



Illinois Speech-Language-  
Hearing Association

## **ISHA Connecting Conversations Series - What is bias and how does it impact our work?**

### **Created by:**

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**Thursday, December 16<sup>th</sup>, 2021 at 7pm**

### **Facilitator Guide**

Thank you for volunteering to facilitate a breakout room! Beginning at 7pm, Amina and Frazier will guide the presentation through slides 1-9. At slide 9, we will introduce the ground rules for the breakout rooms, and Bryan will open up the breakout rooms. We have 16 people registered for the workshop and 4 facilitators, so you can expect around 3-4 people in your breakout room, give or take. If you are not sure if you have everyone in your group or if you have any technical problems, you can text Bryan. Once you have everyone in your group, copy and paste the following ground rules and discussion questions into the chat:

#### Ground Rules

1. No question is a stupid question
2. Safe zone
3. We are all here to learn, with the best intentions
4. If you are a person who usually talks a lot, challenge yourself to listen more. If you are a person who usually doesn't talk a lot, challenge yourself to listen.
5. Be open minded!
6. Speak from an "I" perspective

#### Dialogue Questions

1. What thoughts or reactions did you have throughout this presentation?
2. What biases do you feel you have, and how do they influence the way you do your work?
3. How can you counteract the biases you hold in your work?
4. What types of support or practices in your field would help you to continuously unlearn your biases?

5. How does bias play into field-specific conversations, like the way speech differences versus disorders are defined and approached?

From there, you can begin the conversation with a request to keep cameras on. Then, you can check if everyone understands the ground rules, and begin talking about the dialogue questions.

If you notice that nobody is talking, or the conversation is being overly dominated by just one or two people, you can try a circle approach. For this, you can choose a question and ask each participant to write down a few words or thoughts that it brings to mind. Then, you can go around the room and give each person the opportunity to share what they have written (with the option to pass if they don't want to speak).

You will have approximately 40 minutes in your breakout room, and when the time is up, you will get a message asking you to return to the main group. You can then thank the participants and head back to the main room, where Amina and Frazier will lead us through the final 20 minutes of large group dialogue. At the end of the event, participants and facilitators will be given the opportunity to stay past 8:30pm to talk more if they want to, but this is optional!

Please let Amina or Frazier know if you need anything, and thank you so much for your time and energy.