



This framework was built by Luigi Fu, Jen/Eleana Hofer, Nayra Pacheco Guzmán, and Adriana Pericchi Domínguez in conversation and consultation with leaders from Asian Pacific Environmental Center, Campesinas Unidas Del Valle De San Joaquín, Central Valley Empowerment Alliance, California Immigrant Policy Center, Centro Binacional para el Desarrollo Indígena Oaxaqueño (CBDIO), CIELO, Hispanic Access Foundation, Mixteco Indígena Community Organizing Project, Movimiento Cultural la Unión Indígena, Resilience Initiative, and Valley Voices and with a range of capacity coaches from the LeadersTrust, and takes into account both existing practices across those organizations and individuals, as well as self-identified goals for multilingual communication.

Shared Ground

Core principles of communication equity developed from responses to the question *What is language justice to you or to your organization?*

- People and relationships are at the heart of the work we do.
- We honor that different people and groups have different capacities, different needs, and different forms of knowledge.
- Language and communication are integral to strong connections with our communities, and are at the core of every struggle for justice and liberation.
- Power dynamics are always present when we communicate. We will do our best to resist structures of privilege and marginalization in our approaches to language and communication.
- We are committed to practices of inclusivity that include:
 - anti-oppression and liberation frameworks
 - creating as much space as possible for people to show up authentically and fully to offer all their forms of knowledge
 - sharing information equitably across language difference
 - everyone's capacity to express themselves and be present in their own language
- We are committed to practicing language justice intersectionality, with attention building LJ teams with sensitivity to specifics that may impact communication, including region/locality, identity groups, stakes in particular issues or struggles, and language background.
- Language justice is flexible and responsive and may not look/feel the same from situation to situation or group to group.
- Language justice involves making mistakes and learning and recovering from them with grace, willingness to learn, and an agile capacity to course correct.
- We will learn constantly, we will advocate for our people constantly, we will meet our people where they're at in their language(s).



- We learn from each other and everyone has a role to play.
- We commit to moving from language access to language justice to liberation.
 - We commit to consistent learning of what it is to embody and manifest liberation in practice.
- Our goal is to leave none of our people out. Our goal is a shared sense of belonging.

The LeadersTrust Core LJ Practices Include:

- Centering language justice in multilingual projects from the beginning, incorporating communication equity into planning from the earliest stages
 - Where relevant, the LeadersTrust will provide working guides to support specific multilingual planning and needs
- Considering all forms of communication access as part of LJ – including different modes of communication, modes of learning, ways of processing and integrating information
- Practicing mutual care for communication equity
 - Staff and/or organizers tasked with supporting multilingual communication (translation or interpreting coordination, facilitating multilingual conversations, etc) are offered time to learn how to hold space for full and equitable participation across language difference
 - Facilitators and/or presenters support language practitioners in making sure communication flows well
 - Language workers are offered space to share feedback on multilingual practice and to express their needs so they can do their best work
- Following best practices, and evolving those practices as needed. Current best practices include:
 - Accurate identification of language needs, with particular attention to Indigenous languages; avoiding assumptions about which language(s) people use
 - Hiring two interpreters for simultaneous interpreting jobs longer than 30-45 minutes
 - Facilitating and/or presenting in all the languages actively used in a particular LeadersTrust space or event, whenever possible
 - Making space for discussing, planning and coordinating for equitable communication during organizing phase of projects and/or events
 - Setting aside dedicated time at the start of meeting or event agendas for grounding in language justice and orienting toward how multilingual communication will function in that session



- Using human translators for any public-facing or important/sensitive text translation
- Building language justice teams as thoughtfully as possible:
 - Hiring and/or training language workers from the communities most impacted by/relevant to the work of the org in question
 - Working within existing CBO infrastructure and also with local groups and communities to support development of language workers
 - Nurturing relationships with language practitioners who can learn how to work most responsively with The LeadersTrust
 - Supporting language workers by providing materials and sufficient time for prep
 - Considering linguistic proficiency and cross-language training and experience as part of the hiring process, remembering that being bilingual is not the same as being an interpreter or translator
- Budgeting for robust multilingual communication
 - Paying language workers fairly
 - compensating org staff who do extra work as interpreters or translators or otherwise using their language abilities
 - avoiding using family members or untrained staff/volunteers as interpreters
 - Building communication equity into budgeting generously and early in planning processes
 - Wherever possible, providing professional development in language work to multilingual staff who want to build or strengthen their cross-language skills
- Providing responsive support and training to the LeadersTrust staff, coaches, and organizational partners around equitable multilingual communication
 - Educating the LeadersTrust staff and people and organizations the LeadersTrust works with about best practices for working with interpreters and translators
 - Making sure all projects, coaches, and orgs involved with the LeadersTrust know that LJ support is available to them
- Implementing evaluation processes that support ongoing language justice learning and evolving best practices that take into account all stakeholders' feedback
- Practicing transparency around which language needs The LeadersTrust can address and what the organization's limits are



- Advancing awareness of language justice practices and ecosystems by uplifting the LeadersTrust’s multilingual work, as an invitation and model for other organizations and foundations