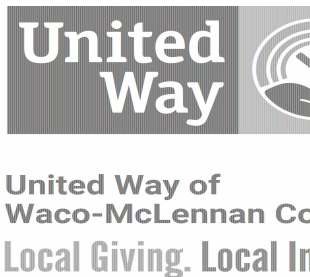


Language Justice

What is it?

How do we achieve it?

Introductions



Haley O'Connell - Director of Impact & Engagement

Caroline Gonzales - Baylor Master of Public Health Student and Intern



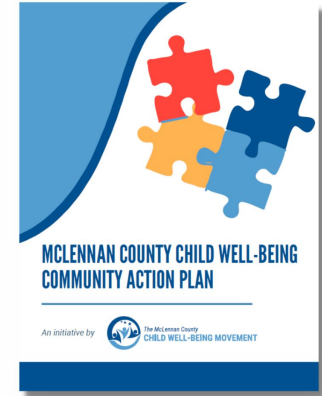
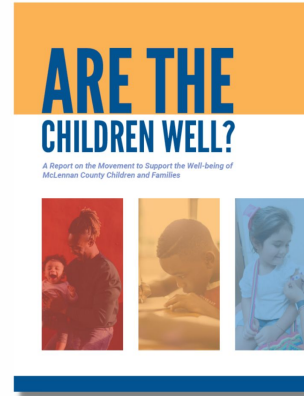
Elaine Botello - Board President of the Hispanic Leaders' Network

Analí Looper - Managing Attorney at American Gateways and Co-Chair of HLN's Language Justice Committee

Isabel Lozano - Principal of Kendrick Elementary School and Co-Chair of HLN's Language Justice Committee

Background

- Cross-sector collaborative to ensure McLennan County Children ages 0-5 and their families can thrive
- Launched in 2018 with transition of Waco Foundation SmartBabies Initiative to United Way
- Community engagement and resident-led solutions
 - *Are the Children Well?* Report
 - McLennan County Child Well-being Community Action Plan
- Community partners aligning for impact





FOCUS AREA: INCREASE ACCESS TO RESOURCES

Strategies & Action Steps:

Provide local resources (staff, programs, information) in Spanish throughout community services

- Ensure more bilingual people are hired for publicly-facing positions.
- Include bilingual staff in recruitment and hiring processes.
- Create a language justice plan which identifies prominently spoken languages of the community, details community needs, and provides ideas for implementation within local organizations and services.
- Build awareness for the importance of language justice and create buy-in from community organizations to implement strategies.
- Provide interpreter/translator certification classes with opportunities for scholarships to participate.
- Provide language interpretation (by individuals or devices) during community gatherings to ensure effective communication with people speaking languages other than English.

Hispanic Leaders' Network

Language Justice Committee

Implementing the Language Justice Plan

- *Education

- *Device Library

- *Interpretation Course



Language Access in McLennan County

- Over **twenty percent** of McLennan County residents speak a language other than English at home
- Residents have voiced that they would prefer not to seek out a service due solely to the language barrier
- Majority of entities do not offer adequate language services

Top 5 Languages in McLennan County:
1. English
2. Spanish
3. Other Indo-European Languages
4. Other Asian & Pacific Island Languages
5. Vietnamese

Language Justice

“

Language Justice is the commitment of our community to support an individual's fundamental right to communicate in the language in which they feel most comfortable and confident by creating multilingual spaces that foster cultural pride, diversity, and equity.

-Language Justice Committee

”

Language Access Toolkit

- What is Language Access
- What steps can you take toward Language Access

01	Create a welcoming environment	Establish infrastructure
02	Complete an organizational checklist	Understand your audience (employees & clients)
03	Get involved with local multilingual groups	Amplify community voices & network
04	Create a Language Access Plan	Establish effective communication with non-native English speakers
05	Check your progress & invite regular feedback	Identify opportunities for growth

Education

- Organizations:
 - Importance of language access
 - Identify access gaps
 - Tools available to address these gaps
- Non-native English speakers:
 - Rights to language access
 - Available language services
 - How to access these services



Device Library

- Interpretation Equipment for rent
 - Housed at HLN
 - Accessible to the community
- Two types of equipment
 - Digital translation equipment
 - Still need an interpreter
 - Two-way translation earbuds
 - Translation through an app (40 languages)
- Sliding fee scale
 - Based on organization's budget



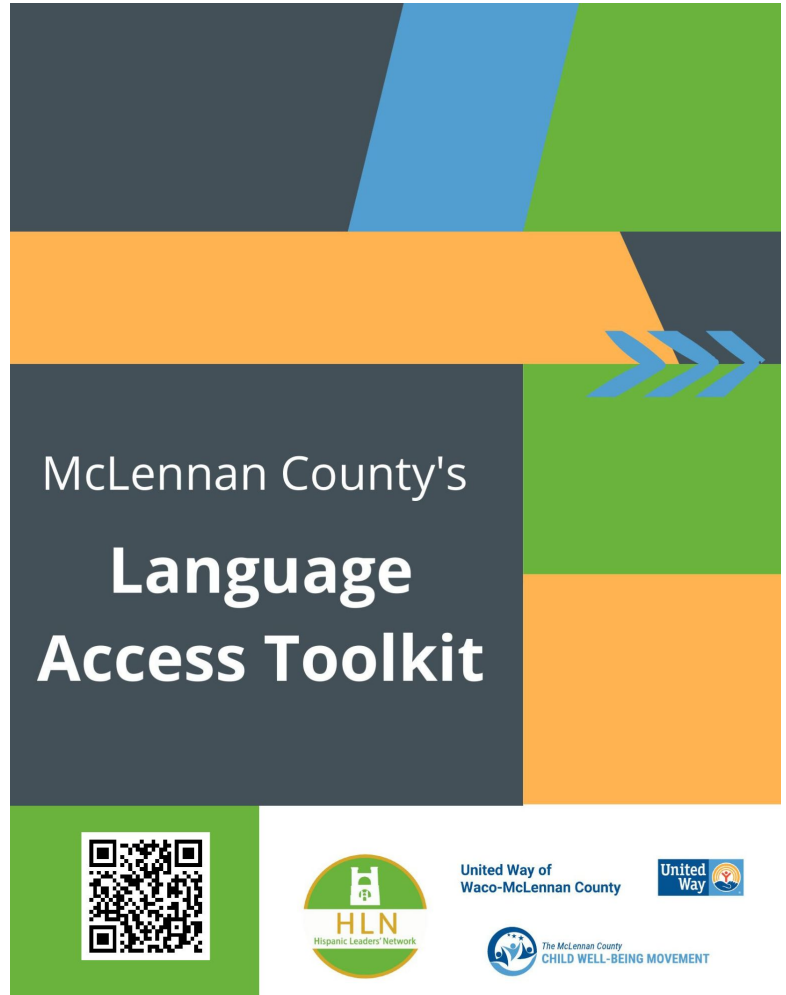
Interpreter Training

- Inaugural class: Funding for 10 individuals
 - The Community Interpreter Online (40 hours)
 - Can be completed from anywhere at any time
 - Required proficiency test (English & Spanish)
- Will help build HLN's list of qualified interpreters
 - MOU to serve community (minimum hr requirement)
- Benefits to individuals:
 - Opportunity for own free lance work
 - Set own rates (suggested range provided)
 - Possible pay raise at job








Join Us

- Complete an organizational LJ checklist
- Contact HLN about a presentation for your organization
- Identify staff to join the interpreter training
- Get involved with local multilingual groups
- Create a language access plan for your organization



McLennan County's
**Language
Access Toolkit**



Contact Us



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hlnwaco@gmail.com



The McLennan County
CHILD WELL-BEING MOVEMENT

is powered by:



**United Way of
Waco-McLennan Co
Local Giving. Local Impact.**

mclennancountychildwellbeing.org

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