

Language Justice



Adriana Pericchi
Apertura LLC


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apertura

Objectives



1

frame us with
some Language
Justice Basics




2

hear from an
agricultural services
colleague who will share his
experience and learnings
transitioning from offering
monolingual English
programming to multilingual
English-Spanish
programming

3

Gather takeaways and
questions and get you
thinking about your next
steps





What's coming?

13 mins

Welcome

24 mins

Presentation

Shared definitions & LJ principles

15 mins

Ethan's experience

3 mins

Break

19 mins

Tools & best practices

15 mins

Q&A

6 mins

What's next in the Toolbox series.

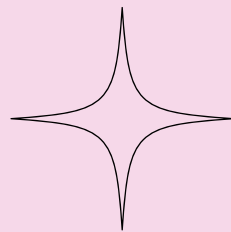
Ends at 12:30pm EST

Who am I?

Adriana Pericchi
owner of Apertura LLC
she | ella

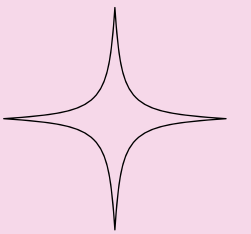
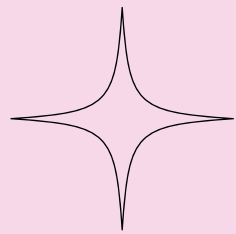


language justice consulting
interpretation
education



Who are you?

share in the chat



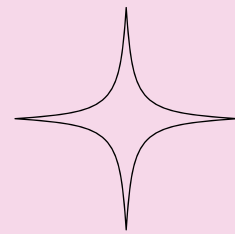
READY TO CHALLENGE
ENGLISH LANGUAGE
DOMINANCE?

it's all on a spectrum
every incremental step counts

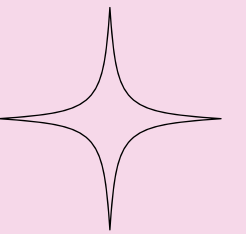
OK

YASS

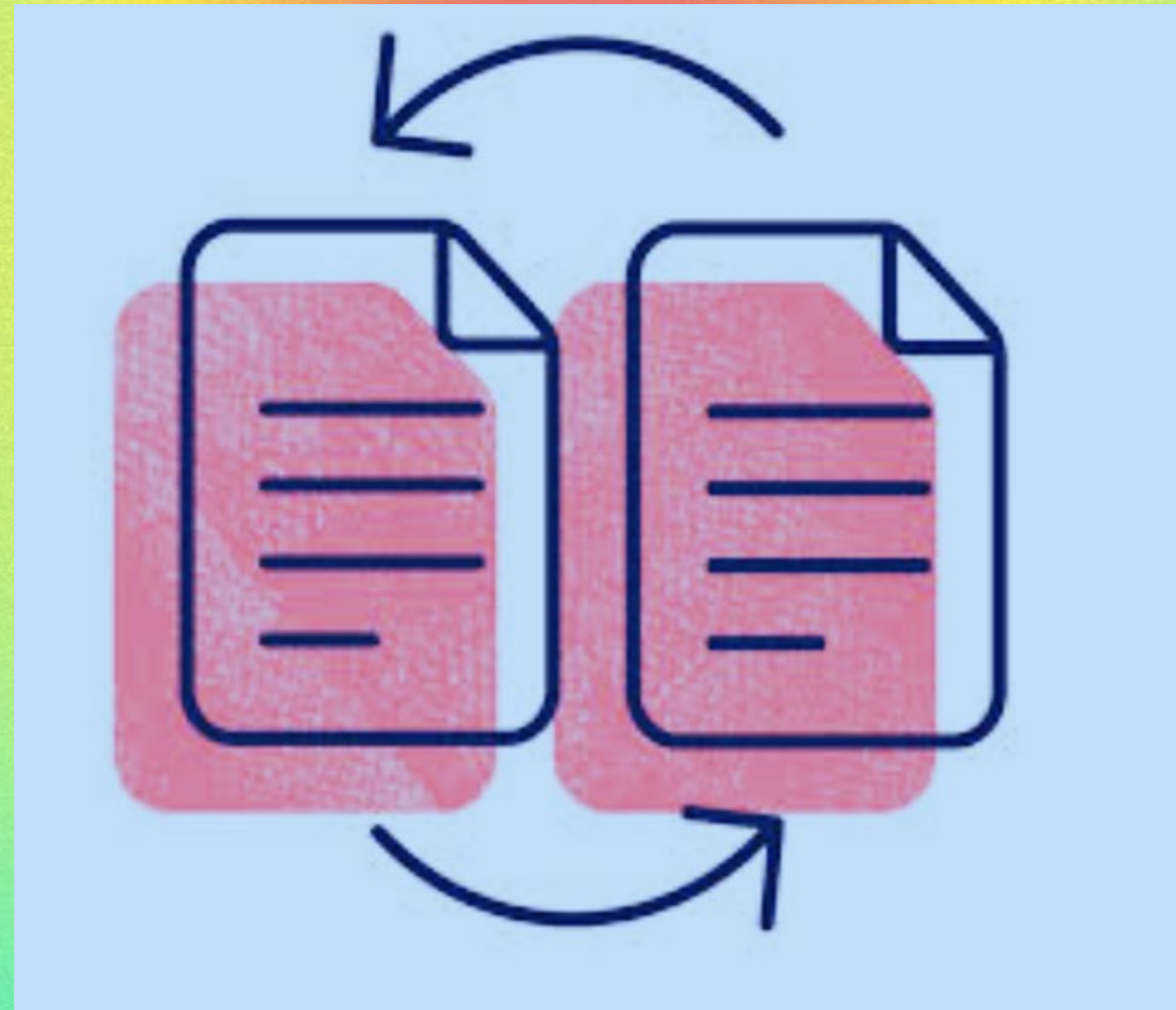
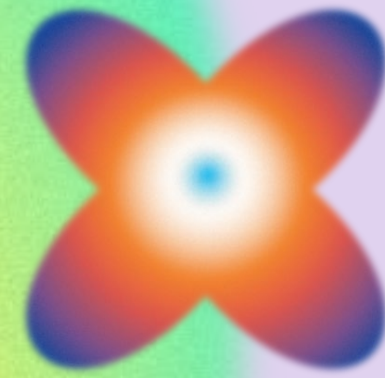
Language Justice Basics



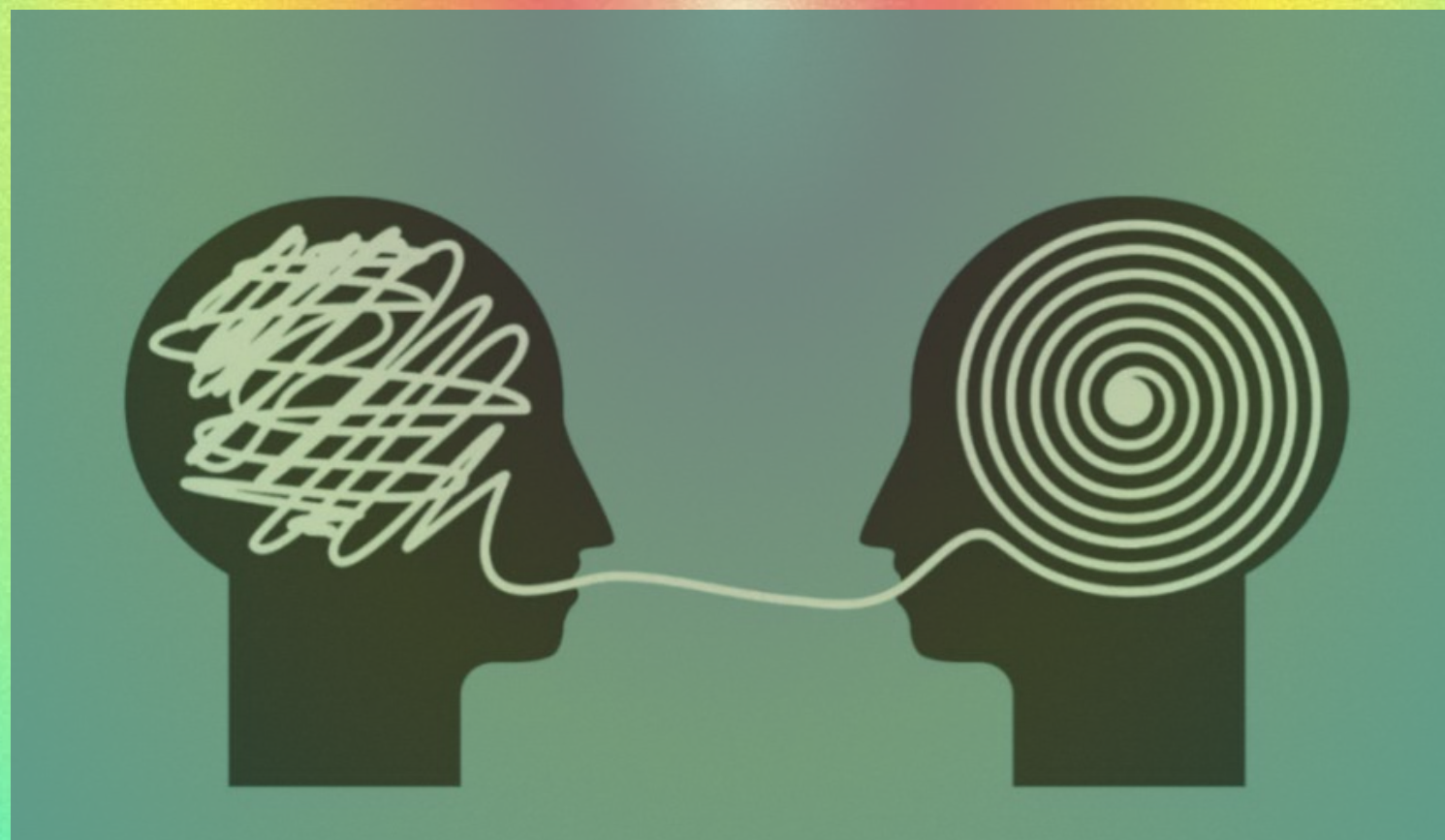
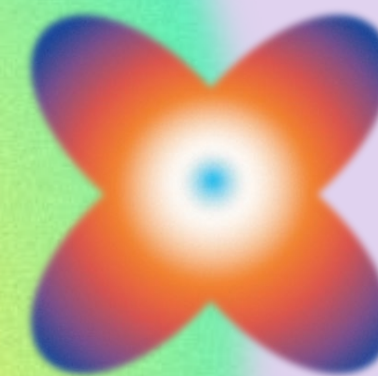
for shared language and terms



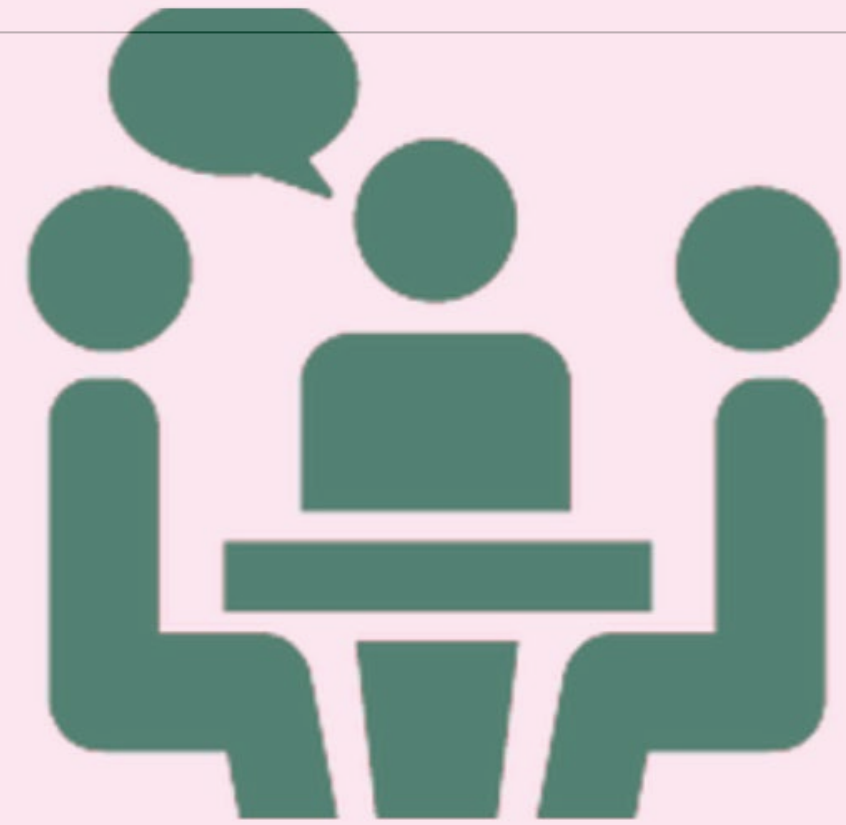
Translation



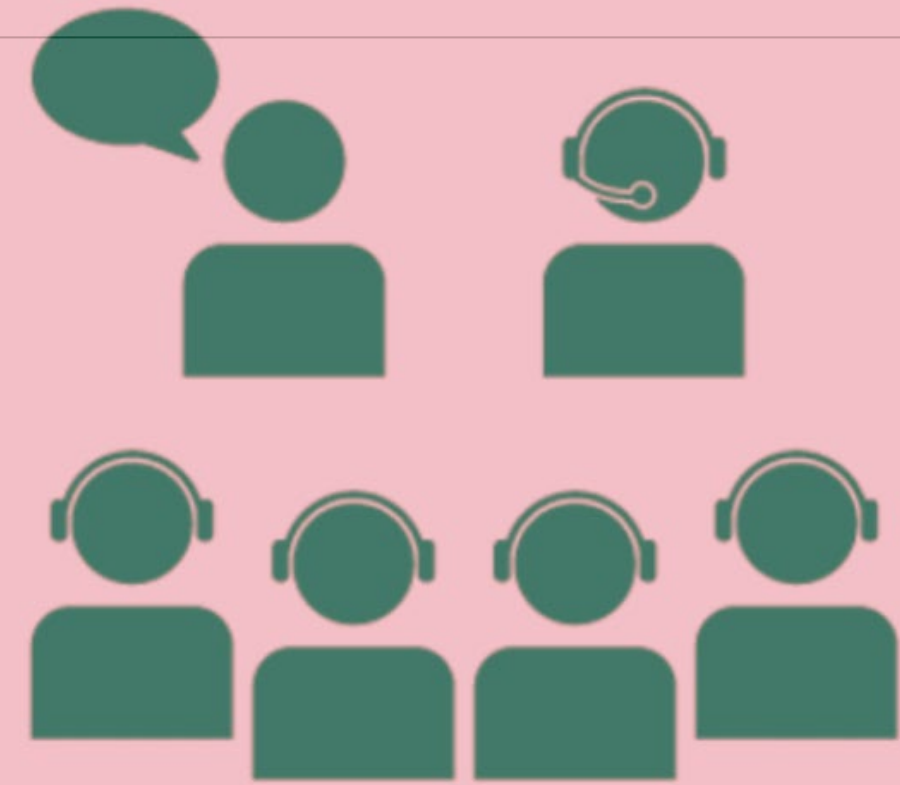
Interpretation



consecutive interpretation



simultaneous interpretation



interpretation equipment

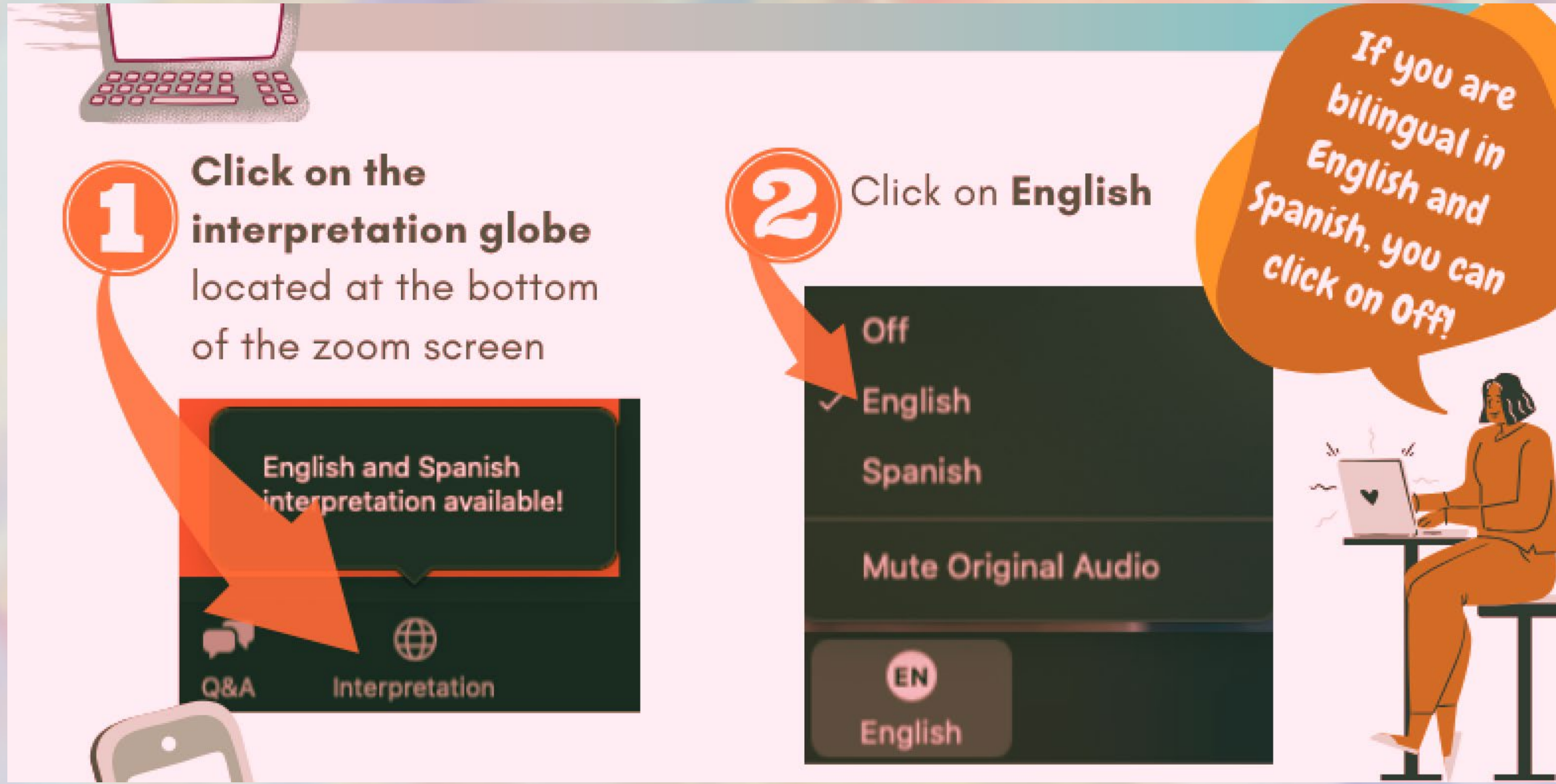
headphones



receiver



Zoom interpretation feature



1 Click on the **interpretation globe** located at the bottom of the zoom screen

2 Click on **English**

If you are bilingual in English and Spanish, you can click on Off!

English and Spanish interpretation available!

Q&A Interpretation

Off
✓ English
Spanish
Mute Original Audio

EN
English

language work

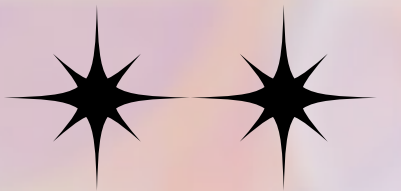
= the labor of cross language
communication.
E.g. Translation, interpretation



**this person is
monolingual**

**this person
is bilingual**

**this person is
multilingual**



Dominant language

National Agricultural Workers Survey 2015–2016

85% Of farmworkers are Latinx

1.4% Of agricultural land is owned
by Latinx people

3% Of high ranking
decision-making
positions on farms are
held by Latinx people

**The US food industry employs
22 million people**

**And 1 in 5 do not speak
English as a first language**

multilingual spaces

Hello

Bonjour

Hallo

ابحرم

Hola

Hallå

こんにちは



Working toward language justice in Cornell Cooperative Extension Programming



- Linguistic landscape of Hudson Valley vegetable growers – need for Spanish programming
- Spanish-only programming
 - Production topics in collaboration with Hudson Valley Farm Hub
 - Regulatory compliance (WPS, respirator fit, etc.)
- Simultaneous interpretation at English-dominant events
 - Carrot and beet variety trial twilight meeting 2016
 - Farmer-to-farmer winter production and high tunnel tomato meetings



Beginning with language access

Spray Safe, Spray Well/ Rocía con Cuidado, Rocía Bien

- \$97,795 NERME Underserved by Crop Insurance Grant
- Contract with professional language support team
- Intentional collaboration with consultants already working with Spanish-dominant growers
- Tailored outreach via WhatsApp
- Prioritization of Spanish-dominant presenters in 8-part simultaneously interpreted workshop series
- On-farm follow up to strengthen relationships

MIP de insectos en cucurbitáceas
El ciclo de vida del
escarabajo rayado del pepino

IPM of insects in cucurbits
The life cycle of
the striped cucumber beetle

Los adultos migran al cultivo, se alimentan de hojas
Adults migrate to the crop, they feed on the leaves

Los huevos son puestos en la base de las plantas - la larva se alimenta de las raíces
The eggs are laid at the bases of the plants, the larvae feed on the roots

Inverna como adulto en los bordes del cultivo
Overwinters as an adult on the edges of the crop

Los adultos emergen en el verano al final de Julio - principios de Agosto
Adults emerge in the summer in late July early August

The infographic features four photographs: a beetle on a leaf, a beetle on a leaf, a larva on a root, and a cluster of eggs. Arrows connect the text boxes to the corresponding images.

Cornell Cooperative Extension
NEW YORK STATE Integrated Pest Management

43:59 / 1:13:56 • Striped cucumber beetle >

Lessons learned

- If you build it, “they” WON’T necessarily come
- Work with language support staff during the planning stages
- Clear and regular communication of expectations around slides and written materials with guest presenters
- Technical agriculture language and concepts are a challenge; give the language team time to prepare!



What is a true multilingual space?

“A multilingual space: is a constructed space where all languages in the room are on equal footing in terms of being spoken, written on flip- charts, in the handouts, etc., and no language holds an advantage over another.

Speakers of all languages share in the “out loud” space and everybody will at some point plug in the discussion through interpreting headphones. Speaking English is not an advantage over others.

What is a true multilingual space?

continued

A ML space creates room for the agenda to flow according to other cultural norms besides the dominant white US cultural ones, allows for other styles of facilitation to come up and allows people to participate with cultural pride in speaking their own language because a multilingual space works to break down the feeling of non English as handicap”

This quote was written by Andrea Arias and Alice Johnson on butcher paper at a training on multilingual spaces during the NNIRR BRIDGE Trainers Bureau meeting in Los Gatos, California on 6/3/2006.

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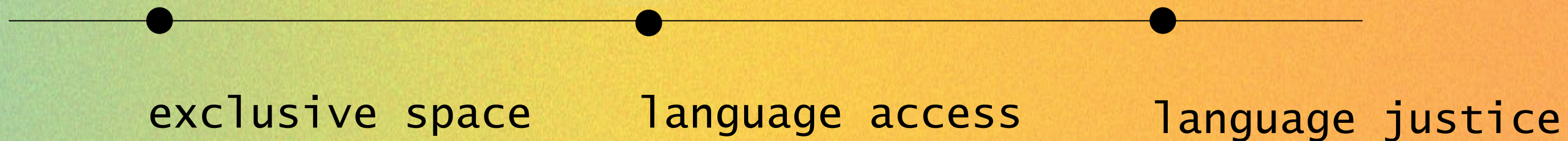
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lj spectrum



language justice spectrum



lj spectrum *exclusive space*

When there are people with different language needs in a space, but there's nothing being done to support them, we have the opposite of a language justice space. It's an exclusive space.

An exclusive space can also look like any place where only the dominant language is being spoken and no attempt at building relationships across languages is made.



For example: Most spaces can unfortunately be identified as exclusive spaces.

the LJ spectrum

language access

When some thought is given to provide interpretation and translation in a space where multiple language needs are present, that can be called Language Access.

For example: a community organization where most people speak the dominant language is organizing an event, they decide they'd like for speakers of other languages to attend.



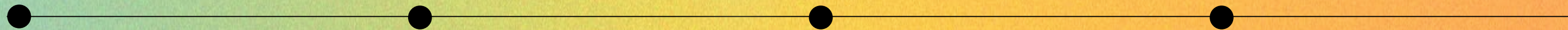
They translate the fliers and offer interpretation at the event. But the full event is in English, and there is no representation of non-dominant language speakers, despite these communities having a lot of knowledge on the topic of the event.

lj spectrum *language justice*



language justice

the right everyone has to communicate in and
access information in the language in which we
feel most comfortable, most powerful



...but this is insufficient as a definition...

lj spectrum

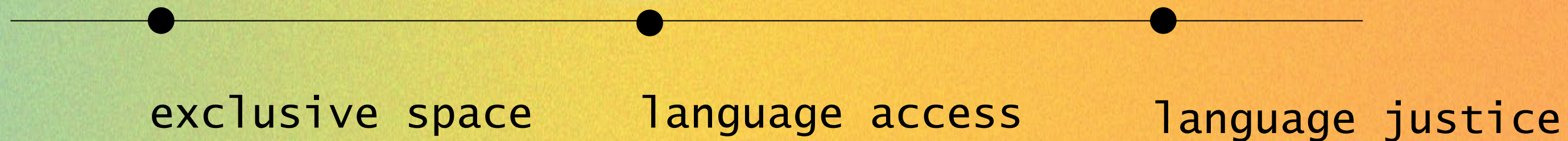
language justice

"Language Justice is A key practice used in social justice movements in order to create shared power, practice inclusion and dismantle traditional systems of oppression that have traditionally disenfranchised non-English speakers. Language Justice is more than just interpretation and translation, it's an intentional practice that values interpretation and translation as critical tools for opening communication."

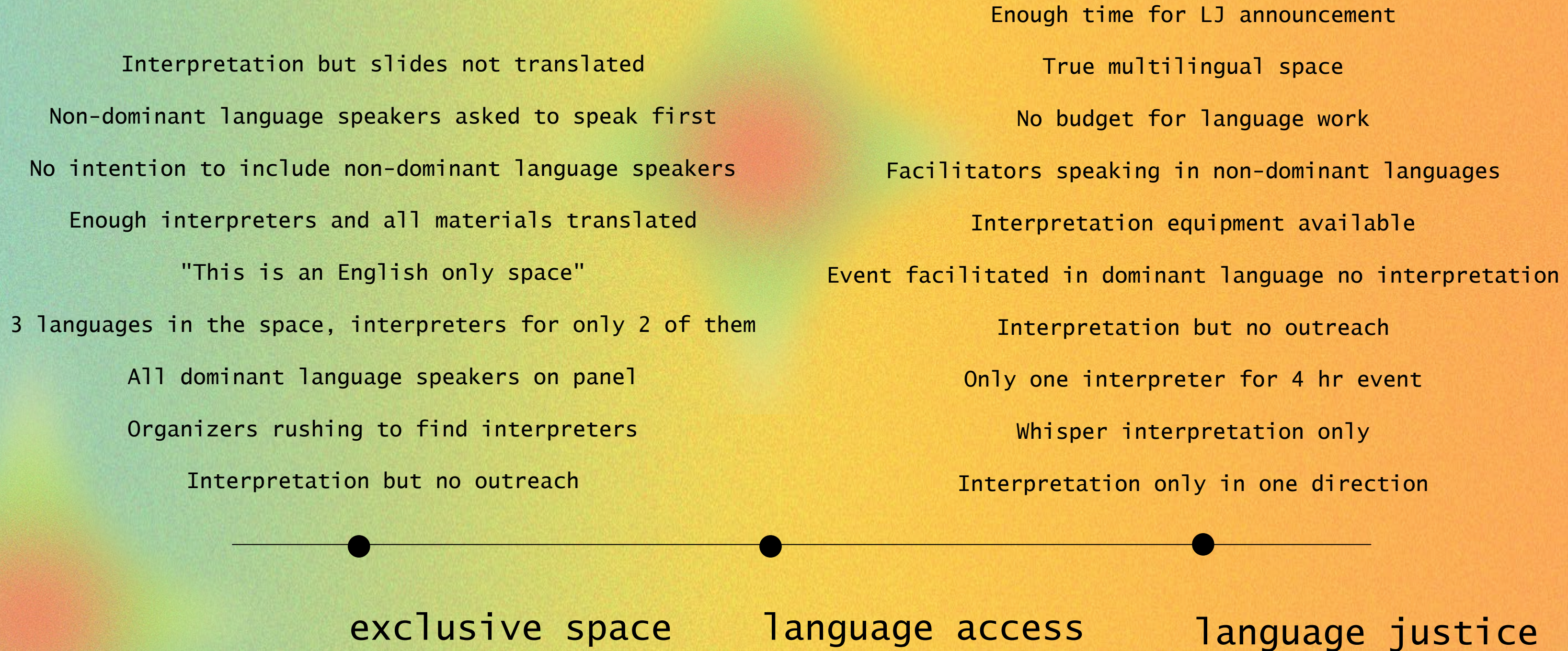


Community Language Coop

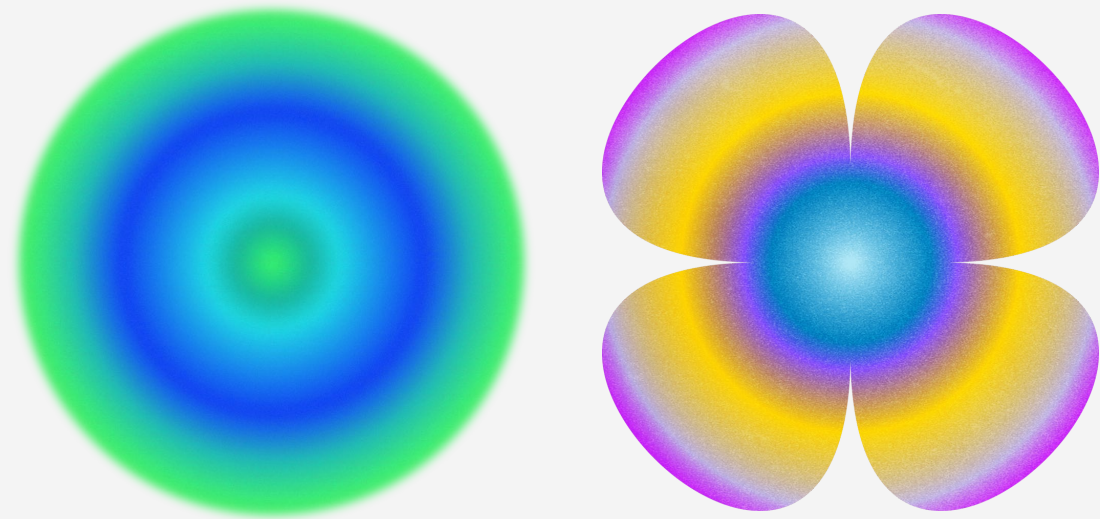
language justice spectrum



language justice spectrum

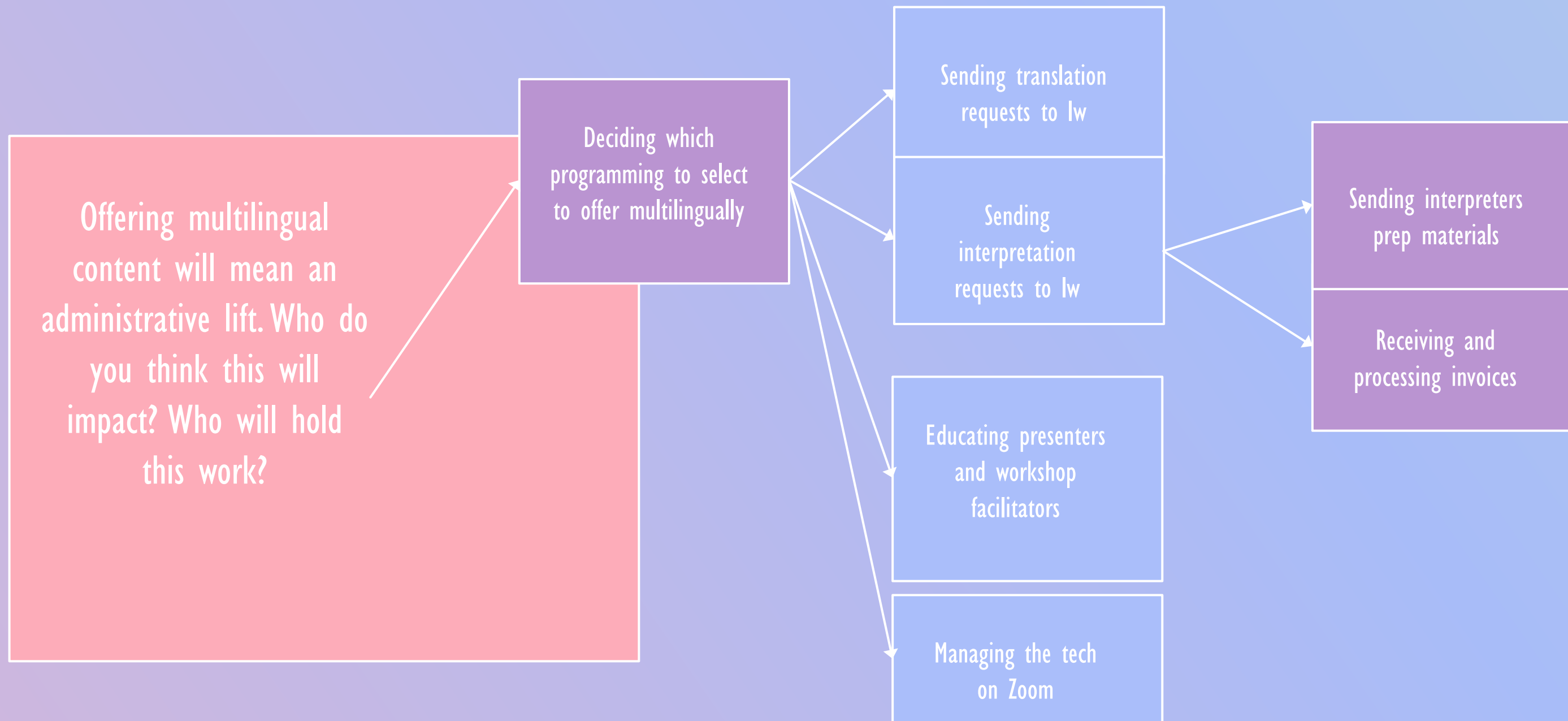


Allyship



**this labor should not only be held by
bilingual people and language
workers**

multilingual programming chain of actions

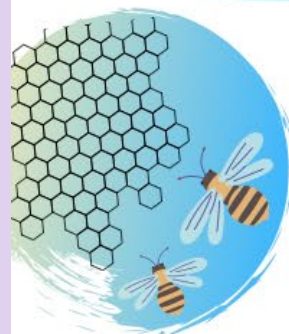




LANGUAGE JUSTICE TIPS FOR VIRTUAL EVENTS

It takes everyone's commitment to create a multilingual event

Before the Event



PLAN IN ADVANCE

The moment that you start planning your virtual event is the moment to start planning for translation and interpretation.

Did you add a line for interpretation and translation in your event budget?

TRANSLATE EVENT INFO

Translate flyers, social media posts, emails, registration forms, instructions on how to join, power points, reports, etc. in the multiple languages represented by the participants.

Did you ask about language preference in your event registration form?



DECIDE ON TECH

Keep language justice in mind when choosing the virtual platform for your event. Some options are:

- Video conference with a separate conference call line (0-\$)
- Zoom interpretation function (\$\$) , ZipDX (\$\$)
- Voice Boxer (\$\$\$\$), Kudo (\$\$\$\$), Interprefy (\$\$\$\$), etc.

Did you TEST all the tech in advance?



CONFIRM INTERPRETERS

Plan on having **two** interpreters per language (more for multiple breakout groups that need interpretation). Interpreters work in pairs, switching every 20 minutes.

Did you include 5 min at the beginning of the program for interpreters to do a Language Justice intro?



SEND PREP MATERIALS

Send materials in advance so that interpreters can familiarize themselves with the vocabulary and content of the event.

Did you send interpreters: the facilitator agenda, prepared remarks, power points, reports you'll be referencing, glossary, spelled out acronyms...?

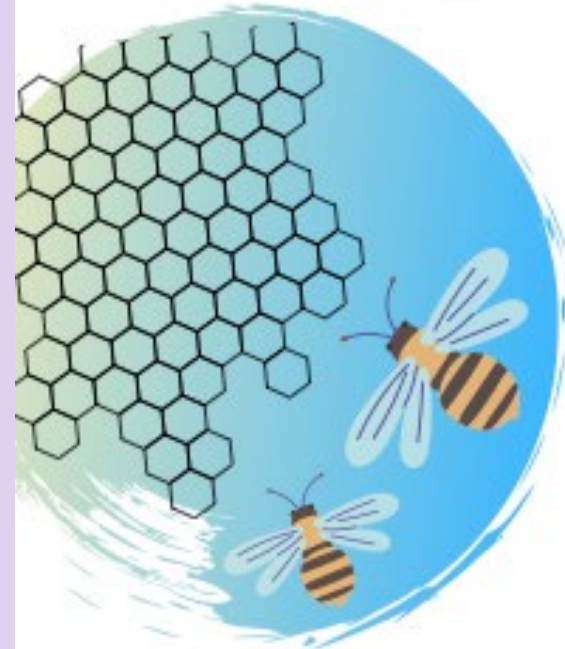




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Send presenters an example of a translation-ready slide

!! LOOK AT THE FOLLOWING SLIDES FOR EXAMPLES OF SLIDES DESIGNED TO BE BILINGUAL

budget
time
location
space
costs & equipment

main
considerations
main
considerations

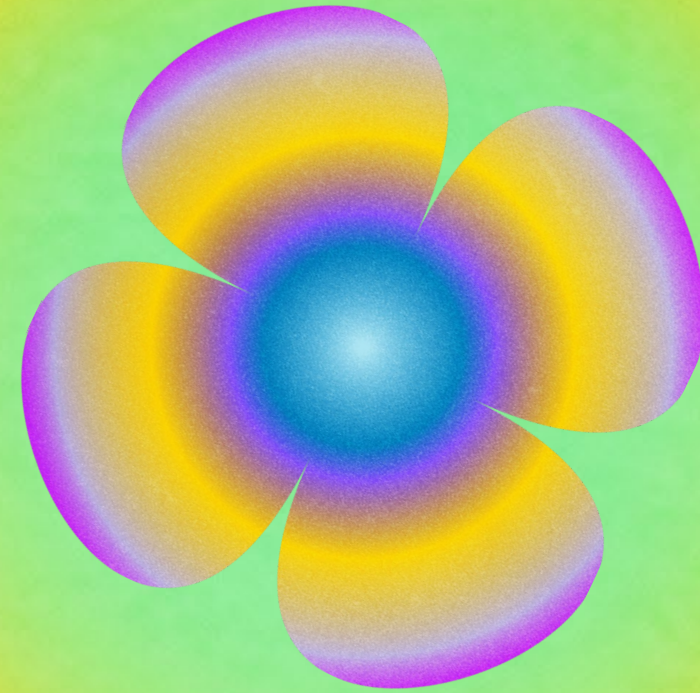
budget
time
location
space
costs & equipment



Q & A

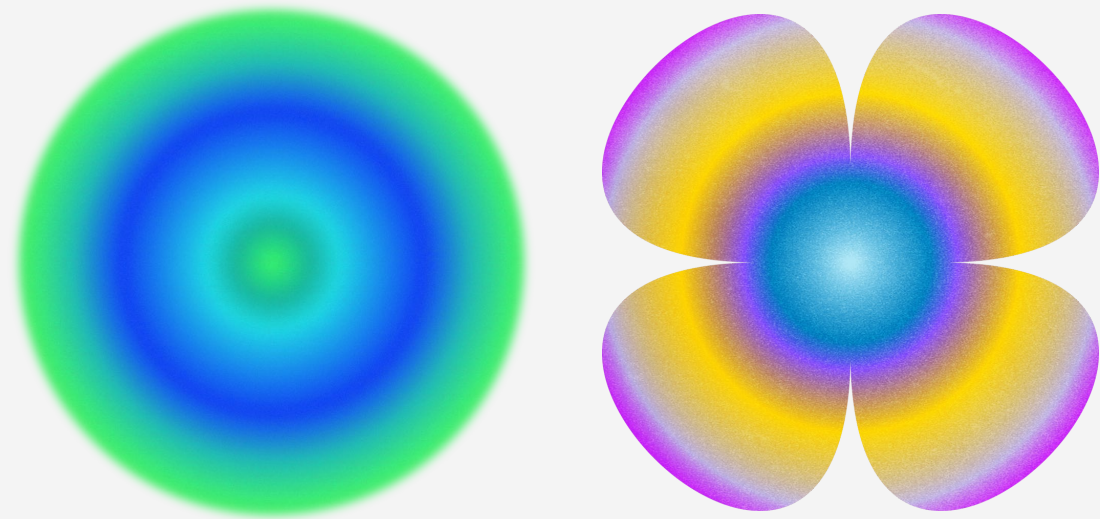
Thank you!

Gracias



adriana.pd@gmail.com

extra resources



Resource link

https://drive.google.com/drive/folders/1OFghF-F_mKKS8w9lueVEp0jHSblxE-1?usp=sharing

Other topics to get consultation on

- Bilingual email & communication options
- How to receive & send language work requests
- Bilingual staff-members- support and burnout prevention
 - How to support interpreters before an event
- Event agenda tips when the space will be multilingual