

Intersections: **Activating Allyship**

Listen to perspectives, and practice speaking up
and calling people in

NOTE: All of the scenarios are situations that CSD students and ASHA colleagues have experienced. Speaking up to provide support makes a difference.

DIRECTIONS

GETTING STARTED: You have been provided with three sets of cards—scenario, perspective and potential influences. The scenario cards must be used. Perspective and potential influences cards are supplemental to help prompt participants to consider different variables. These cards are not all-inclusive or exhaustive but can be used (at the very least) to start your thinking process and stimulate discussion.

Ensure that participants hear all voices. Groups should be no larger than six people.

LISTEN AND PRACTICE

In this activity, participants listen and then practice speaking up and calling people in. Lay the supplemental perspectives and potential influences cards so that they are visible to all participants

- Select a scenario card. Participant reads the card aloud to the group.
- Take turns sharing a potential point of view in each scenario.
- Wanna go deeper?
 - Use the perspective card to consider another point of view.
 - Use the potential influences cards to discuss how cultural variables may influence the scenario and point of view.
 - Consider these potential conversation starters to get you going:
 - If this were me, I would feel . . .
 - A good ally should . . .
 - I'd be concerned about . . .
 - I noticed . . .
 - I think that _____ in this scenario feels _____.
 - If this were me, I would want someone to . . .
- Discuss how each individual can demonstrate allyship in these scenarios.

BONUS: In your discussion, consider how or if modifying circumstances or variables would change your perspective. For example, how does race influence points of views in the scenario? How would you respond if the gender shifted? Are there generational influences? Are these generational influences variable or consistent across ethnicity? Across gender?

Are there additional scenarios that we have not shared that you want to discuss? Use the blank cards to create your own. Share them with multicultural@asha.org so that we can consider adding them to these cards.

For more information on the terms used on the potential influences cards, go to www.asha.org/cultural-responsiveness/



Intersections

Scenarios

Supervisor walks into a clinic waiting room that is filled with people. That supervisor sees a student, looks at their clothes, and comments "That's quite a statement that you're making today. I guess we aren't worried about professionalism." The student clinician is visibly uncomfortable.

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Intersections

Scenarios

Parent of a patient asks the supervisor for a different clinician because the parent doesn't want their child to be treated by someone who uses African American English (AAE).

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Intersections

Scenarios

None of the video conference calls at a supervisor's workplace have captioning available in breakout rooms.

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Intersections

Scenarios

A new hire walks in. You overhear your peer say, "Glad that they finally made that diversity hire."

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Intersections

Scenarios

Students in the breakroom are having a conversation; someone asks the only student of color in the room if they are there on a diversity scholarship.

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Intersections

Scenarios

An elderly client says "Well, I have never seen a Black audiologist before. It must not be as hard as they say."

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Intersections

Scenarios

A White kindergarten teacher refers a Black student for speech and language services because parents don't want their child "sounding Black".

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Intersections

Scenarios

In a social mixer, peers walk up to you and say, "But, no, what are you? Like . . . where do you come from?"

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Intersections

Scenarios

Your administrator tells you to offer English-only services. English is the language of the school.

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Intersections

Scenarios

You are a supervisor in a pediatric audiology clinic. A child refers to the audiologist as "that chocolate girl."

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Intersections

Scenarios

A colleague tells you, "You're the smartest Hispanic that I've ever met."

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Intersections

Scenarios

Your colleague, who uses a nickname, refuses to call their trans patient by their chosen name.

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Intersections

Scenarios

You are told that people won't understand you because you speak with an accent. You have never spoken any language other than English, but you are Chinese American, and your name reflects that. Also, when patients call, due to your last name, they ask about your ability to speak English.

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Intersections

Scenarios

During an externship, the clinical supervisor complains about a coworker. They say, "Hispanics are just lazy people."

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Intersections

Scenarios

An SLP complains in the lunchroom that they keep getting a "bunch of African American boys working on th."

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Intersections

Scenarios

As you walk into a patient's room with your colleague, the patient asks "How long have you been in this country? Did you crawl in under the fence like the others?"

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Intersections

Scenarios

You overhear your White professor say, "I would look just like Rihanna, if only I had a really dark tan!"

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Intersections

Scenarios

When you tell a colleague that your pronouns are they/them, they respond by saying, "I'm old. You'll forgive me if I just can't learn all that new stuff."

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Intersections

Scenarios

A graduate school supervisor tells a student that most families won't want a Black clinician working with them—and advises the student to rethink their career choice.

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Intersections

Scenarios

Your co-worker is an African American man. Your other colleagues make comments about his body. They also make other inappropriate remarks.

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Intersections

Scenarios

As you are riding in a supervisor's car on the way to an evaluation, your supervisor asks, "Do you like Black people?" The supervisor goes on to say, "Because most of your kids you work with will be Black, so I want you to be sure you are okay with that."

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Intersections

Scenarios

You overhear colleagues talking about "reverse discrimination."

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Intersections

Scenarios

After completing a hearing evaluation, you overhear the patient asking the front desk staff for a new audiologist because they didn't appreciate your touching them during the evaluation.

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Create Your Own! 

Intersections

Scenarios

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✂

Intersections

Perspective

Student

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Intersections

Perspective

Caregiver

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Intersections

Perspective

Supervisor

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Intersections

Perspective

Employees

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Intersections

Perspective

Work colleague

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Intersections

Perspective

Parent

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Intersections

Perspective

Teacher

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Create Your Own! ✂

Intersections

Perspective

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Intersections

Potential influences

Power
Dynamics

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Intersections

Potential influences

Gender
expression

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Intersections

Potential influences

Language,
including
influence of your
dialect(s)

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Intersections

Potential influences

Race/Ethnicity

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Intersections

Potential influences

Age

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Intersections

Potential influences

(dis)Ability

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Intersections

Potential influences

Sexual
orientation

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Intersections

Potential influences

Veteran status

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Intersections

Potential influences

Religion/
spirituality

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Intersections

Potential influences

Views on
masculine and
feminine roles

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Intersections

Potential influences

Individualism-
collectivism

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Intersections

Potential influences

Uncertainty
avoidance

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Intersections

Potential influences

Long- and short-
term orientation

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Intersections

Potential influences

Indulgence vs.
restraint

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Intersections

Potential influences

Emotional
wellness

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Intersections

Potential influences

National origin

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Intersections

Potential influences

Privilege

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Intersections

Potential influences

Region

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Intersections

Potential influences

Economic status

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Intersections

Potential influences

Level and type
of education

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Create Your Own!



Intersections

Scenarios

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Create Your Own!



Intersections

Potential influences

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Intersections

Perspective

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Intersections

Perspective

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