

Effective Inclusion Through Language Access Roadmap

Language Access: Offering multilingual communities, access to the same services as to English Speaking individuals.

Why Language Access?

“Language Rights are Human Rights”

- ◆ To prevent language, national origin, and ability-based discrimination
- ◆ To ensure effective communication
- ◆ To improve outcomes
- ◆ To add meaning to the word “Access” in your Diversity, Equity, Inclusion, Accessibility, and Belonging policy
- ◆ To effectively include multilingual and deaf communities that amount to approximately

It is the Law!

Title VI of the Civil Rights Act of 1964 that prohibits discrimination based on National Origin

V Amendment ensures due process

XIV Amendment Ensures Equal Protection under the Laws

Americans with Disabilities Act (ADA)

Culturally and Linguistically Appropriate Services (CLAS)

Executive Order 13166

Executive Order 13985

Indigenous Languages Plan

How to Offer Language Access Effectively?

- ◆ Consult with a Language Access Expert
- ◆ Allocate a budget for language access
- ◆ Create a written Language Access Policy
- ◆ Train your staff on Language Access
- ◆ Professionally Translate your website and other documents
- ◆ Attend an Effective Inclusion Through Language Access training
- ◆ Emphasize the A of Access on your Diversity, Equity, Inclusion, Access, and Belonging of your DEIAB policies

How do I Recruit Professionals to Bridge the Language Gap?

- ◆ Working with Professional Linguists
- ◆ Assess their credentials and their training
- ◆ Assess their interpretation skills
- ◆ Make them part of your team
- ◆ Learn about their code of ethics
- ◆ Use fair practices when hiring them



True Inclusion can only be
achieved if we all have equal
access



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