

# Diversity, Equity, Inclusion, & Access: Ethical Obligations and Professional Duties

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What is DEIA??

- ❖ Diversity
- ❖ Equity
- ❖ Inclusion
- ❖ Access

Ethics: the analysis of moral duties and obligations that guide human behavior

- ❖ In healthcare
  - Professional behavior
  - Clinical care decisions

Ethical Principles

- ✓ Autonomy
- ✓ Nonmaleficence
- ✓ Beneficence
- ✓ Justice
- ✓ Fidelity

Cultural Humility vs. Cultural Competence (Tervalon & Murray-Garcia, 1998)

“Cultural humility incorporates a lifelong commitment to self-evaluation and self-critique, to redressing the power imbalances in the patient-physician dynamic, and to developing mutually beneficial and nonpaternalistic clinical and advocacy partnerships with communities on behalf of individuals and defined populations.” (Tervalon & Murray-Garcia, 1998, p. 117)

- ❖ Highest Level of Professional Competence and Performance
- ❖ Greater the number of perspectives/viewpoints = best results (Hoogendoorn et al., 2013; Jagsi et al., 2013)
- ❖ Diversity of opinion leads to better outcomes (Rock & Grant, 2016)

## Research & Advocacy Areas

- ❖ Environmental Factors
  - System Barriers
    - Resources
    - Access Issues
    - Rural vs. Urban
  - Policy issues
  - Provider education/training
    - Discrimination
    - Bias
    - stereotyping
- ❖ Personal Factors
  - Knowledge/Awareness
  - Beliefs/attitudes/utilization preferences
  - Provider/system mistrust

(Lillie-Blanton & Laveist, 1996; Richardson & Norris, 2010)

## Ethics Calibration Quick Test (EQCT; Seymour, 1994)

- ❖ Step 1
  - What is the problem/conflict/dilemma?
    - Is it a professional violation?
    - Is it a legal violation?
    - Is it a professional and legal violation?
- ❖ Step 2
  - What values are in conflict?
    - Under these circumstances, what do I value the most?
    - Will my feelings interfere with my judgment?
- ❖ Step 3
  - What evidence is provided by the parties involved?
    - Whose evidence is most convincing?
      - Is there consistency in the facts?
      - Have I heard all of the facts?
      - What is acceptable practice in this situation?
    - Who is most believable?
    - Have I considered other viewpoints?
- ❖ Step 4
  - What courses of action can I take or recommend?
    - Do I need outside consultation?

- Have I considered the social, cultural, and political impact of the consequences?
- Have I considered the short term and long-term impact of the consequences?
- ❖ Step 5
  - In whose best interest is the decision?
    - Will the decision be fair to all parties concerned?
    - If yes, why? If not, why note?
- ❖ Step 6
  - How will the decision make me feel about myself today and tomorrow?

## Key Take Home Thoughts

- ❖ The ASHA Code of Ethics gives permission & leverage to disrupt systems of oppression within our profession and workplaces
  - be empowered
  - be the change we are waiting for
- ❖ When in doubt, thinking through your decision-making in a clear & ethical way can help promote diversity, equity, inclusion, and access in speech-language-hearing professions

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