

KNOW THYSELF:

Linguistic Bias & Awareness of Skill Sets

BIAS
ACCOUNTABILITY
ALLYSHIP

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ASL-English Interpreter*
Teacher*
Mom*
Human*

*person with bias

*learner



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



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



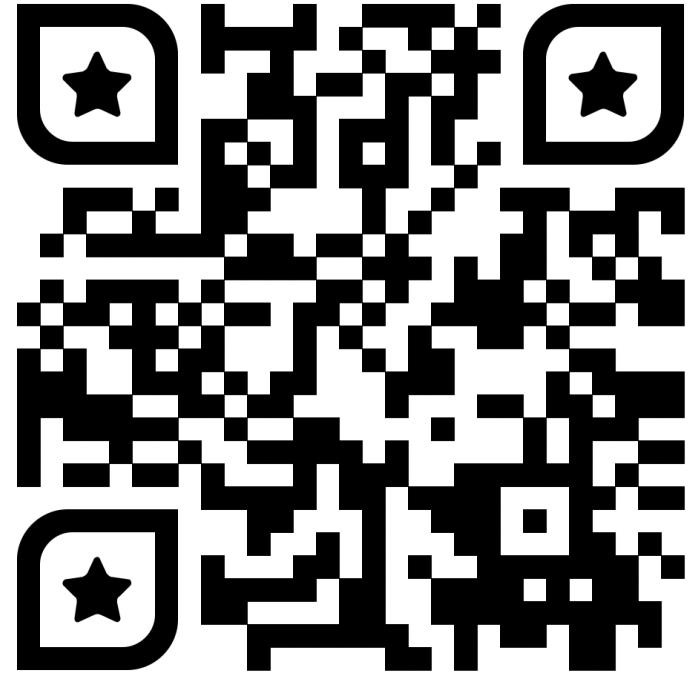
BADE



- 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–

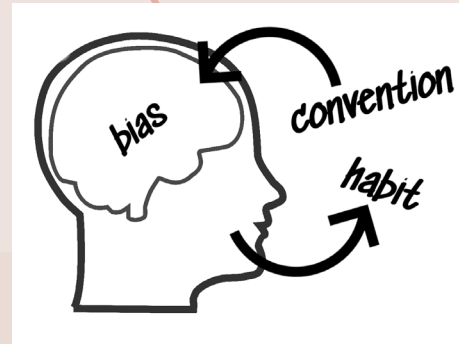
Where do your trends/ biases congregate?

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:

**analyze
that**

- 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?

KNOW THYSELF, pt. 2

Knowing your skill sets

- Most hearing people come into the field as NE (newcomers, adults) and/or with minimal real-life experience
- We are guests here
- There are many ways to learn
- A lot of people are here to learn
- 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?



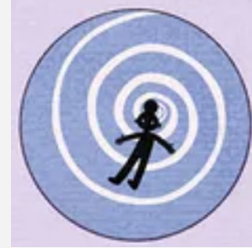
FEAR OF FAILURE

NOT MEETING EXPECTATIONS,
NOT ACHIEVING A
NEEDED RESULT



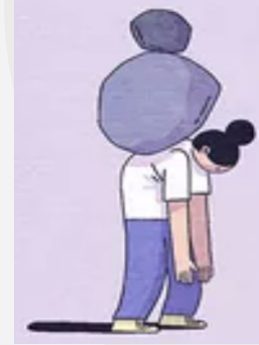
TEST ANXIETY

NOT BEING ABLE
TO SHOW WHAT
YOU KNOW,
MISREPRESENTING
YOURSELF



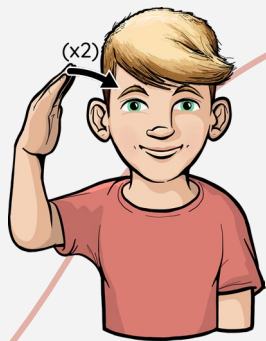
FEAR OF THE UNKNOWN

WHAT THE TEST
WILL CONTAIN,
IF YOU'LL
“FREEZE/BOMB”
ETC.



FEAR OF 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 CHECKIN

ASL
ASSESSMENTS

SLPI
ASLAI

DEAF SPACE

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



American Sign Language[®]
Proficiency Interview

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 use

- 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 both small and large scale applications from individual providers and 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 you talk to families about language planning, goals, etc. 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 ASLP+ 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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THE LEARNING CENTER
FOR THE DEAF