



Dear ISHA Members,

The past few days have been full of numerous events to evoke attention and change to racial injustice in our country. These public outcries are coming to light even more now with the recent deaths of George Floyd, Ahmaud Arbery, and Breonna Taylor as well as countless others whose lives were taken too soon because of systemic racism and biased incidents. As professionals, we thrive on phrases like “Your words matter” and today these words have a new meaning. We must stand up as individuals and a collective group and ensure that these words are true for our Black members, students, clients, and families as well as those from marginalized groups. We must embrace the truth that Black Lives Matter.

Our vision as the Indiana Speech-Language Hearing Association is “the unified voice and recognized professional resource promoting and advocating for the basic right of communication in the state of Indiana.” Two of our core values include advocacy and visionary. We strive to advocate for our professions and the populations we serve. Our decisions are guided by long term needs of members and the public and informed by social and political forecasts and trends. We are committed to diversity, inclusion, reflection, and education that cultivate and expand our cultural competence, cultural humility, and learning. We recognize that our professions and organization are not representative of the demographics of the populations we serve. We stand with our Black members against state sanctioned police violence. We stand in opposition to any systemic racist institutions that silence change and progress, as well as white supremacy. We stand in solidarity with our black members, clients, and families. Our black members, clients, families, and students deserve mutual respect and dignity.

For those of you seeking resources to further educate yourselves on recent events, we have compiled the following list:

<https://www.prettygooddesign.org/>

<https://blacklivesmatter.com/>

<https://www.tolerance.org/>

<https://interactioninstitute.org/results/the-alliance/>

<https://www.tolerance.org/magazine/summer-2019/whats-my-complicity-talking-white-fragility-with-robin-diangelo>

<https://www.asha.org/Practice-Portal/Professional-Issues/Cultural-Competence/>

In Solidarity,

The Indiana Speech-Language Hearing Association