

# How overcoming linguistic discrimination benefits the world

*The Coalition Against Linguistic Discrimination (CALD)*

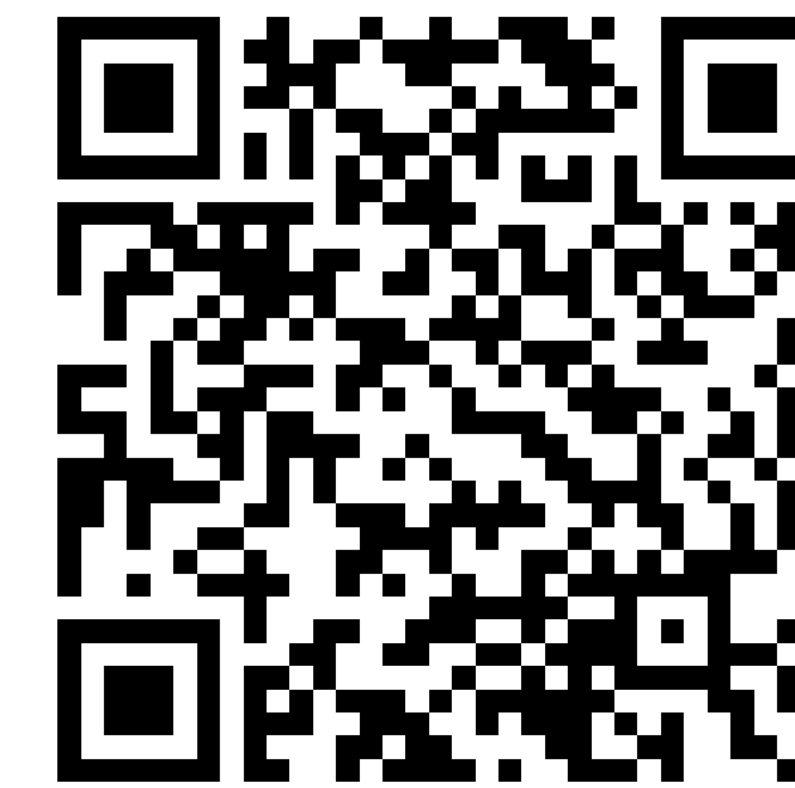
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## What is linguistic discrimination?

- Restricting access or opportunities based on speech (e.g., accent, pronunciation, grammatical system, tone or pitch)
- One of the last socially acceptable discriminatory practices in the international community
- **A source of injustice that impacts many of God's children every day**

## Linguists fight back

- Raising awareness; teaching about diversity
- Testifying before school boards, Congress, and other policy makers
- Creating resources and training materials for teachers, employers, speech language pathologists, communities, universities
- Providing training and curriculum materials



## What can you do?

- **Add language to anti-discrimination policies** that include other personal characteristics
- **Break out of your bubble**—talk to and listen to people from different places and backgrounds
- **Educate yourself** about languages and dialects
- **Spread awareness**—speak up on behalf others
- **Critically examine your own potential biases**—“Lord, is it I?” (Matthew 26:22)

## Linguistic discrimination is real! Here's what it looks like...

### In Healthcare



- More questions about insurance coverage; later appointments (Wisniewski and Walker 2020)
- Lower access to mental health services (Kugelmass 2016)
- More referrals for speech therapy (Charity Hudley et. al. 2018)

### In Education



- Students receiving negative judgments from teachers (Bowie & Bond 1994; Cecil 1988; Wheeler 2019)
- Teachers rated as substandard, regardless of experience (Phillipson 1992; Holliday 2006; Moussu & Llurda 2008; Choi 2015; Llurda & Calvet-Terre 2022)
- Teaching assistants viewed negatively by native college students (Subtirelu 2018; Kang et al. 2014; Ramjattan 2023)

### In Housing



- Fewer appointments to view properties
- Exclusion from specific neighborhoods (Purnell et al. 1999; Wright 2023)

### In the Workplace



- Being blamed for bad customer service experiences and not recognized for good outcomes (Wang et. al. 2013)
- Negative ratings by potential employers/managers (Timming 2017; Hosoda & Stone-Romero 2010; Billings 2005; Henderson 2001)

### In the Legal System



- Incorrect transcriptions, unfair portrayals (Jones et al 2019; Rickford & King 2016)
- Reduced perceived credibility, higher rates of conviction (Dixon et al 2002; Dixon & Mahoney 2004; Reinares-Lara et al. 2016)

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