

ASHA Leadership Academy

Quick Reference

DEI FOR VOLUNTEER LEADERS









Volunteer leaders are instrumental in implementing ASHA's strategic focus on diversity, equity, and inclusion (DEI). The wide range of perspectives and backgrounds among members of most committees presents a challenge and opportunity for volunteer leaders. Some feel unsure of how to address issues associated with DEI. However, the multitude of voices, perspectives, and experiences can result in highly effective committees and outcomes when managed well. In this webinar, you will gain valuable insights on specific practices you can use as a volunteer to create an inclusive and safe environment to maximize your members' engagement.

DEI FOR VOLUNTEER LEADERS ASSESSMENT

Webinar Objective	Rate your current level of knowledge on the following coaching concepts ① None ② Basic ③ Competent ④ Masterful
Describe DEI as levers for more productive volunteer engagement and impact	
Explain practices for creating psychological safety, including recognizing and addressing microaggressions and domains of privilege.	
Explain how to facilitate sensitive discussions based on a growth-focused model (ADVANCE), especially around race.	
TOTAL	

Scoring

SCORE	SUGGESTED NEXT STEPS
LESS THAN 6	Complete the Leadership Academy webinar
7–9	Review the developmental suggestions in this reference
MORE THAN 10	Explore the supplemental resources for in-depth insights; consider mentoring others on this skill

SKILLED BEHAVIOR	UNSKILLED BEHAVIOR
 Recognizing and understanding key concepts for embracing and maximizing cultural differentiation	 Operating from an ethnocentric framework that excludes others
 Acknowledging the range and impact of personal capital based on social dimensions of abundance and deficit	 Attributing others' circumstances to their choices alone rather than a combination of social issues.
 Recognizing and addressing interpersonal insults aligned with one's cultural dimensions	 Ignoring or contributing to interpersonal slights based on cultural difference
 Creating space to support high level performance without fear of rejection	 Perpetuating a closed and exclusive environment for anyone expressing a different-from-the-mainstream position

Development Tips and Suggestions

- Acknowledge your dimensions of privilege and oppression and reflect on your emotional presence in both situations.
- Intentionally put yourself in a space where you are different and focus on a personal learning.
- Interview someone about an issue on which you have a different perspective, with a focus on active listening. In other words, be curious about their perspective and position. Another way to practice this is to choose a podcast or recorded interview and listen actively. What are you learning?

- Take one of the Harvard University Implicit Association Tests to assess your unconscious bias. You can reach the site at <https://implicit.harvard.edu/implicit/takeatest.html>
- Broaden your exposure to successful DEI leaders by identifying and interviewing a few models for greater insight.
- Keep a DEI Journal for a week (or for some specific amount of time or for specific interactions) and capture your thoughts and reactions in order to process and track your growth.

Resources

The Party: An Analogy of Diversity, Equity, Inclusion and Belonging. Jeff Hutchinson. LinkedIn <https://www.linkedin.com/pulse/party-analogy-diversity-equity-inclusion-belonging-jeff-hutchinson>.

Microaggressions in Everyday Life. Second Edition. Derald Wing Sue and Lisa Beth Spanierman. Wiley, 2020.

Expanding the Definition of Privilege: The Concept of Social Privilege. Linda L. Black and David Stone. Journal of Multicultural Counseling and Development, October 2005. Vol 33.

The Differences Between Allies, Accomplices & Co-Conspirators May Surprise You. Tiffany Jana. Medium.com. Feb 4, 2021. <https://aninjusticemag.com/the-differences-between-allies-accomplices-co-conspirators-may-surprise-you-d3fc7fe29c>

Leveraging Diversity through Psychological Safety. Amy Edmondson and Kathryn Roloff, Rotman Magazine, Fall 2009.

High Performing Teams Need Psychological Safety. Here's How to Create It. Laura Delizonna. HBR.org, August 24, 2017.

Four Steps to Boost Psychological Safety at Your Workplace. Amy Edmondson and Per Hugander. HBR.org, June 22, 2021.

The 3 Elements of Trust by [Jack Zenger](#) and [Joseph Folkman](#), Harvard Business Review. February 05, 2019.