

## WHEN YOU DON'T SPEAK SPANISH

### Goal:

- Create a guide for non-Spanish speaking Extension personnel to build a quality 4-H Youth Development program with Latino communities.

### Objectives:

- Respect and value Latinos.
- Develop relationships within Latino communities; and
- Engage and interact with Latino audiences.



### Respect and Value Latinos

Giving respect and valuing differences is always greatly appreciated. When working with a new or ongoing audience, having respect is the foundation of the relationship. If you are a non-Spanish speaker, you can still build a quality program that meets the needs of a Spanish speaking audience.

- Appreciate the opportunity to work with the family, the parents, the children and the community. Show appreciation when greeting the children and parents. Appreciation may also be shown through a word of thanks or a written note.
- Make personal contact with the children/youth and their families. Consider that language is fluid and there may be a combination of Spanish and English that could be communicated both directions. Small talk, like asking how they are doing, can mean a great deal to some.
- Seek several cultural guides. Cultural guides will know the community and have the trust of the community. They will have unique insight that can support programming. They will help nurture understanding of the community and introduce you to the community. One is better than none, but don't put pressure on one individual to make your connections. Be present with several cultural guides.

- Adapt and create programs that integrate cultural nuances. For example, if teaching a food safety class, address a food safety issue that is relevant to the foods most often prepared by the audience.
- Be prepared to go further in your programming than planned. Sometimes it is the wrap-around services that build the relationships—for example, connecting families with community resources they may need. This may happen as trust is developed between the family and the Extension staff. Know what community resources are available so you are able to make the appropriate referrals.
- Consider the family's needs in order to participate in the program. Is child care for little ones needed? Is a meal needed? Can transportation be worked out?
- Strive to show families that you truly care.
- Show that learning is going to be a mutual experience for the both of you. You will learn from each other.
- Latinos often value relationships and cooperative activities. When possible, plan cooperative activities where families can interact and work together.
- Pay attention to family and community dynamics.
- Listen to the conversation. You may not have full command of Spanish, but language is more than just verbal.
- Know who you are meeting so that you can show respect and use the names in conversation.
- Show you are committed, available, and willing to make time. Plan for unscheduled and longer appointment times.
- Be happy and excited to see the families and spend time with them. Be welcoming and grateful.
- You don't need to speak Spanish to be bi-cultural—strive to understand and learn about the

local Latino culture. Immerse yourself into the culture. Dine at a local Latin restaurant on a regular basis. Engage the staff in conversation. Join a community cultural celebration such as Dia de los Niños, Mexican Independence Day (September 16), Cinco de Mayo (May 5), and Hispanic Heritage Month (October). Listen to Spanish radio or television.

- Immersion also happens by participating in family events like Quinceañeras, weddings, birthdays and religious events.

### **Developing Relationships within Latino Communities**

It's all about relationships, accessibility and relevance! If you want to offer educational programs to Latinos, begin by forgetting the program. Instead, think about the people. Only with a system of healthy relationships in place can you begin to deliver educational content. Also take into consideration that program content may or may not attract the Latino community. In many cases, you have to change your program content to successfully engage the Latino community.

If 4-H has little or no name recognition and credibility within your local Hispanic community, relationship-building can sound daunting. It's even more difficult if you don't speak Spanish and have little knowledge of Latino culture. An easy way to start in these circumstances is to get to know the local organizations that already have credibility within the Hispanic community. They can help you identify community leaders and possibly introduce you. Working with adults who already have a relationship with youth in the community can be an effective strategy for bringing Latino youth to the program. Form partnerships to deliver educational programs.

Suggestions for relationship-building:

- Latinos are very diverse. Respect the richness and uniqueness among Latinos. For example, Latinos come from different ethnic groups, cultural backgrounds, religions and socioeconomic status.
- Latino audiences can identify the assets, needs and problems of the community. We need to adapt our programs to fit their reality.

- Spend time listening to assist families with immediate needs and direct them to agencies that can support those needs.
- In the Latino community, it is not “who you know” but “who knows you.” The more you engage in the community, the more people will know you.
- Be patient! Nurturing relationships take time. Building trust takes time. Successful relationships don’t develop overnight; they take years.
- Even after you’ve built successful programs, keep nurturing relationships. Focus on the relationship-building rather than on program tasks.
- Have Latino youth define their needs and interests. Work to offer youth programs that are accessible and affordable. Because most Hispanic youth are bilingual, you can offer these programs in English.
- To recruit Latino youth, you need to recruit the parents. They need to understand that you have a safe space for their children and that you will provide them with tools that will help them achieve success.

### **Engage and Interact with Latino Communities**

When invited to an event or meeting, **GO**. Event starting times are fluid, but it is always best to be on time. Plan to stay late. Engage as best you can. Enjoy the conversation and food. Make sure to **listen**. Offer to help with tasks to make the event successful. Show that you want to be present.

Be open to learning. Ask questions and show you are interested in learning more about their culture. This is a way to gain trust. Learning may include developing flash cards of common 4-H questions and answers in Spanish. Make it available for all staff—including the receptionist, who is often the first point of contact.

Attempt to speak Spanish. This shows that you are trying to understand and that you care. See Appendix A for some common words and phrases with pronunciation guides.

Attempt to relate by sharing a story or an experience. Sharing your experience shows you are willing to trust.

Latinos value socialization, so provide families with opportunities for socialization during the program. It's a great way to get to know each other. Be patient. As with any new group, it takes time to build the relationship in both directions.

**APPENDIX A - COMMON PHRASES IN SPANISH**

Hello

¡Hola!

Good Morning.

Buenos Días.

Good Afternoon.

Buenas tardes

Welcome

Bievenido

Glad to meet you.

Gusto en conocerte.

I am sorry.

Lo siento.

Thank you.

Gracias.

I don't speak Spanish

No hablo Español.

My name is...

Mi nombre es...

How are you?

¿Cómo estás?

Good, thank you.

Bien, gracias.

May I help you?

¿Puedo ayudarte?

Thank you for your patience.

Gracias por su paciencia

You are important to 4-H.

Formal - Usted es important para 4-H.

Informal - Tú eres importante para 4-H.

**COMMON PHRASES IN SPANISH**

Dad

Papa

Mom

Mama

Son

Hijo

Daughter

Hija

Brother

Hermano

Sister

Hermana

## ADDITIONAL LANGUAGE REFERENCES

Spanish is the third-most spoken language in the world, and there are more Spanish-speakers in the United States than in any country except Mexico. Learning at least some Spanish will help give you first-hand experience about many rich and vibrant cultures.

Below are some free Spanish language tools available on the Internet. If you know of additional resources, please contact us so we may expand this section. Be sure to carefully review all machine-translated materials, as they are not always accurate.

In addition, an enormous variety of translators exist for both the Android and iOS mobile phone environments for short, on-the-go translations.

### Google Translate

Google Translate is a free multilingual statistical machine translation service provided by Google to translate text, speech, images, or real-time video from one language into another. It is one of the most popular Spanish-English machine translators on the Internet.

<https://translate.google.com/?oe=utf-8&um=1&ie=UTF-8&hl=en&client=tw-ob#en/es/>

### YouTube

YouTube features a vast amount of videos, including entire video series on learning Spanish.

[https://www.youtube.com/results?search\\_query=english+spanish+lessons](https://www.youtube.com/results?search_query=english+spanish+lessons)



### **FreeTranslation.com**

Freetranslation.com offers to translate documents up to 5MB in size. Documents can be in .DOC, .PDF, and other widely used formats. They also offer human translation as a paid service.

<https://www.freetranslation.com/en/translate-english-spanish>

### **SpanishDictionary**

Provides pronunciation of words in both English and Spanish in a very natural voice. An excellent tool.

<http://www.spanishdict.com/translation>