



DIVERSITY FOR INTERPRETERS

... If there are laws,
why do we need to pay attention?

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INTRODUCTIONS

Do tell...

- Name
- Language(s)
- Are you a staff or an independent interpreter
- Have you ever attended diversity training before?

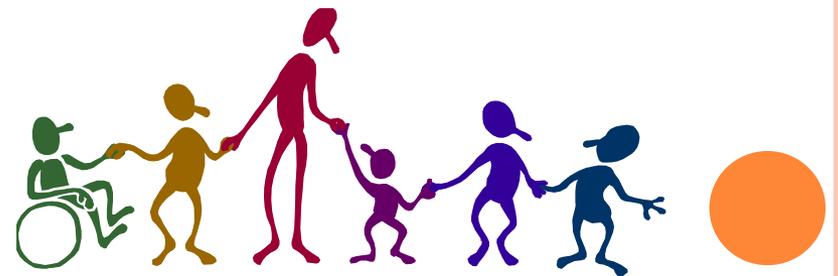


TODAY'S OBJECTIVES

- Increase your awareness of the need for and value of Diversity within your agency
- To provide a broad overview of the legal basis of existing laws
- To define and distinguish between Equal Employment Opportunity (EEO), Affirmative Action (AA), and Diversity



WHAT DOES DIVERSITY MEAN TO YOU?



DEFINING: DIVERSITY

- Diversity - A voluntary effort focused on achieving and sustaining an inclusive environment where all are valued
- Diversity - represents an approach to building equitable relationships among all people and to reflect the population demographics



THE GOAL OF PROMOTING DIVERSITY

- To establish acceptance of the Difference ≠ Difference paradigm
- Help individuals gain self-awareness of their views on difference(s)
- To overcome the “conspiracy of silence” that hinders people’s understanding of perceived differences



WHAT IS DIVERSITY ABOUT?



DIVERSITY

AND

THE LAWS THAT GOVERN IT



THE LAWS

- MA G.L. 151B
- H.3810
- Executive Order 526



MASSACHUSETTS NEW TRANSGENDER EQUAL RIGHTS LAW – H.3810

- On November 23, 2011 Governor Deval Patrick signed H.3810, “An Act Relative To Gender Identity”
- Adds “**gender identity**” to Massachusetts existing non-discrimination laws for:
 - Employment
 - Housing
 - Public K-12 education
 - Credit and lending
- Adds “**gender identity**” to Massachusetts hate crimes law

The Act does not expressly prohibit discrimination based on gender identity in public accommodations; however, there is a house bill that was recently filed to address this. The Equal Access Bill would add “gender identity” to existing Massachusetts civil rights law for public accommodation.



DEFINITIONS

- Gender Identity: is the individual's internal and innate sense of being male, female, both or neither; how a person identifies him/herself
- Gender Expression: is the way an individual expresses his or her gender identity, by appearance (clothes, hairstyle, jewelry) or behavior (how a person interacts and communicates with others through mannerisms, voice, comportment) and may or may not conform to social stereotypes associated with a particular gender
- On February 17, 2011 Governor Deval Patrick signed Ex. Order 526



MASSACHUSETTS EXECUTIVE ORDER NO. 526

- On February 17, 2011 Governor Deval Patrick signed Ex. Order 526
- Prohibits discrimination based on gender identity or expression in state employment
- The Executive Order applies to all state agencies in the Executive Branch including all current and future boards, commissions, agencies, departments, divisions, councils, bureaus, and offices
- Additionally this order prohibits discrimination in all programs, activities, and services provided, performed, licensed, chartered, funded, regulated, or contracted by the state



EXECUTIVE ORDER #526

PROTECTED CATEGORIES

- Age (40 and over)
- Ancestry
- Color
- Criminal Records
(applicants only)
- Disability
- Gender
- Genetics
- National Origin
- Race
- Religion
- Retaliation
- Military Status
- Sexual Orientation
- Transgender (7/12)



THE MAJOR DIFFERENCES:

- Equal Employment Opportunity (EEO)
- Affirmative Action (AA)
- Diversity



THE MAJOR DIFFERENCES BETWEEN EQUAL EMPLOYMENT OPPORTUNITY (EEO), AFFIRMATIVE ACTION (AA), AND DIVERSITY

Adapted from workforce America. Managing employees Diversity, by M. Loden and J.B. Rosener

EEO / AA	Diversity
Government Initiated	Voluntary
Legally Driven	Productivity Driven (Agency Driven)
Quantitative	Quantitative
Problem Focused	Opportunity Focused
Assumes Assimilation	Assumes Integration
Internally Focused	Internally and Externally Focused
Reactive	Proactive

*Adapted from Workforce America! Managing Employee Diversity as a Vital Resource, by Marilyn Loden & Judy B. Rosener, 1991, Irwin Professor Publishing.



THE MAJOR DIFFERENCES BETWEEN EQUAL EMPLOYMENT OPPORTUNITY (EEO), AFFIRMATIVE ACTION (AA), AND DIVERSITY, CONT.

- Employment Opportunity (EEO)
 - A law that requires employment conditions to be non-discriminatory based on protected categories
 - Governed by MA General Law Chapter 151B,
 - in addition to other federal laws,
 - of which the MA law is considerably strictest
 - A permanent obligation for every employer with more than six (6) employees



THE MAJOR DIFFERENCES BETWEEN EQUAL EMPLOYMENT OPPORTUNITY (EEO), AFFIRMATIVE ACTION (AA), AND DIVERSITY, CONT.

○ Affirmative Action (AA)

- Is by nature, a temporary remedy
- It's a set of laws, regulations and policies that seek to redress past discrimination by ensuring equal opportunity
- Although Affirmative Action is a legal obligation it is a voluntary action and gives preferences to individuals based on protected characteristics



THE MAJOR DIFFERENCES BETWEEN EQUAL EMPLOYMENT OPPORTUNITY (EEO), AFFIRMATIVE ACTION (AA), AND DIVERSITY, CONT.

○ Diversity

- Is neither a permanent obligation nor a temporary remedy.
- A voluntary effort for employers to achieve and sustain an inclusive work environment where all employees are valued
- Represents an approach to building equitable relationships among all people and to reflect the population demographics
- Depending on the population demographics, it is constantly taking on different shapes and sizes



BENEFITS OF BEING DIVERSE

“new solutions are available only when new people are in the conversation.”

- Margaret Wheatley



THE BALL IS IN YOUR COURT!

- What steps will you take now:
 - Personal steps
 - Interpersonal steps
 - Organizational steps



Wow!





Please complete your end of workshop evaluation!



REFERENCES

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