, Deputy Registrar, CASLPO
 - mdrent@caslpo.com
- <https://caslpo.com/about-caslpo/board-of-directors>

OKLAHOMA

Thirty-nine Native American tribes call Oklahoma home
 We are a predominantly white state at 71.15%

DEI

Does your board receive training in diversity, equity, inclusion (and access)? If so: from whom? Is it required? What is it comprised of?

-Our Board is not required to do training in diversity, equity, or inclusion but it is an option when obtaining Continuing Education requirements as a license holder

DEI

Do you require licensees to have continuing education in DEI?- No
Does your board offer such training?- No

DEI and your board

How diverse is your board? (age, race, ethnicity, disability etc.)
-age ranges from 40-70 year olds, all white, 2 males and 3 females
How do you recruit for board vacancies with diversity in mind?
- Our vacant spots are voted on by all licensees through our state organization and then selected by our state Governor
Is your board (or legislature) changing pronoun use (e.g. changing "he/him/his" to "they/their/them")?
-no

DEI

Have you had any complaints related to DEI? (Describe). -no

Threats

- Are there any anti-licensure efforts? **No**
- Are there any efforts/consideration of board consolidation or elimination? **No**
- Are there practice encroachments emerging from other disciplines (e.g. music therapy; behavioral therapists (ABA) or other autism practitioners; dietitians) **No**
- How is your board responding to these threats?

Successes

- What successes have you had since our 2021 conference? **Your chance to brag!**
- We passed a law that requires 3 hours of ethics to be included in the 20 CEU hours that is due every two years**
- We passed a law that requires an SLP who is going to supervise a CF or SLPA to have 6 hours of training**
- Number of complaints have decreased**
- Number of licensees have increased**

“ASLP-IC”

- What is the status of the ASLP-IC compact in your state? **Oklahoma was one of the first 5 states to join the Compact and 2 of our Board members are on the commission to work on rules and regulations**
- What are the challenges? **None yet**
- Has your state passed other laws designed to minimize barriers to practice for licensees (including military spouses) from other states? **We minimize barriers for military spouses by not having a waiting period to process their application**

Contact:

- Please provide the name, email, phone number, website for your board, and for the state exchange presenter, if different.

Amy McPeck, Director

Amy.hall@obespa.ok.gov

405-524-4955





Ohio

Provide a few facts/figures regarding diversity in your state

- Ohio – 34th largest state by area
- Population: 11.8 million – seventh-most populous and tenth-most densely populated
- White – 81.2%; Black or African American – 13.2%; Hispanic or Latino – 4.3%; Asian – 2.7%; American Indian – 0.3 %



DEI

Does your board receive training in diversity, equity, inclusion (and access)? If so: from whom? Is it required? What is it comprised of?

All board members and staff are required to complete annual ethics training by the Ohio Ethics Commission. The Governor's Office has required board members and staff to complete diversity, equity, and inclusion training.



DEI

Do you require licensees to have continuing education in DEI?
The Board does not require DEI as a continuing education requirement for licensees.

Does your board offer such training?

No



DEI and your board

How diverse is your board? (age, race, ethnicity, disability etc.)

There are 9 members on the board:

3 – audiologists, 2 speech-language pathologists; 2 hearing aid specialists; 2 public members

Age:

Over 60: 2

Gender:

Male: 4

Female: 5

Race: white – 8; black – 1

How do you recruit for board vacancies with diversity in mind?

Board vacancies are filled by the Governor's Office

Is your board (or legislature) changing pronoun use (e.g. changing "he/him/his" to "they/their/them")?

No



DEI

Have you had any complaints related to DEI? (Describe).

Complaint against a speech-language pathologist who posted on their private Facebook page that when providing services, they only would identify the student's gender as they were born.



Threats



- Are there any anti-licensure efforts?
The Board completed its first sunset review in 2022 without any changes to its licensure laws; sunset review is every 6 years.
- Are there any efforts/consideration of board consolidation or elimination?
The Board was consolidated in 2018, with the abolishment of 2 boards that licensed SLPs, AUDs, and Hearing Aid Dealers/Fitters, and consolidated under one board.
- Are there practice encroachments emerging from other disciplines (e.g., music therapy; behavioral therapists (ABA) or other autism practitioners; dietitians)
There is a music therapy licensure bill pending.
- How is your board responding to these threats?
The Board is not able to advocate for or against proposed legislation per the Governor's directive.

Successes

- What successes have you had since our 2021 conference? Your chance to brag!
- The board successfully completed its sunset review before the legislature without any changes or abolishment of license types
- Board is fully appointed with 9 members
- Successful Responsible Restart Plan post Covid-19, e.g., resumed in-person board meetings, continued practical exams



“ASLP-IC”



• What is the status of the ASLP-IC compact in your state?
Ohio became the 14th state to pass the ASLP-IC

• What are the challenges?
None

• Has your state passed other laws designed to minimize barriers to practice for licensees (including military spouses) from other states?
The legislature passed a telehealth bill for all health-related occupational boards
The legislature passed a bill allowing military personnel and spouse to receive a temporary license for 6 years without a licensure fee
The legislature passed a reciprocity bill allowing out-of-state practitioners to get licensed in Ohio; included an exemption for interstate compacts

Contact:

• Please provide the name, email, phone number, website for your board, and for the state exchange presenter, if different.

Gregg Thornton, Executive Director
Ohio Speech and Hearing Professionals Board
E-mail: Gregg.Thornton@shp.ohio.gov
Phone: (614) 644-9046
Website: www.shp.ohio.gov



Louisiana

DEI

Race and ethnicity of Louisiana is reported as:

61.6% White alone

12.4% Black

18.7 Hispanic

Asian 6%

American Indian 1.1%

Other 8.4%



Currently, DEI training is not required for all board members. However, many board members are employed by entities that do require DEI. (Schools, large healthcare networks, universities).

Examples of training topics include: "Recognizing implicit bias, communication training, and healthcare disparities"

DEI

At the present time, LBESPA does not require applicants or licensees to have CEU in DEI.

As a caveat, most new graduates will have DEI in their graduate school training, as an accreditation standard.

It is possible that national certification boards (ASHA, AAA) may possibly require DEI continuing education in the future.

LBESPA does not offer DEI training.

DEI and your board

LBESPA is comprised of 7 board members (3- audiology; 3- SLP; 1 public member).

Six sic females; 1 sic male. 1 minority represented.

Currently, any board member can add identifying pronouns to their email signature or Board Member identification page if desired.

Recruitment for board vacancies has been open to all licensed stakeholders. A future agenda item will be for recruitment of board vacancies with diversity in mind.

DEI

Currently, there have not been any DEI complaints.

Threats

- Currently, there are not any anti-licensure efforts, or consideration of board consolidation or elimination.
- There was a complaint from a psychologist who reported an SLP was diagnosing ASD.
- The board reviews complaints on an individual basis.
 - Review of scope of practice for each discipline

Successes

- New Rules propagated (minor edits).
 - Telehealth registry for out of state applicants
 - Added background checks as this was included in the 2016 Practice Act
 - Removed 1820 clock hours for audiologists
 - Added telehealth registrants for discipline
- In 2021 Louisiana created an Americans with Disabilities Act Coordinator in the office of the state government. All state boards must set forth policies that are ADA compliant for staff, licensees, and the public.

“ASLP-IC”

Louisiana- 6th state to accept the compact!

| | | |
|----------|---|---|
| Knowns | Known Knowns Things we are aware of and understand. | Known Unknowns Things we are aware of but don't understand. |
| | Unknown Knowns Things we understand but are not aware of. | Unknown Unknowns Things we are neither aware of nor understand. |
| Unknowns | Knowns | Unknowns |

Unsure if new data base may be needed to communicate with Compact licensees and other boards.

Currently LBESPA has an expedited process for military and spouses.

Contact:

<https://www.lbespa.org/>
<https://www.facebook.com/LBESPA>

Jolie Jones, Executive Director
Annette Hurley (2022 Chair)
LBESPA
37283 Swamp Road, Suite 3B
Prairieville, LA 70769
Phone: (225) 313-6358
aud-slp@lbespa.org





South Carolina

- North Charleston is the most diverse place to live in SC
- South Carolina's population is 66% White, 28% African American
- 29% of the SC population has a Bachelor's Degree or higher
- Beaufort County is the richest county in SC
- Major metropolitan areas: Greenville, Columbia, Myrtle Beach, and Charleston
- Poorest Counties: Allendale, Bamberg, Barnwell

DEI

Does your board receive training in diversity, equity, inclusion (and access)? **No**

Do you require licensees to have continuing education in DEI? **No**

Does your board offer such training? **No**

Have you had any complaints related to DEI? (Describe). **No**

DEI and your board

How diverse is your board?

Age Range: early 40s to mid 60s

White and African American

One Board member is Deaf/Hard of Hearing

One Board Member with a Cochlear Implant

How do you recruit for board vacancies with diversity in mind? This Board does not recruit for board vacancies. This is handled by the Governor's office.

Is your board (or legislature) changing pronoun use (e.g. changing "he/him/his" to "they/their/them")? **No**

Threats

- Are there any anti-licensure efforts? **No**
- Are there any efforts/consideration of board consolidation or elimination? **No**
- Are there practice encroachments emerging from other disciplines (e.g. music therapy; behavioral therapists (ABA) or other autism practitioners; dietitians) **ABA, Music Therapy**
- How is your board responding to these threats? Our state organization (SCSHA) is advocating against those efforts.

Successes

Changed our Regulations!

- Streamlined the process for CFs/Interns to align with ASHA
- Updated SLPA guidelines/supervision requirements/access to licensure
- Updated Telepractice policy
- SC Statehouse approved Interstate Compact into law, SC Board appointed two delegates to the Interstate Compact Board.

“ASLP-IC”

- What is the status of the ASLP-IC compact in your state? **Passed into law, two delegates appointed to the ASLP-IC Compact Board**
- What are the challenges? **Communication/Clarity/Information of how this affects SLPS and AuDs in our state.**
- Has your state passed other laws designed to minimize barriers to practice for licensees (including military spouses) from other states? **Military spouses can work in our state under military provision??**

Contact:

- Please provide the name, email, phone number, website for your board, and for the state exchange presenter, if different.
- Mack Williams
- mack.williams@llr.sc.gov
- www.llr.sc.gov
- 803-896-4655
- Beth Montgomery, MSP, CCC-SLP and Sarah Emory, MSP, CCC-SLP



Pennsylvania

The DI (Diversity Index) varied greatly by Pennsylvania county in 2020, from 70.5 percent in Philadelphia County to 8.9 percent in Bedford County. The non-Hispanic white population was the largest racial or ethnic group in the state (73.5% of the total population), while the second largest group was the non-Hispanic Black or African America (10.5%), and the third largest group was Hispanic or Latino (8.1%).

Nationwide, the DI in 2020 was 61.1 percent, an increase of more than 6.0 percent from 2010 when the DI was 54.9 percent. Pennsylvania's DI grew to 44.0 percent in 2020 percent, an increase from 35.3 percent in 2010

PA is among the least diverse of US states.

DEI



Does your board receive training in diversity, equity, inclusion (and access)? If so: from whom? Is it required? What is it comprised of? No, there is no DEI/A training required or provided.

DEI 

Do you require licensees to have continuing education in DEI?
Does your board offer such training?

No, there is no DEI/A (nor any other specific CE requirement except for mandated reporter training) required or provided.

DEI and your board 

How diverse is your board? (age, race, ethnicity, disability etc.)
Our board is not diverse in age, race, ethnicity, or disability.

How do you recruit for board vacancies with diversity in mind?
Nominations for board vacancies usually come through the state associations or through political contacts. Currently 2 public member vacancies.

Is your board (or legislature) changing pronoun use (e.g. changing "he/him/his" to "they/their/them")?
Reportedly, this is under consideration by the legislature.

DEI 

Have you had any complaints related to DEI? (Describe).
Not at this time.

Threats



- Are there any anti-licensure efforts? Not currently.
- Are there any efforts/consideration of board consolidation or elimination? No.
- Are there practice encroachments emerging from other disciplines (e.g. music therapy; behavioral therapists (ABA) or other autism practitioners; dietitians) Not currently – previously music therapy, ABA
- How is your board responding to these threats? n/a

Note: The State Association(s) advocate against these threats.

Successes



- What successes have you had since our 2021 conference? Your chance to brag!
- Promulgating regulations (Act 41) to facilitate licensure for individuals licensed in other jurisdictions.
- Completed CE audit of prior biennial; noting confusion among licensees regarding acceptable CE hours
- Presented at State Association

“ASLP-IC”



- What is the status of the ASLP-IC compact in your state?
Non-member. The Board arranged for a presentation regarding the ASLP-IC (Adams; Kalfas) and subsequently has advised the Secretary of State of its support of the ASLP-IC.
- What are the challenges? Security clearance requirements (A challenge for all compacts in PA!)
- Has your state passed other laws designed to minimize barriers to practice for licensees (including military spouses) from other states?

Act 41 provides yet another option for the boards to consider applicants licensed in other jurisdictions and will help reduce unnecessary barriers for new residents, veterans, military spouses and other individuals who wish to move to and work in Pennsylvania.

[2019 Act 41 - PA General Assembly \(state.pa.us\)](https://www.state.pa.us/legislation/act41)

Contact:



- Amy Goldman, Chair
PA Board of Examiners in Speech-Language Pathology and Audiology
amgoldman@pa.gov or (preferred) amy.sue.goldman219@gmail.com
- Sarah McNeil, Board Administrator
samacneil@pa.gov
- <https://bit.ly/3SSzxtM>



North Carolina

Presenter: Nicole Jeffcoate

2020 Census

- 60.5% White-Not Hispanic**
- 20.2% Black or African American-Not Hispanic**
- 10.7% Hispanic or Latino**
- 8.6% Non Reported**

* Foreign-born residents make up 8% of North Carolina's population.
 * Morrisville is one of the fastest-growing and most diverse towns in North Carolina. The town is also younger than many neighboring communities, with 27 percent of the population under the age of 18, and only four percent over the age of 65

DEI

Does your board receive training in diversity, equity, inclusion (and access)? If so: from whom? Is it required? What is it comprised of?

- The North Carolina Board received training on cultural responsiveness at last year's NCSB conference. No additional training that is specific to diversity has been provided.

DEI

Do you require licensees to have continuing education in DEI? Does your board offer such training?

- No, the NC Board does not require licensees to receive continuing education in DEI. The only requirement is that the continuing education is specific to their professional field.

DEI and your board

How diverse is your board? (age, race, ethnicity, disability etc.)

5 of 7 Board members responded with their demographic information

- Ages range from 34 – 70
- Race: 1 Native American, 2 African American, 2 White
- Disabilities, None
- Gender, 4 Female, 1 Male

How do you recruit for board vacancies with diversity in mind?

- The North Carolina state governor Roy Cooper appoints the Board members

Is your board (or legislature) changing pronoun use (e.g. changing "he/him/his" to "they/their/them")?

- No changes have been made in this area

DEI Complaints

Have you had any complaints related to DEI? (Describe).

- Yes, the complainant called the respondent's place of employment requesting an Occupational Therapist of color. Due to the phone call escalation between the complainant and the respondent's place of employment, the business declined to provide services to the complainant's child.
- Another complaint involved an SLP who was driving. She accidentally dialed a co-worker on her cell phone and used racial slurs directed toward other drivers, not realizing that her co-worker could hear her.
- Another involved a text that was accidentally sent to a patient's parent instead of a spouse. The text included the phrase "those people".

Threats

- Are there any anti-licensure efforts?
 - The Universal Licensure Recognition Act continues to be introduced.
- Are there any efforts/considerations of board consolidation or elimination?
 - There was talk of consolidating with the NC Hearing Aid Dealers and Fitters Board. This was not implemented. Earlier this year, the Administrative Procedure Oversight Committee discussed consolidating three boards with other similar boards. There is a move to create more interstate compacts.
- Are there practice encroachments emerging from other Disciplines (e.g. music therapy; behavioral therapists (ABA) or other autism practitioners; dietitians)
 - Some licensees feel that Dietitians and Music Therapists are encroaching on the field of SLP. The Board doesn't recognize encroachment as long as the individual who is licensed in another profession is practicing within their own scope which is defined in their Licensure Act and Administrative Code.
- How is your board responding to these threats?
 - The Board recognizes that there is an overlapping of scopes of practice among the professions. The Board only objects to encroachment when the public is in danger.

Successes

- 2020 – Passed the Interstate Compact
- 2021 - Passed permanent rules for the registration and authorized tasks for Audiology Assistants
- 2021 – Implemented a new online licensee portal system which has streamlined processes for our licensees.

“ASLP-IC”

- What is the status of the ASLP-IC compact in your state?
 - Passed in 2020
- What are the challenges?
 - None at this time.
- Has your state passed other laws designed to minimize barriers to practice for licensees (including military spouses) from other states?
 - Revisions made to G.S. 93B changed the standards by which the Board must review applicants' criminal history and requirements to expedite the licensure process for members of the military and their spouses. A decision for licensure must be made within 15 days from the time that the military applicant or their spouse submitted their application.

Contact:

North Carolina Board of Examiners for Speech and Language Pathologists and Audiologists:
 Website | <https://ncboeslpa.org>
 Phone | 336-272-1828
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“State of the States:
State Exchange Information”



Alabama Board of Examiners for Speech Pathology and Audiology (ABESPA)

Board Members: Lawrence F. Molt, Mark A. Carroll, Karen Thatcher, Ellen Maxwell, Brady Rives, Frances Clark, Summer Macias

2022 Annual NCSB Conference, Santa Fe, NM October 14 & 15, 2022

“DEI”




“Sweet Home Alabama”

DIVERSITY IN ALABAMA (2020 Census)

- Overall Population: 5,024,279 (5.1% increase), Race/Ethnicity: White 64.1%, Black/AA 25.8%, Hispanic/Latino 5.3%, American Indian 6%, Asian 1.5%

DIVERSITY TRAINING

- At this time, there is no board training in diversity, equity, inclusion (and access). Board members are encouraged to seek training on their own; none is required
- At this time ABESPA does not require licensees to have continuing education in DEI.
- ABESPA does not offer DEI training. The Speech and Hearing Association of Alabama (SHAA) has offered DEI training at it’s last several Conventions and ABESPA provides financial support for continuing education at those conventions.

“DEI and your board”




“Sweet Home Alabama”

Board Diversity

- Age: 30’s-60’s, Gender: 2 male/5 female, Ethnicity – all white, Disability – 1 communication disorder

How do you recruit for board vacancies with diversity in mind?

- Board does not recruit. By statute, the Speech and Hearing Association of Alabama (SHAA) contacts all licensees in the congressional districts in which there are board openings and asks for volunteers. SHAA conducts an election with all SHAA members voting, transmits election results to Governor who decides who will be appointed.

Pronoun Usage

- The board (nor legislature) is not currently changing pronoun use (ABESPA has attempted to move to non-gender-specific language over the last several decades).

DEI Complaints

- The board has not received any complaints related to DEI.

“Threats”




“Sweet Home Alabama”

- There have been no anti-licensure efforts.
- There have been no efforts/consideration of board consolidation or elimination.
- The board is unaware of any significant practice encroachments emerging from other disciplines

“Successes”




“Sweet Home Alabama”

- ABESPA provided over \$31,000.00 in grant funding for Alabama professional associations and universities to provide CEU activities in the past fiscal year

Ongoing Issues

- Further exploration and delineation of provisional licensure
- Continuing review of ASHA rules for certification of speech-language pathology assistants and audiology assistants to determine if ABESPA should alter any of its current requirements, to recognize ASHA certified assistants
- Preparations for changes to ABESPA Rules and Regulations to permit practice under the ASLP-IC compact once the Compact Commission completes final formulation of rules and regulations of the compact

“ASLP-IC”




“Sweet Home Alabama”

Alabama was the first state to pass the ASLP-IC in 2021 on March 18, 2021, which made it the 7th state in the nation to pass the ASLP-IC.

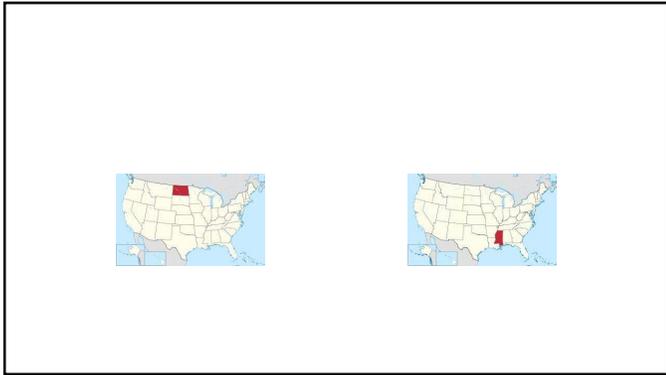
Other Laws to Minimize Barriers to Practice:
 New ABESPA rules went into effect March 2021 simplifying application for Licensure by Military Spouses

“Sweet Home Alabama”




Who to contact for more information:

- Board Offices:
 Wanda Rawlinson, ABESPA Executive Director
 (wanda.rawlinson@abespa.alabama.gov)
- Presenter/Chair
 Dr. Larry Molt, ABESPA Chair (moltlaw@auburn.edu)



North Dakota

Population Estimates 7/1/2021 = 774,948
White alone, 86.7%; Black or African American 3.5%; American Indian & Alaska Native 5.7%; Hispanic or Latino 4.4%
Persons in poverty – 11.1%
Female persons – 48.6%
Source: [census.gov/quickfacts/ND](https://www.census.gov/quickfacts/ND)

DEI

Does your board receive training in diversity, equity, inclusion (and access)? If so: from whom? Is it required? What is it comprised of?

No. As of right now, there is no formal DEI training that I am aware of for the NDSBE SLP/AUD.

DEI

Do you require licensees to have continuing education in DEI? Not at this time.

Does your board offer such training? No.

DEI and your board

How diverse is your board? (age, race, ethnicity, disability etc.)

- Our board consists of 8 members appointed by the governor. Two board members must be audiologists, four must be speech-language pathologists, one must be an otolaryngologist, and one must be a consumer.

How do you recruit for board vacancies with diversity in mind?

- We have a limited number of applicants for board vacancies. As a board, we reach out to individuals from across the state to gather interest. At this time, the age range is approximately mid-thirties to upper forties. We do try to ensure we have board members representing rural areas of our state.

Is your board (or legislature) changing pronoun use (e.g. changing "he/him/his" to "they/their/them")? No.

DEI

Have you had any complaints related to DEI? (Describe). No.

Threats

- Are there any anti-licensure efforts? No.
- Are there any efforts/consideration of board consolidation or elimination? No.
- Are there practice encroachments emerging from other disciplines (e.g. music therapy; behavioral therapists (ABA) or other autism practitioners; dietitians) Not at this time.
- How is your board responding to these threats? NA

Successes

- What successes have you had since our 2021 conference? Your chance to brag!
 - The NDSBE developed/implemented a new website with online initial licensure and online renewals.
 - Our board secretary has received a significant amount of positive feedback from out-of-state applicants regarding the ease and efficiency of our initial licensure process.
 - The board underwent a rules review during the summer of 2022. We will need to review and update our administrative rules following the 2022 legislative session.

“ASLP-IC”

- What is the status of the ASLP-IC compact in your state?
 - We have had representatives from ASHA speak on the compact on one occasion.
- What are the challenges?
 - The ND supreme court has recently ruled on the issue that only the legislature can make laws. (per NDSBE attorney)
- Has your state passed other laws designed to minimize barriers to practice for licensees (including military spouses) from other states?
 - No. However, when personnel or a military spouse applies for licensure, the licensing secretary reviews the application as soon as possible.

Contact:

- North Dakota State Board of Examiners on Audiology and Speech-Language Pathology
- <https://www.ndsbe.com/>
- Phone: 701-775-7165
- State Exchange Presenters:
 - President: Robyn Zeltinger, PhD, MS, CCC-SLP; rzeltinger@umary.edu
 - Treasurer: Amber Fox, MS, CCC-SLP

Mississippi

- Population: 2.98 million
- White: 58%
African American: 37.68%
- Multi-racial: 1.68%
- Other: 1.14%

DEI

Does your board receive training in diversity, equity, inclusion (and access)? No

Do you require licensees to have continuing education in DEI? No

Does your board offer such training? No

Have you had any complaints related to DEI? (Describe). No

DEI and Your Board

- How diverse is your board? *We do not have a Board, we have an advisory council. Our Board is the MS Department of Health*
Age Range: *N/A*
How do you recruit for board vacancies with diversity in mind? *We do not have Board, we have an advisory council. Nominations for the Council are received by MSHA and other entities specific to the title, and nominations are sent to the Board for approval.*
Is your board (or legislature) changing pronoun use (e.g. changing "he/him/his" to "they/their/them")? *No*

Threats

- Are there any anti-licensure efforts? *No*
- Are there any efforts/consideration of board consolidation or elimination? *No*
- Are there practice encroachments emerging from other disciplines (e.g. music therapy; behavioral therapists (ABA) or other autism practitioners; dietitians)? *No*
- How is your board responding to these threats? *N/A*

Successes

- Became part of the ASLP-IC compact
- Online verifications
- Online applications

Contact

- Felicia Wang
- Mississippi State Department of Health
Bureau of Professional Licensure
- 601-364-7360
- felicia.wang@msdh.ms.gov



West Virginia



Racial Diversity of WV

| Race and Hispanic Origin | |
|---|-------|
| White alone, percent | 93.5% |
| Black or African American alone, percent (a) | 3.6% |
| American Indian and Alaska Native alone, percent (a) | 0.3% |
| Asian alone, percent (a) | 0.8% |
| Native Hawaiian and Other Pacific Islander alone, percent (a) | 2 |
| Two or More Races, percent | 1.8% |
| Hispanic or Latino, percent (b) | 1.7% |
| White alone, not Hispanic or Latino, percent | 92.0% |
| Population Characteristics | |

Socioeconomic Status

| Income & Poverty | |
|--|-------------------------|
| Median household income (in 2019 dollars), 2015-2019 | West Virginia: \$46,711 |
| Per capita income in past 12 months (in 2019 dollars), 2015-2019 | West Virginia: \$26,480 |
| Persons in poverty, percent | West Virginia: 16.0% |

Gender Identity

UCLA 2017;
approx 1% Gender Diverse Youth in WV

Aug 2022, WVU JAMA Pediatrics
about 7% of teens in WV identify with a gender that does not align with the gender assigned at birth

Trevor Project estimates approx 1.8% as the country's average.

DEI

We are here at NCSB receiving this training and have attended FARB the past several years where DEI has been a focus.

DEI

We do not require licensees to have DEI training, nor do we offer the training.

In 2021 at our state conference the former Board President co-presented for 2 hours on Ethical Decision Making as related to Diversity and Implicit Bias. This was not a board offering, but the Board President was the speaker.

DEI and your board

How diverse is your board?
Race, all white people.
3 males ages 75, 75, 67
2 females ages 43 & 69

How do you recruit for board vacancies with diversity in mind?
1 SLP opening. In July of next year HAD will be added. Last round of recruiting (7 years) a governor's staff member recruited the 43 year old SLP to the board.

Is your board (or legislature) changing pronoun use (e.g. changing "he/him/his" to "they/their/them")?
The board has not yet discussed this.

DEI

No complaints related to DEI to date.

Threats

- Are there any anti-licensure efforts?

There was a bill introduced to sunset the Board of Dietitians during the 2022 session. The bill did not move out of the House Govt Org committee.

The Board for Registration of Foresters was also on the chopping block and would have transferred the rules and regs to the WV Division of Forestry. The bill did not make it out of House Govt Org. None we are aware of.

- Are there practice encroachments emerging from other disciplines (e.g. music therapy; behavioral therapists (ABA) or other autism practitioners; dietitians)
None we are aware of.

Are there any efforts/consideration of board consolidation or elimination?

Efforts to consolidate all the Boards under one dept has lost some of its momentum since the pandemic shut down when everyone was working from remote locations.

The legislature did pass a bill to sunset the Board of Hearing Aid Dealers and transfer their responsibilities to the Speech and Audiology Board. The Hearing Aid dealers will be under the jurisdiction of the Board of Speech and Audiology effective July 1, 2023. The Board is in the process of modifying our Law to include HAD so the Legislature can approve or re-write our modifications.

The reason for sunsetting the HAD board was because they were not financially viable.

Successes

We will still brag that we were first to enter into the licensure compact.



“ASLP-IC”

What are the challenges?

- The challenges will be a decrease in revenue from all the licensees living in surrounding member states but practicing in WV full time.

Has your state passed other laws designed to minimize barriers to practice for licensees (including military spouses) from other states?

- Waiver of initial license fees (application and license fees) for veterans & spouses, active military and spouses and low income applicants
- Waiver of renewal fees for active military and spouses.

Contact:

- <https://wvspeechandaudiology.com/>

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