# How might you push yourself or do something differently to take a Language Justice stance in your organization? What personal derailers must you manage?

Use a sticky note to input your answer. Click on the note icon to the right of the screen to begin.

Make a commitment and share it with someone who can help hold me accountable.

Challenge my ideas of professionalism and push for interpretation/translation budgets in funding opportunities

Reframe the issue mentally from something that is a "bonus to have" to something that is "vital"

I will push for my organization to prioritize translation work and push to give our bilingual staff the space and capacity to focus on this work

Encourage members to include interpretation services in their events/programming

Org: Invite in people who speak languages other than English to provide input on how accessible information is for MPA management. Personally: practice speaking other languages!

Bring this to our DEIJ Committee to discuss. We had some recent pushback about adding "language" to our DEIJ statement in job announcements since the person would need to speak English, so we need to reframe.

If pre-registration is used, include language preference

Reevaluate materials, products, programs for bias/barriers

Derailers may include approval processes

Seek out diverse community involvement in developing outreach materials in order to ensure language is representative and easy to understand

Recommend graphics, text translations, science interpretation in multiple languages

# What process, protocol, or practice might you put in place in your organization to disrupt Language Oppression and/or advance Langauge Justice?

stick your answer

Find ways to make meetings multilingual spaces, identifying and removing specific barriers to involvement, provide multiple "pathways" for people to get involved as comfy

Have a diverse group create and review materials that are created