**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)
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