

KNOW THYSELF:

Linguistic Bias & Awareness of Skill Sets

BIAS
ACCOUNTABILITY
ALLYSHIP

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ASL-English Interpreter*
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Mom*
Human*

*person with bias

*learner



THE LEARNING CENTER
FOR THE DEAF

OBJECTIVES

01

BADE QUESTIONNAIRE

What? Why? How to use it.

02

BADE IN ACTION

Give it a try

03

OUR OWN ACCOUNTABILITY

The What and Why of ASL assessments

04

ALLYSHIP MINDEDNESS

Meeting discomfort with a lens of learning and curiosity



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Beliefs About Deaf Education

BADE

WHAT -

Developed for and used in the Early Education Longitudinal Study (Allen, et.al.([2014](#)), conducted by the National Science Foundation Science of Learning Center on Visual Language and Visual Learning (VL2) at Gallaudet University.

WHY -

“...research has not systematically investigated the attitudes of parents, teachers, and school administrators about their educational beliefs and attitudes. The **lack of a reliable, valid measure of these beliefs is an impediment for studying their nature and prevalence, as well as their impact on education.**”

The BADE was created to remedy this issue.



BADE uses:



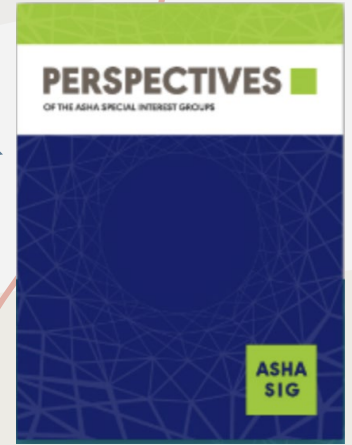
- Obtain bias “baseline” (1st self assessment)
- See if bias changes over time (as you gain experiences)

BADE uses:

- Research studies on cultural and educational bias effects
- Families (though translation is lacking 🙌)
- College and grad students
- New professionals/interns/CFYs
- EI professional development
- Seasoned professionals too!



Rodriguez & Allen '18



Howerton-Fox, et.al., '22



BADE



- Paper based
- 26 questions answered on a 1-5 likert scale
- Questions randomly distributed from 4 bias categories
- Free
- <https://vl2.gallaudet.edu/pdf/badepackage.pdf>
 - Search “BADE assessment deaf”



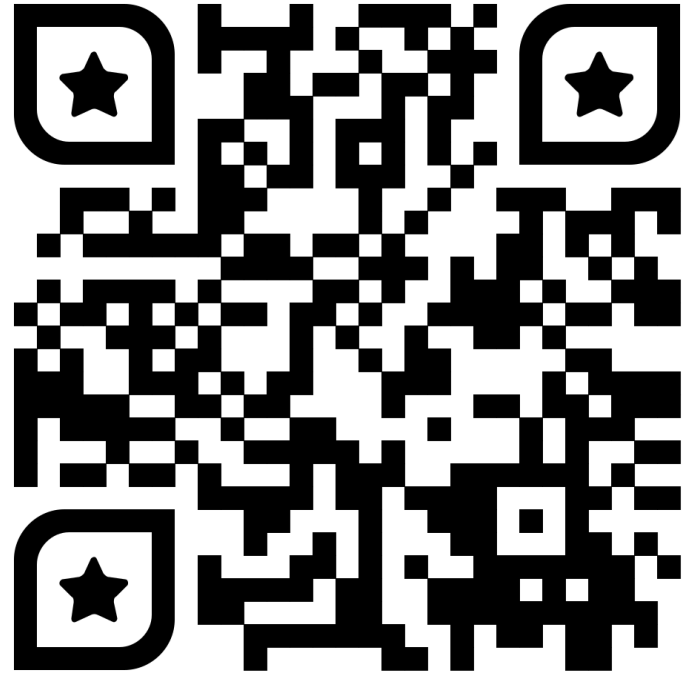
*Electronic version
of part of test made for
this presentation only

*To get your 2 sample subscale scores:

Copy/paste each formula into Google, or use your
phone calculator:

Ex Subscale 2: $(24/40)*4+1 = 3.4$

Ex Subscale 3: $(3/16)*4 + 1 = 1.75$



<https://rb.gy/ug68p8>

4 Subscales –

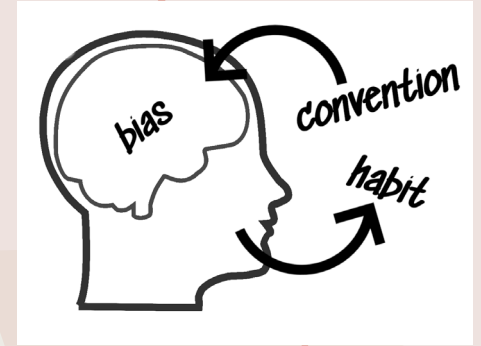
Where do your trends/biases congregate?

1-5 likert scale:

1 = strongly disagree with the subscale

5 = strongly agree with the subscale

3 = neutral



1. Literacy through Hearing Technologies and/or Visual Support for Speech Comprehension (e.g., *speechreading*, *cued speech*)
2. Visual Language and Bilingualism
3. Listening and Spoken Language
4. Difficulties Associated with Hearing Parents Learning ASL

You just did this part

Looking at results:

- Any surprises?
- Where do you think your trends/biases stem from?
- Can you think of people (colleagues, families, students) that could benefit from trying this self-assessment?
- Might you try it again over time to see if/how your bias has changed?

**analyze
that**

KNOW THYSELF, pt. 2

Knowing your skill sets

- Most hearing people come into the field (as interpreters, Deaf adults) and/or with minimal experience related to the Deaf world.
- We are guests here.
- There is a learning curve.
- All of us have different backgrounds and experiences.
- How do you conduct yourself in Deaf spaces?
- How do you know your level of fluency in ASL?
 - Do you care to know? Why or why not?

How are you showing up?



Assessments can cause big feelings



WHY?



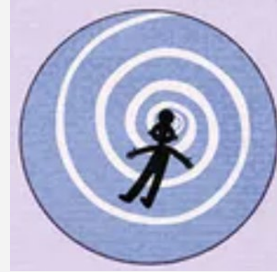
FEAR OF FAILURE

Not meeting expectations,
Not achieving
a needed
result



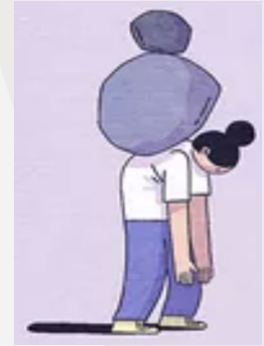
TEST ANXIETY

Not being able to
show what you
know,
misrepresenting
yourself



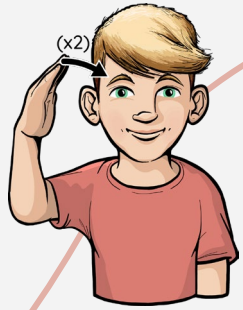
FEAR OF THE UNKNOWN

What the test
will contain,
If you'll
“freeze/bomb
” etc.



HOLDING A MIRROR TO ONESELF

Do results mean
you need to do
some work?
Who will find out?



KNOWING THYSELF =
TAKING RISKS =
ACKNOWLEDGING YOUR ACCOUNTABILITY
TO THE COMMUNITY YOU SERVE

BADE

BIAS CHECK-IN

**ASL
ASSESSMENTS**

SLPI
ASLAI

DEAF SPACE

WHAT DO YOU
DO: ENTER?
AVOID? ENGAGE
HOW?
LANGUAGE USE?



PLATFORM Video interview with one Deaf interviewer

LENGTH 20-25 minutes

AREAS Grammar, vocabulary, production/accent, fluency, comprehension

SCORING Team of evaluators will rate skills to determine a score using a 0-5 scale, with 5 being native-like proficiency

- 0-4 can have a + value
- Samples of each score available on their website



Sign Language Proficiency Interview (SLPI:ASL)

PLATFORM Video interview with one Deaf interviewer

LENGTH 20 minutes ; Work, home/family/background, leisure/hobbies

AREAS Grammar, vocabulary, production/accent, fluency, comprehension

SCORING Use of local evaluators to accommodate for regional forms of ASL

- Verbal rating scale: Novice, Survival, Intermediate, Advanced, Superior (each has a + possibility)
- Live samples of each score available on their website



TAKE AWAYS



- BADE self-assessment: Free, quick way to identify attitudes/ biases in 4 areas related to deaf education
- The BADE has small and large scale applications from individual providers & families to research on prevalence of trends among groups
- The BADE can be given to both new and seasoned providers as a bias “check in”



TAKE AWAYS



- Think about the interplay between your bias and how to talk to families about language. Does your bias take the wheel? Or is good research your guide?
- Part of knowing oneself (for signing, hearing providers), is to have a Deaf-led assessment of your ASL skills.
 - SLPI and ASLPI – remote assessment tools available to signers at any level

The more you know of yourself, the better you can
serve your families with intentionality

THANKS!



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