



WARRANT ARTICLE 18: LANGUAGE ACCESS

Chi Chi Wu

Presentation to the Select Board (October 12)/Advisory
Committee Human Resources Subcommittee (October 14)

The Petitioners

- Chi Chi Wu, TMM Pct 7
- Dr. Raul Fernandez, Brookline Select Board Vice Chair
- Mariah Nobrega, School Committee member and TMM, Pct. 4
- Brookline Asian American Family Network
- Developed in consultation with:
 - *Office of Diversity, Inclusion and Community Relations*
 - *Commission for Diversity, Inclusion and Community Relations*
 - *Immigrant Advancement Committee*

The Need

- Estimated 5,661 Brookline residents or about 10% of population speak English “less than very well” - limited English proficient (LEP)
- Over 3,400 residents primarily speak an Asian language (over 6% of residents)
- Nearly 1,200 who speak an Indo-European language (about 2% of residents).
- Estimated 7% of Brookline residents have a disability
 - *May affect their ability to communicate.*

Source: U.S. Census Bureau, [Selected Social Characteristics in the United States: Table DP02 Brookline town, Norfolk County, Massachusetts 2019](#)

The Laws

- Title VI of the Civil Rights Act of 1964
 - *No person in the United States shall on the ground of race, color or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance*
- Executive Order 13166 – requires recipients of federal funding to:
 - *conduct a four-factor analysis*
 - *develop a language access plan*
 - *provide appropriate language assistance.*
- Title II of the Americans with Disabilities Act
 - *DOJ regulations require public entities to take appropriate steps to ensure comparably effective communications with persons with disabilities*

The Opportunity/Obligation

- *At least \$32 million in American Rescue Plan funds*
 - *Creates heightened obligation*
 - *Creates opportunity*
- Language access identified as an issue in Disparity Report
- Town does not have a language access plan

The Warrant Article

- Language Access Coordinator
 - *To be placed in the Office of Diversity, Inclusion and Community Relations*
- Language Access Plan
- Each public-facing department to have
 - *Language Access liaison*
 - *Budget for interpretation, translation, auxiliary aids & services and other language access needs*
- Survey of Town employees for language access ability
- Efforts to implement other recommendations re language access in Disparity Study

The Estimated Cost

- Approximately \$200,000 per year.
 - *\$80,000 in salary and benefits for a new position of Language Access Coordinator*
 - *\$120,000 for interpretation and translation services for public-facing Town Departments*



QUESTIONS?