

DIVERSITY AND CAREERS PROMOTION

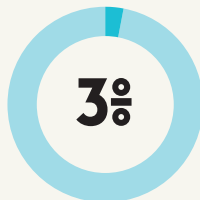
Why are there so few male SLTs?

The RCSLT's gender diversity working group recently ran a survey of male SLTs to better understand how the profession appeals to men, with the aim of developing a more nuanced approach to improving the gender diversity of the profession.

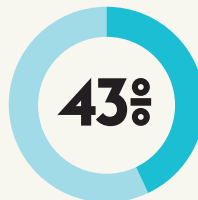
The survey yielded some interesting insights – the majority of male SLTs start studying for their degree as mature students, and for them finding out about the profession was overwhelmingly a result of personal experience.

Respondents also indicated that significant barriers to entry existed around a lack of role models, a perceived 'feminine professional culture' and a perceived lack of pay and status.

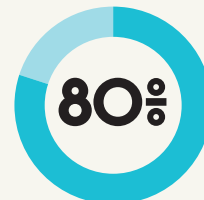
🔗 View a summary of the survey results at bit.ly/3lbotif



of the speech and language therapy workforce is male



of male SLTs **discovered the profession through a family member or other person in their life**



of male SLTs **started studying for their degree age 21 or over**

SLTs with disabilities

The RCSLT has established a new working group to address the needs of SLTs with disabilities, and we're delighted that so many members were able to join the first group meeting.

The group has helped to author new virtual events guidance (used for the first time at RCSLT Student Day in December) and is developing tips to help speech and language

therapy managers make reasonable adjustments for SLTs with disabilities.

Careers profiles

The careers promotion working group has been developing a set of diverse member career profiles to promote the profession on social media. Plans are also underway to look at the promotion of the profession to mature students and career changers – a vital cohort to target, given that 65% of student SLTs are over

21 when they begin their degree.

We're looking for more members to join working groups or to offer their careers story for use in promotional materials, especially those from under-represented groups in the profession. You don't need any special expertise to join a working group, and student SLTs are also welcome.

🔗 **To get involved, email padraigin.oflynn@rcslt.org**

Anti-racism in speech and language therapy

A profession-wide online event with content led by Black, Asian and ethnic minority SLTs will be held on 21 and 26 May. The event aims to support cultural change within the profession, and there is an associated programme of learning available for all members in the lead-up to the days.

🔗 **For more information on the event, and an interview with Dr Muna Abdi, see page 30.**