



LINGUISTIC COMPETENCE

DIVERSITY, INCLUSION AND CULTURAL & LINGUISTIC COMPETENCE WORK GROUP (DICLC) – 2 PART WEBINAR SERIES

- Webinar #1 Linguistic Competence (5/16 at 3pm Eastern)***
- Webinar #2 Defining & Implementing Language Access Plans for DD Councils (8/6 at 3pm Eastern)***

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AGENDA

- ❑ Purpose of the ITACC/DICLC Work Group
- ❑ Presentation from Tawara D. Goode
- ❑ Information sharing – Sheila Gritz-Swift (FL DD Council) & Jackie Hayes (NY DD Council)
- ❑ Facilitated discussion and network sharing



What is the purpose of the DICLC Work Group?

To establish and maintain processes and resources to promote diversity, inclusion and Cultural & Linguistic Competence in all aspects of DD Council work.

“All aspects of council work” refers to Diversity, Inclusion and CLC being embedded in both the internal operations (staffing, Council operations etc. and external operations, Council projects, initiatives, policy work etc.)



Florida DD Council

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Recent and proposed practices (Readability)

Provider to focus on development of **Easy Reads** for

- Annual Reports
- Newsletters
- Brochure
- Website content
- Selected studies, final reports, and/or Council products

Recent and proposed practices (Translation)

Provider to focus on **Spanish Translation** for

- Annual reports
- Newsletters
- Brochure
- Website content
- Selected studies, final reports, and/or Council products

Recent and proposed practices (Accessibility)

Website accessibility: expanded technologies to allow for variable navigation mechanisms, including

- Page tab-throughs
- Mac and Windows accessibility functions and features with instructions for
 - Plain text view
 - Screen magnifier tools
 - Speech recognition
 - Personalization tools to adjust font size, colors, contrast, sounds



**Developmental
Disabilities
Planning Council**

New York State DD Planning Council

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Context & Challenge...

- ❑ **NY Context:** High number of different languages spoken, high need for language access, additional state policies (Executive Order 26).
- ❑ **Challenge to our Council:** How do stakeholders or potential future Council members who speak English as a second language communicate with us?

Areas of Strategic Focus ...

- Top languages spoken in NY
- Telephonic interpretation (Language Line)
- Vital documents in top 6 languages, & additional documents/in-person interpretation upon request or based on need.

Linguistic Competence in Practice (Example)

DDPC Cultural Competency & Language Access Workgroup

- >Stakeholder input and representation important on Workgroup.
- >Recruited a member who speaks mostly Cantonese and some English.

In practice:

- Ask member about language access preferences.
- Send meeting materials to translator 2 weeks before meeting.
- Schedule in-person interpreter at meetings.
- Added another Workgroup member who is fluent in English & Cantonese, can provide peer support.
- Survey about quality of interpreter/translated documents at end of every meeting.

Progress & Ongoing Challenges...

- ❑ *New* connections to communities who speak English as a second language (incredibly valuable!), Language Access Plan, Language Access Coordinator, process/protocol for handling challenges.
- ❑ Quality of translation/interpretation services, need for translation/interpretation staff who have knowledge of DD field, attitudinal barriers.

Let's Talk



Facilitated discussion and network sharing...

1) What challenges do DD Councils face in their efforts to:

- Comply with Title VI, Section 601, the Civil Rights Act of 1964 and/or implement linguistically competent policies and practices?

2) What is needed from a technical assistance perspective to be successful in this work?

Resources for DD Councils

ITACCHELP.ORG WEBSITE—

[Diversity, Inclusion, and Cultural and Linguistic Competence \(DICLC\) Webpage](#)

Information is organized on the following pages:

[Archived Webinars](#)

[DICLC Resources](#)

[DD Council Strategies](#) (Under construction)

[Technical Assistance Institute \(TAI\) Resource Materials](#)

The DICLC Webpage is a living resource to be updated and modified as additional information becomes available.



Resources for DD Councils

Field Notes monthly E-Newsletter

□ Section devoted to DICLC

<https://itacchelp.org/field-notes/>

Georgetown University National Center for Cultural Competence

<https://nccc.georgetown.edu/>

The image features the words "Thank You" rendered in a 3D, block-letter style. Each letter is a dark grey, rectangular block with a white, serif font cutout. The letters are arranged in two groups: "Thank" on the left and "You" on the right. The blocks are slightly offset and cast soft shadows on the white surface below them. The entire scene is framed by two vertical orange bars on the left and right sides.

Thank You

THANK YOU FOR YOUR PARTICIPATION

REMINDER: NEXT DICLC WEBINAR ON AUGUST 6 AT 3PM EASTERN, MORE INFORMATION TO COME!