

## Complete answers to WA 15 – Petitioner Questionnaire

### Question #2

- a. The goal is to provide appropriate and adequate language access services to limited English proficient (LEP) Town residents and residents with hearing/visual disabilities
- b. The Town should make its services available to all of its residents, including LEP residents and those with disabilities. The Town is obligated to provide language access when offering services that are federally funded.
- c. Yes. The Town's receipt of federal resources obligates it to provide language access services
- d. The goal of the article is to establish the infrastructure to provide language access to Town residents: (1) a language access plan, (2) a Language Access coordinator for the Town; (3) a budget and liaison for language access in each public-facing Town department; (4) a survey of language resources among Town employees
- e. Town staff could address language issues without a Warrant article; however, a by-law will codify the requirement for language access

### Question #4

- a. The proposed by-law is modeled on ordinances from other municipalities, such as Boston and Chicago, as well as based in part on federal requirements. As such, we know that it is workable and effective.
- b. N/A
- c. Town residents who are LEP or have hearing or visual disabilities will benefit
- d. The benefit is providing appropriate access to Town services for all our residents. The cost is funding for a Language Access Coordinator and for interpretation and translation services for public-facing Town Departments.
- e. Census data establishes the need for language access services, as it finds that an estimated 5,661 Brookline residents or about 10% of the population are LEP.
- f. The alternative to the proposed Article would be no language access plan or coordinator, which would implicate the Town's compliance with Title VI of the Civil Rights Act and E.O. 13166.

### Question #6

The estimated additional cost of the proposed Article is approximately \$200,000 per year. This includes \$80,000 in salary and benefits for a new position of Language Access Coordinator and \$120,000 for interpretation and translation services for public-facing Town Departments

### Question #8

The primary department to implement the proposed Article is the Office of Diversity, Inclusion, and Community Relations (ODICR). Petitioners have consulted with ODICR staff.