



DISTRICT OF COLUMBIA OFFICE OF HUMAN RIGHTS

LANGUAGE ACCESS TRAINING

GRANTEE AND CONTRACTOR COMPLIANCE REQUIREMENTS

PRISCILLA MENDIZABAL, OFFICE OF HUMAN RIGHTS JANELLE JUNIOR, OFFICE OF VICTIM SERVICES & JUSTICE GRANTS

Objectives

Be familiar with:

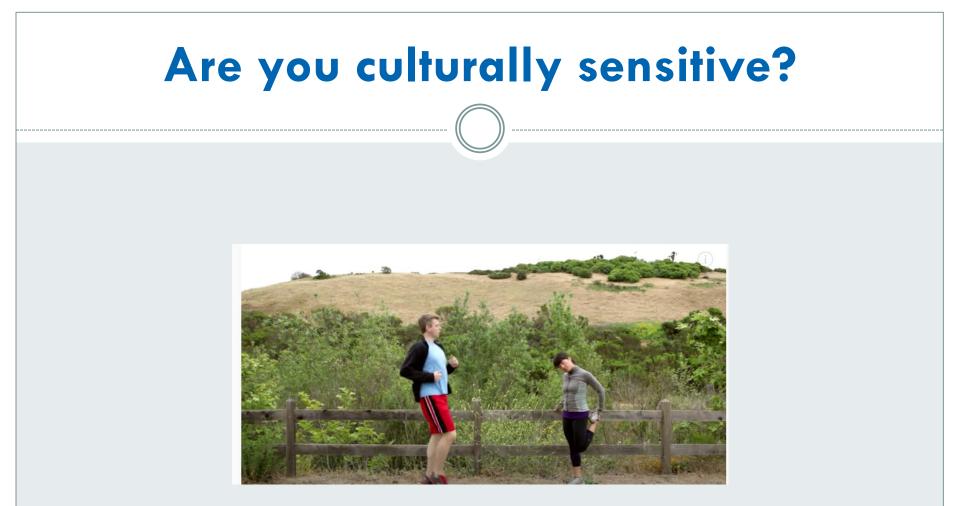
- Demographics The District's Limited English Proficient and Non-English Proficient (LEP/NEP) community demographics (including U.S. born and foreign born)
- Laws & Requirements Laws governing language access
 & the OHR LA Program (compliance/enforcement)
- 3. **Resources & Tools** How to find and use Language Access resources and tools
- OVSJG Zoomgrants Reporting Requirements How to report in Zoomgrants

Stereotypes

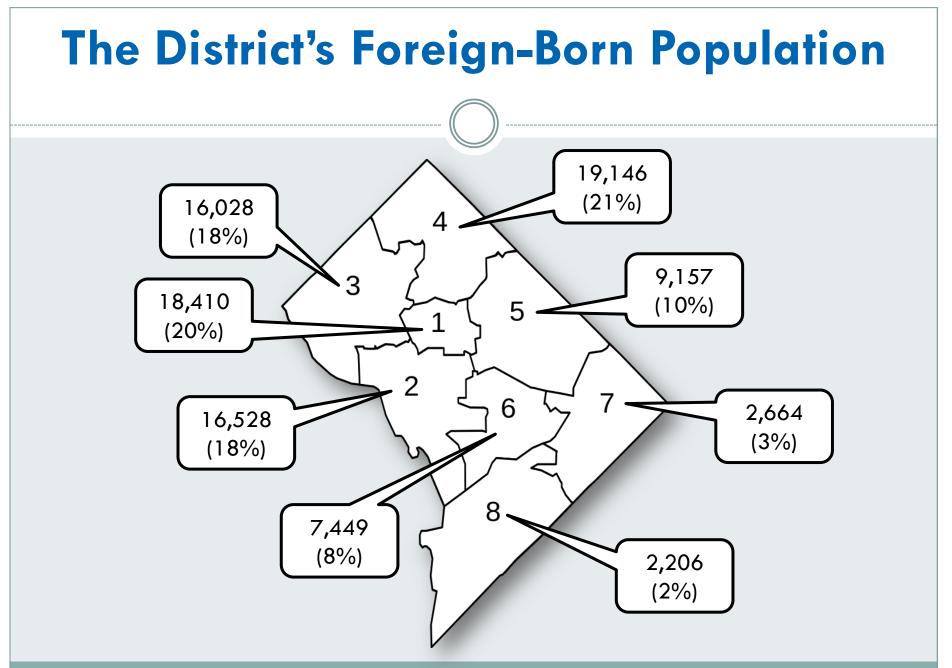
Stereotype: a rigid, oversimplified, often exaggerated belief that is applied both to an entire category of people and to each individual in it

In community engagement, assumptions about a group can prove inaccurate or damaging. Remember to approach each interaction with **fresh eyes**.



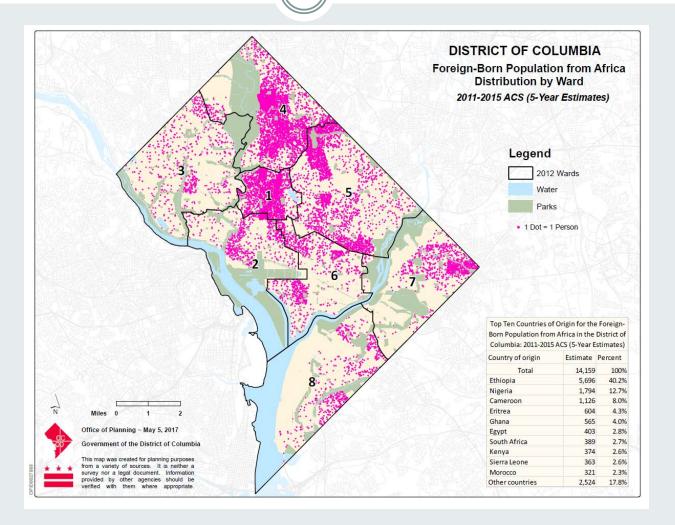


https://www.youtube.com/watch?v=DWynJkN5HbQ

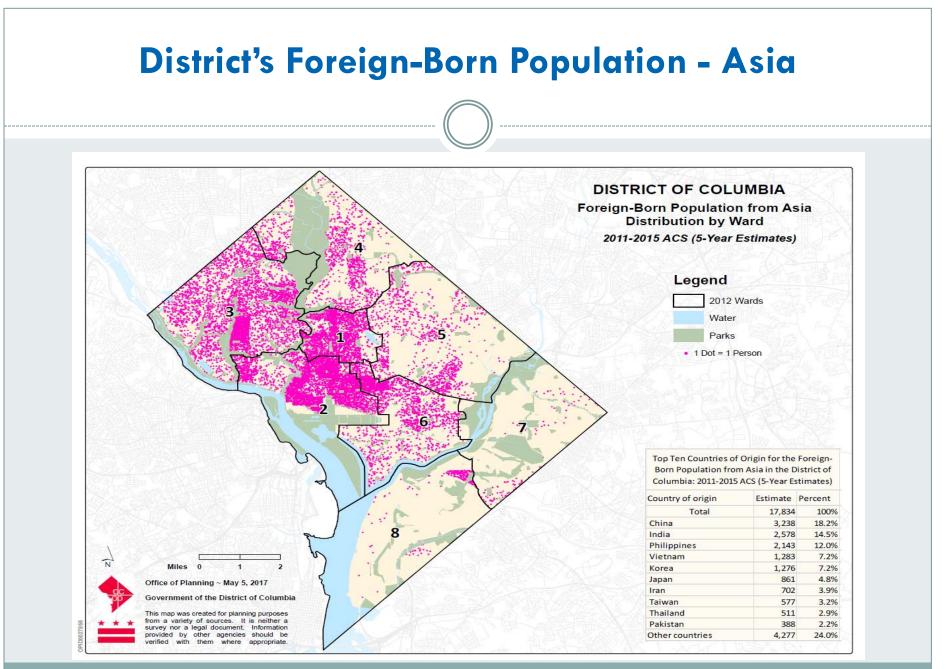


**Based on 2011-2015 ACS Data (5-year estimates)

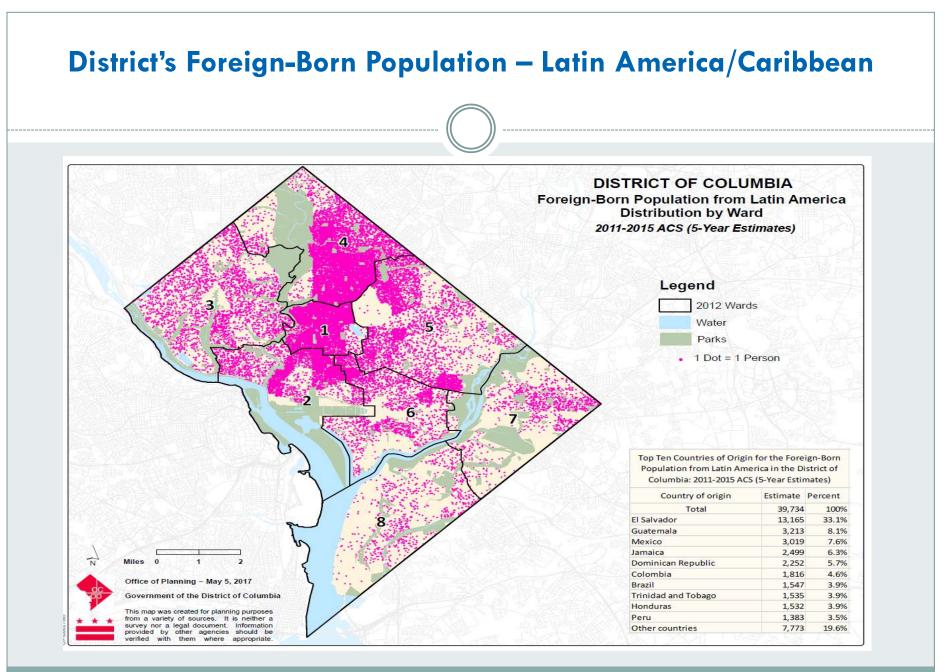
District's Foreign-Born Population - Africa



Source: American Community Survey (ACS) Data 2011-2015 ACS (5-Year Estimates)



Source: American Community Survey (ACS) Data 2011-2015 ACS (5-Year Estimates)



Source: American Community Survey (ACS) Data 2011-2015 ACS (5-Year Estimates)

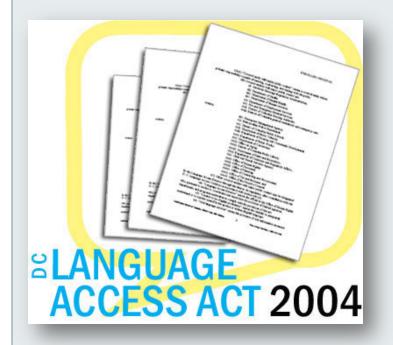
DC Mt Pleasant Riot & Language Access Video

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This video gives a background on why the Language Access Act was created in DC. One of the many reasons why it is important.

https://www.pbs.org/video/mount-pleasant-riots-q9kocq/

DC Language Access Act of 2004



Enacted on April 21, 2004, the purpose of the Act is to provide **greater access and participation** in public services, programs, and activities for the District's LEP/NEP constituents at a level equal to that of English proficient individuals.

http://ohr.dc.gov/publication/dc-languageaccess-act-2004-english

Who is Covered?

Covered Entities (§ 2-1931 (2)) required to comply with the Language Access Act include:

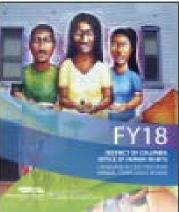
Any District government agency, department, or program that furnishes information or renders services, programs, or activities directly to the public or contracts with other entities, either directly or indirectly, to conduct programs, services, or activities.

THIS INCLUDES GRANTEES AND CONTRACTORS OF AGENCIES PROVIDING DIRECT SERVICES TO THE PUBLIC

The regulations provide interpretational guidelines for the law (Chapter 12).

OHR Language Access Program

- Established by the Language Access Act of 2004 to be housed at the Office of Human Rights (OHR)
- Staffed by a Director and Program Analyst
- Charged with coordination and oversight of district-wide implementation of the Language Access Act
- Consults with the Mayor's Ethnic Constituency Offices and the Language Access Coalition
- OHR's LA Program has **4 major responsibilities:**
 - i. Technical Assistance
 - ii. Compliance Monitoring
 - iii. Enforcement
 - iv. Outreach and Education



Language Access Testing

Each year, testing is done face-to face and by phone to assess the effectiveness of agency language access services. Results are published in the **Annual Compliance Report** issued by OHR.

Common findings from FY19 testing:

- Turning away testers with no assistance
- Speaking English after tester disclosed they don't speak English
- Providing English-only forms to customers
- Hanging up on calls or forwarding calls to English-only employees and voicemail
- Asking someone to return on a day when a bilingual staff member is present

Compliance Requirements

Any grantee or contractor that provides services under a covered entity's mandate is required to:

- Collect data on encounters with LEP/NEP customers and report this data to the covered entity on a quarterly basis
- II. Provide oral interpretation services via qualified telephonic interpreters, in-person interpreters, or bilingual staff
- III. Translate vital documents according to the same standards required of the covered entity
- IV. Train personnel on language access compliance requirements
- v. Certify in writing that LA Act compliance requirements will be satisfied
- vi. Display multilingual signage on availability of interpretation and translations services in all public facing locations

I. Data Collection Requirements

Grantees must <u>collect data</u> on the demand for language assistance by LEP/NEP populations "served or encountered, or likely to be served or encountered and <u>report this data to the funding agency on a quarterly basis.</u>

OHR requests the following components in data collection reports:

- Languages encountered;
- Number of encounters per language; and
- How interpretation was provided (telephone interpreter, in-person interpreter, or bilingual staff)

Encounters consist of both customers and individual interactions. Each interaction counts as an encounter because every interaction uses agency resources.

II. Interpretation Requirements

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Grantees and Contractors must offer interpretation services either over the phone or in person, in the primary language spoken by a customer identified as LEP/NEP and:

- Exclusively use <u>professional and qualified interpreters</u> and not family, friends, neighbors, volunteers, bystanders without obtaining a waiver.
- Set up an active account with a telephonic interpretation service provider in order to have access to an interpreter over the phone at all times.
 - The District uses Language Line Solutions (LLS) for telephonic interpretation services and covered entities set up an account under which a fee is charged for each call.
 - To set up a new account, funded entities should contact LLS directly (call 1-800-752-6096 and press 4).

III. Translation Requirements

Documents must be translated into any language spoken by LEP/NEP populations that constitute 3% or 500 individuals, whichever is less, of the population served or encountered, or likely to be encountered, by the covered entity or by its grantees and contractors.

LEP/NEP populations vary somewhat by agency - the top languages in the District include: Spanish, Amharic, French, Chinese, Korean, Vietnamese, Arabic, Tagalog, German, Korean, Portuguese, and Russian.

<u>Vital documents</u> include, but are not limited to:

- Documents which inform individuals about their rights and responsibilities or eligibility requirements for benefits
- Documents that pertain to the health and safety of the public
- Educational and outreach materials produced by the covered entity

OHR encourages the use of multilingual taglines on non-vital documents.

IV. Training Requirements

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All grantee employees in public contact positions must be trained on the requirements of the DC Language Act and the resources they can use to serve LEP/NEP customers.

Language Access Compliance trainings are provided by OHR or by the funding agency, and may be delivered in the following formats upon approval by OHR:

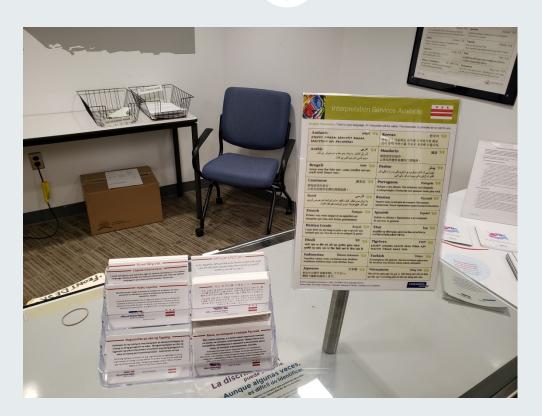
- Web-based training
- In-person training
- New hire orientation

V. CERTIFICATION OF CONTRACTOR/GRANTEE COMPLIANCE WITH THE DC LANGUAGE ACCESS ACT OF 2004

Ensure that contractors hired by the covered entity to carry out services, programs, or activities directly to the public are in compliance with the Act.

[SAMPLE] CERTIFICATION OF CONTRACTOR/GRANTEE COMPLIANCE WITH THE DC LANGUAGE ACCESS ACT OF 2004 is a [contractor/grantee] of [INSERTNAME OF COVERED ENTITY] [contracted/funded] to carry out services, programs, or activities directly to the public. This is to certify that understands and agrees to satisfy the following compliance requirements for contractors and grantees of covered entities outlined in Section 1205.16 of the DC Language Access Act of 2004: 1. Collect data on encounters with Limited or Non-English Proficient (LEP/NEP) customers and report this data to the covered entity on a quarterly basis. 2. Provide oral interpretation services to LEP/NEP customers using telephonic interpretation, in-person interpretation or qualified/certified bilingual staff. Display and disseminate Language Access materials at front facing area or information center including but not limited to know your rights cards, language access fact sheets/posters. 3. Translate vital documents into languages that meet the 3% or 500 threshold of customers served or likely to be served by the contractor/grantee; 4. Provide Language Access Compliance training to all personnel using training provided or approved by the DC Office of Human Rights. 5. Certify in writing that language access compliance requirements will be satisfied Name of Grantee/Contractor Signature

VI. Display multilingual signage on availability of interpretation and translations services in all public facing locations





LANGUAGE ACCESS PROGRAM

DISTRICT OF COLUMBIA OFFICE OF HUMAN RIGHTS

LANGUAGE ACCESS IMPLEMENTATION RESOURCES

Language Identification Poster

あ無

A la	nterpreter will be called. The interpreter is provided at no cost
ቋንቋዎትን ያመልክቱ። አስተርጓሚ ይጠራል። አስተርጓሚው በነጻ ይቀርብልዎለታል።	Korean 한국어 2011 귀하께서 사용하는 언어를 지정하시면 해당 언어 통역 서비스를 무료로 제공해 드립니다.
Arabic عربي ٣٤ عربي اشر إلى لغتك. وسيتم الاتصال بمترجم فوري. كما سيتم إحضائر المترجم الفوري مجانا. قادما ها المتحم العربي عليه المتحمة عادما عام المتحمة المتحمة المتحمة المتحمة عاماً المتحمة عرف المتحمة عام المتحمة عنها عام المتحمة عام المتحمة عرف المتحمة عنهم المتحمة عنهما المتحمة عنهما المتحمة عام المتحمة عرف المتحمة عنهم المتحمة عنهما المتحمة عنهما المتحمة عنهما المتحمة المتحمة عنهما المتحمة عملية عنهما المتحمة عملية عنهما المتحمة عملية عملية عملية عملية عملية عملية عملية عملية مصلية عملية المتحمة عملية ع ملية عملية عملية عملية عملية عملية عملية ع	Mandarin 国語 ごり 靖指認意的語言,以使為 意提供免費的口譯服務。 Pashto デジー デジー
Cantonese 廣東話 😿 請指認愿的語言,以使為 愿提供免費的口譯服務。 Farsi	خیلی زمی که اشاره وطرعان او زمیروسی ستاس له پزره د زیلر رنگی انتظام به وریا ترکه کلیدی. Portuguese Português الطان Indique o seu idioma. Um intérprete será chamado. A interpretação é fornecida sem qualquer custo para você.
ای ای خارسی زبان مورد نظر خود را مشخص کند. یک مترجم برای شما درخواست خواهد شد مترجم بصورت رایگان در اختیار شما قرار می گیرد. Frons.L	Russian Русский С Укажите язык, на котором вы говорите. Вам вызовут переводчика. Услуги переводчика предоставляются бесплатно. С
Français 701 Indiquez votre langue et nous appellerons un Interprète. Le service est gratuit.	Spanish Español Señale su idioma y llamaremos a un intérprete. El servicio es gratuito.
onje dwèt ou sou lang ou pale a epi n ap rele yon ntèprèt pou ou. Nou ba ou sèvis entèprèt la gratis.	Thai ใหย 😿 ใหย 🐨 1 ปวยยี่ที่ภาษาที่ทำบทูด แล้วเราจะจัดหาสามไห้ท่าบ การใช้สามไม่ต้องเสียค้าใช้จ่าย
हिंदी 😕 दिये की स्वित करें। जिसके अनुसार आपके लिए इमापिया गया जाएगा। आपके लिए इमापिया की निशुक्त व्यवस्था की जाती है। 14 जाएगा। आपके लिए इमापिया की निशुक्त व्यवस्था की जाती है।	Tigrinya ትግርኛ 😿 ቋንቋዥም አመልከቱ። አተርጓሚ ክድዋአ ይኸልል አዩ። ንአተርጓሚ አትኩፍልዎ ዝኾነ ከፍሊት የለን።
donesian Bahasa Indonesia 😿 njukkan bahasa Anda. Penerjemah akan dihubungi. nerjemah disediakan gratis tanpa dikenakan biaya.	Turkish Türkçe 😿 Konuştuğunuz dili gösterin. Sizin için bir çevirmen aranacaktır. Bu çevirmen size ücretsiz sağlanır.
PGTNese 日本語 でい たの話す言語を指してください。 にで通訳サービスを提供します。 rovidad by Ionguogalme Soletions © 2015 * 1800-752-6096 * www.la Phone, Video Remote, and Onsite Interpreting/ Interpreter Testing and Tre	Vietnamese Tiếng Việt 😿

Interpretation Services Available

- Tailored for DC's most common languages, it is available on the OHR website for easy download.
- Should be present at all public facing locations.
- Language Line also provides a similar poster.
- Excellent tool to identify a speaker's language.
 Language Line can also assist if you are unsure.

"I Speak" Cards

Available in 10 languages:

Amharic, Chinese, French, Korean, Spanish, Vietnamese, Arabic, Portuguese, Tagalog, Russian

I Speak Vietnamese.

I need assistance and have the right to receive assistance in my spoken language. Please provide me with an interpreter and note my spoken language in your permanent records. Thank you.

District law requires that agencies provide you with information and assistance in your language for free. If you do not receive help in your language, please call the DC Office of Human Rights at (202) 727-4559 and press 0.



*	\star	*

Tôi nói tiếng Việt.

Tôi cần sự trợ giúp và tôi có quyền được nhận sự trợ giúp trong ngôn ngữ mà tôi nói. Xin hãy cung cấp cho tôi một thông dịch viên, và ghi vào hồ sơ của quý vị rằng tôi sẽ nói tiếng Việt trong mọi lần giao tiếp trong tương lai.

Luật lệ của Quận quy định rằng mọi cơ quan phải cung cấp miễn phí cho quý vị những thông tin và trợ giúp bằng ngôn ngữ của quý vị. Nếu quý vị không nhận được sự trợ giúp bằng ngôn ngữ của quý vị, xin gọi số 202-727-4559 và nhấn số 0 để nối với Văn Phòng Nhân Quyền của DC.



Language Line Solutions Call Demonstration 24 https://www.youtube.com/watch?v=LQoCRen--M4

Interpreter Waiver Form (in 6 languages)

Covered entities are required to use professional interpreters or bilingual staff at all times and should **never rely on minors**, friends, family members, or other customers to serve as an interpreter.

If a LEP/NEP customer refuses the interpretation services you offer, the customer must sign this form.

The form <u>should be made available in the</u> <u>language of the customer</u> and confirm that the LEP/NEP customer is voluntarily waiving his or her right to free interpretation and/or translation services.

Tôi,, xác nhận rằng <insert constituent's="" here="" name=""> theo Đạo Luật Thông Tin Đa Ngôn Ngữ c</insert>	<insert agency="" here="" name=""></insert>
dào tạo. Bằng việc ký tên đười đây, tôi r chọn sử dụng một thông dịch viên khác n người này chưa được 	ng dịch viên miễn phi chuyên nghiệp và đã qu xác nhận rằng tời đã khưởc từ dịch vụ này nà tôi đã tìm được để giúp đỡ tôi. Tôi biết rằn biết đến hoặc kiểm tra và rằng
không chịu trách nhiệ <insert agency="" here="" name=""></insert>	m về việc cung cấp các địch vụ này và cũng
	lý nào có thể này sinh từ các dịch vụ này. Tr lụng cho duy nhất một trường hợp này mà thổ giúp đờ sau này, tối sẽ thông báo trực _{y Name bere}
tiếp cho cơ quan này để yêu cầu cung cấp	dịch vụ này.
Tên In	
Ký Tên	Ngày
I acknowledge right to a professional and trained interpr Act of 2004 at no cost to me. By signing and opted to rely on interpreter assistance this individual was not identified by or vet is neither responsible incur any liability that may result from this only applies to this one instance. If I requi- in the future, I will notify the agency direct	reter as required by the D.C. Language Acces below I agree that I have refused this servic by someone I have identified. I am aware th ted through and that for the provision of these services nor does no uses services. I am also aware that this waive re interpreter assistance from
Print Name	
Simphys	Date
Signature D.C. Office of Human Rights	Date

*You can read the form over Language Line if the language you need is not available.

Taglines (available in 6 languages)



ANGUAGE	ACCE	SS PR	OGRAM
DISTR	CT OF COLUM	BIA OFFICE O	F HUMAN RIGHTS

Reference guide: Multilingual Taglines Version 1

English - Amharic - Chinese - French - Korean - Spanish - Vietnamese

HELP IN YOUR LANGUAGE If you need help in your language, please call ______ for free interpreter assistance.

የኛንኛ እርዳታ በአማርኛ እርዳታ ከፈለጉ -በ ______ ይደምለቱ - የ<u>ያ</u> አስተርምጊ ይምደብልዎታል።

語言協助

如果您需要用(中文)接受幫助,請電治_____,將<u>急費</u>向您提供口購員服務

AIDE UNGUISTIQUE Si vous avez besoin d'aide en Français appelez-le ______et l'assistance d'un interprête vous sera fournie <u>graduitement.</u>

언어지원

한국어로 안이 지원이 필요하신 경우 _____로 연락을 주시면 <u>무료로</u> 통역이 제공됩니다.

AYUDA EN SU IDIOMA Si necesita syuda en Español, por favor llame al ______ para proporcionarle un intérprete <u>de manera</u> gratuita.

GIÚP ĐỞ VỀ NGÔN NGỮ

. Nếu quý vị cần giúp đỡ về tiếng Việt, xin gọi <u>để</u> chúng tối thu xếp có thông dịch viền đến giúp quý vị <u>miền phí</u>.

Translated documents should be available for languages that hit the 3% threshold.



Reference guide: Multilingual Taglines Version 2

English – Amharic – Chinese – French – Korean – Spanish –Vietnamese

IMPORTANT NOTICE

This document contains important information. If you need help or have any questions about this notice, please call ______. Tall the customer service representative the language you speak so you can be provided with an interpreter at so cost to you. Thank you.

011 10100

ይህ በበድ መቃሚ ምርጃ ይይልድ በአማርኛ እርዳታ ካሬስን፦ ወይም ስለዚህ ማይታወቂያ ተያቁ ካለዎት በ_____ይይውሎ። የትኛውን ቋንቋ እንደሚናትሩ ለደንዘኞቹ እንደሰለቀት ተወካይ ይንተሉ። <u>የልምንም ክሬያ</u> እስተርቀሚ ይመደስልዎታል። እናምስተናለን።

首要通知

AVIS IMPORTAN

Ce document contient due informations importantes. Si vous avez besch d'aide en Français ou si vous avez des questions au sujet du présent avic, unuilles appeier le ______. Dites au représentant de service quelle large vous parties et l'auditance d'un intérpréte vous sers fournie <u>arranjament</u>. Merci.

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AVISO IMPORTANTE

Des documento contines información importante. Si necesita supida en Español o o tines alguna pregunta sobre este avius, por favor llame al _______ informese al representante de atención al cliente el idiorna que había para que la proporciose au interpretes <u>do conto nara unidad</u>.

THÔNG BÁO QUAN TRONG

Version 1:

"If you need help in your language, please call _____ for free interpreter assistance."

Version 2:

"This document contains important information. If you need help or have any questions about this notice, please call

. Tell the

customer service representative the language you speak so you can be provided with an interpreter at no cost to you. Thank you."

Proper use of taglines

Incorrect usage of taglines:

If you need information about electronics recycling in Spanish, Chinese, Vietnamese, Korean, Amharic or French, please call (202) 535-2600.

Correct usage:

Language Assistance

 LEP/NEP person cannot understand because it is in English only.

The taglines are in the foreign languages. The LEP/NEP individual will understand because it is in their language.

LA Information: Portal

OHR has produced a series of tools at http://ohr.dc.gov. Resources include:

- Vendor details & contact info
- O Downloadable signage & forms
- Helpful guides for Language Line
- Best-practice references for data collection and reporting
- O Policy templates
- O Regulation text

If you need to access a resource or document, you can ask OHR!



LANGUAGE ACCESS PROGRAM

DISTRICT OF COLUMBIA OFFICE OF HUMAN RIGHTS

Nelcome to the Language Access Information Portal

นศรริราร หาง องครัษ (Language Access in Amharic) • 汉语语言利用 (Language Access in Chinese) • Accès inguistique en français (Language Access in French) • 한국어 언어 서비스 (Language Access in Korean) • Acceso ingüístico en español (Language Access in Spanish) • Tiếp Cận Ngôn Ngữ Bằng Tiếng Việt (Language Access in /ietnamese)

The Language Access Program is dedicated to removing language as a barrier to obtaining information and services from he District government. Whether you are a member of the public or a District employee, this is where you can find esources to help you understand and fulfill your language access rights and responsibilities.

- About the Language Access Program
- Resources for the public
- · Requirements and resources for covered entities
 - Toolkit for covered entities
- · Requirements and resources for covered entities with major public contact
 - Toolkit for covered entities with major public contact

DC Office of Human Rights

The DC Office of Human Rights (OHR) provides oversight, central coordination, and technical assistance to agencies in their implementation of the Act's provisions.

> Rosa Carrillo Director, Language Access Program

Priscilla Mendizábal Program Analyst, Language Access Program

441 4th Street NW, Suite 570 North, Washington, DC 20001 Phone: (202) 727-3942 TTY: (202) 727-8673

Rosa.carrillo3@dc.gov • priscilla.mendizabal@dc.gov http://ohr.dc.gov/

Language Access Program Partners

- Mayor's Office on Latino Affairs
 (202) 671-2825 | ola.dc.gov
- Mayor's Office on Asian and Pacific Islander Affairs
 (202) 727-3120 | apia.dc.gov
- Mayor's Office on African Affairs
 - (202) 727-5634 | oaa.dc.gov
- DC Language Access Coalition
 (202) 470-6835 | dclaccoordinator@gmail.com

OVSJG Zoomgrants Reporting Guidelines

HOW YOU WILL REPORT ALL LANGUAGE ACCESS DATA IN ZOOMGRANTS

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Zoomgrants Reporting: Step 2

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Read instructions listed for definitions of types of encounters



Zoomgrants Reporting: Step 3

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Fill in number of encounters corresponding to each language in the appropriate type of encounter used for the quarter. If no interpretation was requested for a language then click on the check box for each language under "NO INTERPRETATION REQUESTED". This part is critical to data collection.

larter 1 Language Access ounters from October 1, 2019 - December 31, 2019	
writers from October 1 2019 . December 31 2019	
Annual and Annual Press, and Annual Annua	
guage Billingual Staff Telephonic Interpretation In-person Interpretation Unable to provide services Walver Used No Interpretation requested	TOTAL
haric 2 6 2 3 3 0	10
bc 8	total 10 ace J if
ngali (Wive Use)	1 1
nese 3	ace 3
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Si la	0
ndh 8	0
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8 D D D D D D D D D D D D D D D D D D D	0
oresian 8	0
anese 8	0
ean 8	0
8	0
ai 8	0

Zoomgrants Reporting: Step 4

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For all languages that are not listed in the table, complete corresponding question in quarterly programmatic report stating the language, amount of encounters, and type of interpretation encountered OVSJG Application Status: Approved USD\$ 0.00 Risk Assessment Low Zoom Tutorial Funding Source: FY/20 VS Local USD\$ 100,000.00 requested Reimbursement Schedule: Quarterly Submitted: 10/21/2019 9:31:16 AM (Pacific) Application Questions Budget Language Access DOCUMENTS/REQUIRED ATTACHMENTS Summary Activity Log Click on report Print Budget Ask a Report Question (answers are saved automatically when you move to another field) Instructions ShowHide Click on appropriate Report 2: 415/2020 Report 3: 7/15/2020 Report 4: 10/15/2020 quarterly report Scroll down to the appropriate question that asks you the following: Fill out Language Access Tab for quarter. If language is not listed in table provide language here, tally the amount of encounters, and total number for each interpretation for each language. If no other languages encountered write NIA. Type in the languages not listed, type of encounter/number of times encounter

THANK YOU!

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