



LANGUAGE JUSTICE COMPETENCE LEVELS



- The organization doesn't make an attempt to engage linguistically diverse people.
- The organization doesn't have anyone on its staff that speaks any other language.
- If a language need arises, the organization dismisses the need and doesn't make any changes to accommodate language.
- The organization doesn't have any written materials available in any other language other than the dominant language.
- The organization doesn't have the resources allocated and has not made a plan to reach out to linguistically diverse communities.
- The organization has recognized the need to reach out and engage with linguistically diverse people.
- Members of the organization have formed relationships with linguistically diverse individuals and have called for changes in how community is engaged.
- Organizers have reached out to community volunteers or children/youth to interpret in order to include linguistically diverse individuals.
- Organizers and members of the organization look for resources in other languages to accommodate.
- There isn't a financial commitment to include members of linguistically diverse communities and if there is a commitment, it provides interpretation only when requested and reminds the community that if they don't show up, they are being wasteful of resources.
- The organization has committed resources to provide interpretation into the non-dominant language. It has created a budget item.
- The organization has completed a survey/study to see what languages it needs to provide interpretation for and what the level of interest is from the linguistically diverse communities to participate.
- The organization sends materials out for translation or has assigned someone proficient on its staff to translate documents.
- Linguistically diverse members of the team participate but don't necessarily make decisions.
- Because diverse members only participate, interpretation is always given, but only when necessary.
- The organization has made a significant allocation to language justice or capacity building.
- Linguistically diverse participants are leaders and key decision-makers of the organization.
- Interpretation is always provided and everyone uses a headset that doesn't speak the languages used in the room.
- The organization is committed to strengthening its relationship to all languages represented in the targeted community.
- All text is translated into the represented languages.
- There is a language justice presentation (2-3 minutes) before every gathering that validates all languages being used.
- The organization has hired multilingual staff.
- The organization assesses its language needs at least quarterly.
- There might be more meetings that need interpretation than those that don't. There are more linguistically diverse people in leadership (board of directors, councils, committees).