**Language Justice Convening Takeaways: Post-it Activity**

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| **Ideas for Next Convening** |
| * Funding resources * Conversation about partnership opportunities * Updates on state funding for program * Updates on state advocacy * Find out what’s already out there/in use by our community, education & healthcare delivery entities- then leverage it (consortium) * Would love to discuss language access out of state level * Invite individuals who carry influence at the various orgs in attendance today (as well as the rest of us) * More small group conversations to share & brainstorm * Invite someone from DSHS language certification, opportunity to know who is here * Longer guest speaker presentation * More printed resources to take home * See results from previous convening * Action on solutions * Creating work groups & networking for current resources * More orgs, schools & nonprofits invited and in attendance * What to see what has been done since last convening * Share what resources are available * Planning for a learning collaborative to apply what we’ve learned * Legislators invited and involved * More solidified resources regarding learning indigenous languages   + Have a dialog on appropriate plan of action that the indigenous communities can support * List individuals from agencies that offer interpretation services so that people can refer   + “Interpreter bank” * Progress topics discussed in first convening * Have more organizations that contribute to make differences with community members * Seat voices from the communities served at the table * Community resources to support interpretation & translation work * Advocacy for interpretation certification & funding * Learning people’s culture * Talk about funding to fairly pay professional interpreters, especially for lower resourced organizations * Reports from orgs on how they’ve improved and what their next steps are * Success stories   + What works well, what are successful programs in the city * How can we make this a wider-spread conversation (easy access trainings, organizational meetings) * More collaboration time * Bigger space * How to address the systems we all work in that are causing us to react to these needs, vs. It being built in (education, training, resources, following for clear expectations w/ proactive resolutions * Invite interpreters to get their input * Work towards scholarships for people who want to get trained & certified as interpreters for languages like Mixteco, Ukrainian, Mandarin * Break outs * Buy interpreter needs (medical, legal, social services) * Need for certification for any interpreter   + Everyone should have the choice to do this and if possible free of cost or by grant   + Continue to work with state to make the process easier, not harder * How do we fund this work?   + Include language access work in grant apps * Higher capacity building * I would like to see results of letter at next convening * Continued conversation re: action items and progress * Invite legislators Sharon Shewmake, Joe Timmons, Alicia Rule, etc. * Cultural awareness workshop * Update on how progress has been made or barriers we have encountered with the letter * Time/space for districts in Whatcom County to get together * Open the convening with more managers & staff * Awareness to inequities * Streamline check-in process (multiple clipboards to sign in to alleviate a bottleneck at entrance) * Testimonies from the local community members in-person * Invite some city/council/state legislative reps |

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| **Your Commitment** |
| * Next patient who needs interpretation, I will interview so I can have firsthand experience with our interpretation services * Emphasize the importance of using our interpretation devices to my team * Organizational opportunity to improve staff training on interpreter services & effective interpreter facilitator * Operationalize strategy * Build connection, allies * Share knowledge and bring awareness of this issue, speak to friends, other nonprofits in our community * I, as an individual, want to help as much as I can with your mission * Bring awareness of our duty to provide interpreter services to our PTs * Annual learnings of interpreter services for healthcare equity * Utilize my networking power to educate on this dire problem, assist in warm hand-offs between like-minded organizations * Partner with organizations on Mixteco interpreter training * Research options/orgs * Provide “I speak” cards or ESC pts. * I want to become more involved with this goal of language access and change (sign me up – Sylvia Mendoza) * Learn 5 new things about top 10 languages spoken in Whatcom County and the communities who speak them * BTC needs a clear language access plan * Finding better access to indigenous interpreters for our community * Follow up with workplace re: Title VI & RCW 28A * Make a difference, spread the word about convening to others valuable agencies, health centers, etc. * Share language access resources with other school districts * Explore the materials from Northsound Leap * Include website & material review as part of strategic priority * Find budget & determine process for language access for doula pilot program * Have 2-3 specific actions plan for county & work on ways to make those possible * How to make interpretation positions full-time jobs with benefits * Research/identify comprehensive document translation, AI tools and use it when orienting new caregivers of a different language * Priority impact: Indigenous language resource – explore options in-county   + “No wrong door” access * Bring letter to Unity Care NW to sign   + Create pathways to get Front Desk certified when bi-lingual   + Share with UCNW leaders * Connect with people to help connect the dots & build the movement * Plan for language access convening * Return to my org with a renewed passion for increasing language accessibility in my area of work and beyond * I would start/continue working with the students more & students who speak LLD * Sign letter, continue to be solutions based on creating an accessible & equitable community of interpreters * Continue to advocate for equitable access for families to Skyward Family Access (school district) * Promote more education to staff to raise awareness and ensure all staff can successfully use language carts * Follow up with interpreters for Apple Health/ Childbirth ed. Attendees * Create a language access plan for my org * Learn & practice the interpreter service that my organization offers so when the time comes to use it, I will know what I’m doing * Continue to talk to partners about this issue * I plan to invite colleagues to next convening |

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| **What Can We Do Between Now & Next Convening?**  **Next Steps, Questions & Priorities** |
| * Coordinate efforts in our community   + To prevent a repeat of the tragic loss of life   + To create a collective like in OR.   + To advocate collectively * It is needed from local organization to tailor their services for migrant communities in order to improve their quality of life and improve patient experiences * Reach out to SDS to send out info for access, next I want to know steps taken & grants given, what should be a priority- “who else needs to be represented for the next meeting?” * Vet signature of petition letter through PeaceHealth administration * Get stakeholders who can assist with making some of the ideas a reality, focus on getting resources more accessible to county * Encourage local service orgs to create a sense of belonging/community for people who speak non-English * Create a community fund/ community accessible contract to access interpreter services * Plan to address getting people with vulnerable status certified * When assisting people to get their certification also develop a plan to start a business so they can get more work * Priorities: Ramp up the conversation with coworkers, students, and patients alike * I don’t believe in the long term simply increasing translation services will address this problem sustainably. I see technological innovation & systematic implementation as the future * Send out materials & keep folks connected * How can all Whatcom School Districts come up with a way to share resources? * Building a coalition * I love the idea of connecting/ networking with others with same goals/plans to support our community/families in need with language access * Continue networking and sharing resources as organizations * New gov leaders from this group- be a leader * Create a group to speak at a government level to advocate for better resources & training for language barriers * Can we create a system all of Whatcom County uses that is used by all when working with individuals who need an interpreter; document with photos to show instructions, etc. * Active recruitment and support ($) for multilingual individuals * Grow/normalize providing interpretation in more interactions * How to train community agencies about basic communication/ respect at first contact * Distillation of today’s themes * How can we continue to make sure we have Indigenous leadership throughout the process? * Info/brochure on what language justice is * Accountability document for orgs & employees * Consider; more affordable housing, more shelters for families/ immigrant communities * Universal funding for language access * We need to address the disparity in translators for our les known languages, there are typically reservations in teaching non-indigenous interpreters their language * What solutions are there from the populations we want to serve? * Community ask: What else do you speak at home? Encourage to get these languages certified * Continue to advocate for higher education involvement om education * Readily available language line for all patients presenting to healthcare * Assure our present equipment is working and available * Let’s share our interpreter pool * Recruit volunteers or high school students to consider interpretation as a career option * Recruit indigenous interpreter for the need in the county * I’m working on a policy to offer additional compensation for bilingual employees who have certification * Understand interpretation code of ethics: cannot advocate or influence patients * I think a lot of Whatcom County residents are not aware of the indigenous central American languages that exist; How do we raise awareness? * Equity payment for local consortium of interpreters * Explore community avenues to certify & train more interpreters * How to better bridge the gap for our community members to gain access to all resources provided or available to them * More research on the experiences of service users (Limited English Proficiency persons) |