

Whereas UALE wishes to include and engage labor educators and activists with a broad range of experiences and backgrounds to enrich the education opportunities for all attendees at our annual conferences, and

Whereas the labor movement in the United States has much to learn from our brothers and sisters residing in other countries and from those who bring labor traditions with them when they migrate here, and

Whereas UALE has a history of inviting international guests and immigrants whose primary language is not English to participate in our conference, representing a substantial commitment of time and resources for both guests and the organization, and

Whereas UALE as leaders in the field of labor education should, as much as possible, follow the educational practices regarding inclusion that we would suggest to workers and unions in their own educational events, and

Whereas informal efforts to provide ad hoc interpretation for non-English speakers have proven inadequate, thereby reducing the participation opportunities for non-English speakers and learning opportunities for everyone,

Be it resolve[d] that UALE make interpretation an integral part of conference planning for future UALE conferences when non-English speakers are part of the program and/or participating in the conference , including prioritizing sessions for interpretation, budgeting and scheduling for interpreters, and acquiring interpretation equipment as part of overall event logistics.

Be it further resolved that the arranging for interpretation be the responsibility of the conference planner and conference committee, who have final responsibility for the quality and logistics of the conference, in order to ensure that interpretation be handled as a programmatic concern for the benefit of both invited guests and all UALE conference attendees.