

# Language Access Plan

NJCDD provides timely, meaningful access to all information and activities for individuals with limited English proficiency (LEP). Members of the public will be informed that language assistance services are available to individuals who have limited English proficiency free of charge through the NJCDD.



## What is the Purpose of Language Access?

Eliminate or reduce barriers to access- Language access policies and directives help NJCDD make reasonable efforts to eliminate or reduce access barriers for limited English proficient individuals.

Increase capacity and competency- Implementing a language access plan enables NJCDD to increase its capacity and competency to serve limited English proficient individuals.

Providing limited English proficient individuals with meaningful access to information reaffirms NJCDD as a safe, welcoming and inclusive organization for all.

## Why Does Language Access Matter?

Population Diversity- New Jersey is recognized as one of the most diverse states in the United States. More than half of the state's population is non-white.

Linguistic diversity- 42.4% of New Jersey's residents do not speak English well. (Source: Migration Policy Institute) 30.7% of New Jersey residents, above the age of 5, speak a language other than English at home. (Source: US Census Bureau)

Growing Immigrant Population- In the past 10 years, there has been an increase in the foreign-born population in New Jersey. There was a 1.2% point increase compared to 0.4% nationwide. (Source: US Census Bureau)

## What are the requirements for Language Access ?

Develop a language access plan- NJCDD has developed a language access plan that ensures limited English proficient individuals can meaningfully access its activities and information. The plan can be accessed via our website at <https://njcdd.org/njcdd-lep>.

Provide notification of language assistance- NJCDD will provide language assistance services through referrals, partnerships and the language line when requested in advance.

Provide free translation and interpretation- NJCDD will translate outreach and educational materials into the limited English proficient languages largely served by NJCDD as soon as possible, but no later than one (1) month after development.

Increase capacity of NJCDD staff- NJCDD will provide training to its staff to enable them to better serve limited English proficient individuals.

Conduct outreach and community engagement activities- NJCDD will target limited English proficient populations served or encountered by our services and programming to better engage them into our organizational structure.

## Who Do I Contact for Questions?

Please visit the Language Access webpage for more resources on how you can better serve immigrants, refugees, and Limited English Proficient members of the public. If you have additional questions, please contact [info@njcdd.org](mailto:info@njcdd.org) or 609-292-3745.