

INTERPRETING AND TRANSLATING FOR FARMERS AND MIGRANT WORKERS:

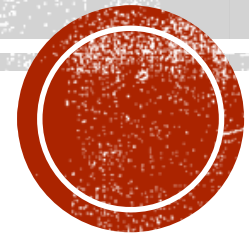
THE STAKES, THE ETHICS, THE VOCAB

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OBJECTIVES

- Highlight the growing need for language access in agricultural and food processing contexts
- Clarify the stakes of interpreting and translating in agriculture in my experience
- Provide resources for technical vocabulary in the industry



PRESENTATION OVERVIEW

- Agriculture and Migrant workers in the US
- My experience in farming contexts in Wisconsin
- Ethical dilemmas
- Possible solutions
- Recommendations
- Resources for vocabulary and more information



AGRICULTURE IN THE US

- 2012 US Census:
 - 2.1 million farms in the US
- \$985 billion industry
- Cattle and calves, corn, and dairy products are the **top 3 U.S. farm products**.
- The number of farm operators of **Spanish, Hispanic or Latino** origin is higher than ever, up 21 percent to 99,734.



AGRICULTURAL WORKERS IN THE US

- 2013-14 National Agricultural Worker's Survey (NAWS):
- Estimated more than 2.5-3 million agricultural workers.
 - 16% have been identified as migrating
 - 84% are seasonal agricultural workers.
- 73% are foreign born
- 68% of all agricultural workers were born in Mexico
 - 46 percent: west central Mexico
 - Guanajuato, Jalisco, and Michoacán
 - 22 percent: southern Mexico
 - Guerrero, Oaxaca, Chiapas, Puebla, Morelos, and Veracruz



AGRICULTURE IN WISCONSIN



78,000 farms in Wisconsin

\$9.98 billion revenue

- livestock, dairy, poultry (2/3)
- Crops

#1 in nation for production of:

- snap beans for processing,
- cheese, (#2 milk and butter)
- cranberries,
- ginseng,
- dry whey for humans,
- milk goats
- corn for silage



ALSO THE MEAT PROCESSING INDUSTRY

- Restructuring of the U.S. meat processing industry in 1980s-90s
 - lower skilled labor
 - relocated plants to rural areas.
 - Hispanics moved into the meat-processing workforce transforming many rural communities, mitigating the decline of the population and stimulating local economies.
- Between 1980 and 2000, the Hispanic share of meat-processing workers increased from under 10 percent to almost 30 percent, while the Hispanic workforce itself became mostly foreign born. While the rapid population growth and geographic dispersion of Hispanics since the 1990s has helped meet the labor needs of rural-based meat-processing plants, Hispanic settlement has also had social and economic implications for rural communities.
- Propelled by changing eating habits of Americans



HIGH IMPACT PRACTICE FOR STUDENTS: A PROJECT IN SOLIDARITY



INTERACTION #1: WITH DAIRY FARMER'S WIFE

- Michelle to farmer's wife: "Since you are a middle school English teacher perhaps you'd like to come down some night to see what we are working on."
- Farmer's wife: "No that's ok, my husband or son maybe, but not me."



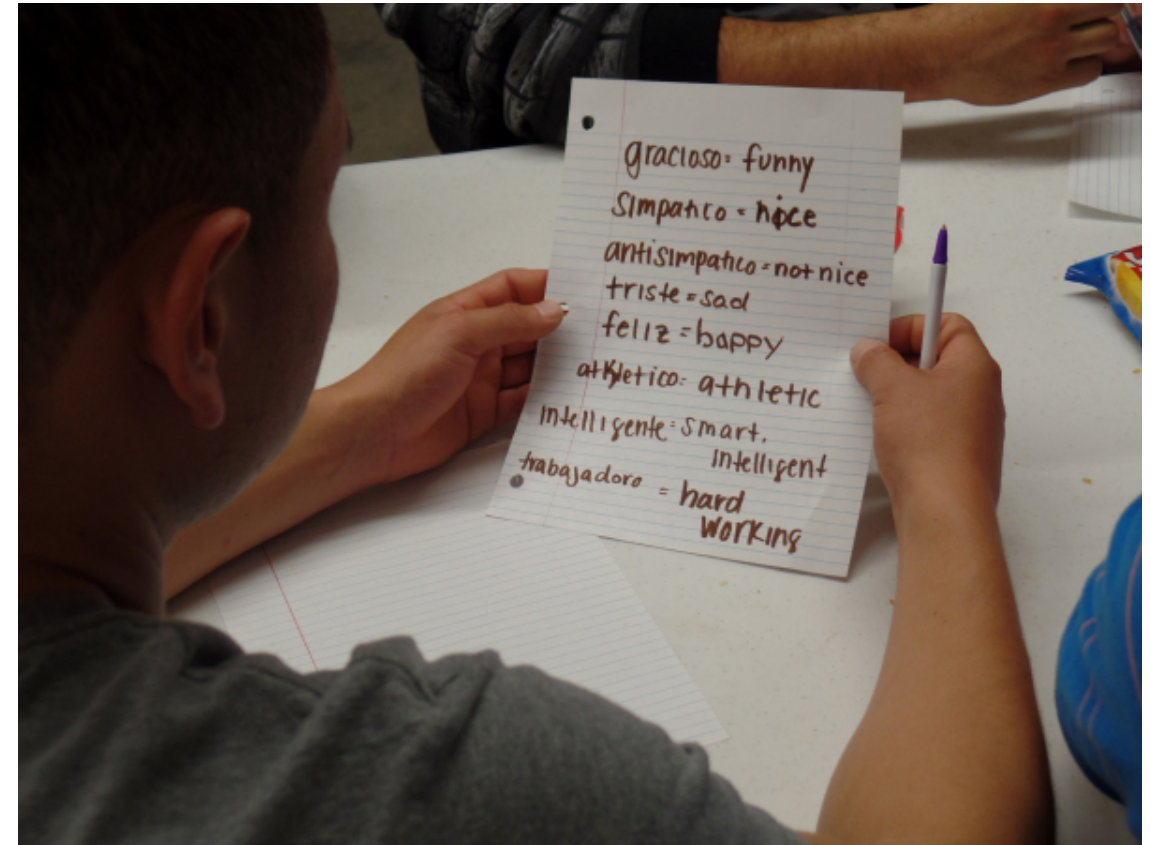
HOUSING OF MIGRANT WORKERS

- Most agricultural worker housing is substandard or non-existent.
- 2008 study in North Carolina:
 - 89% of the agricultural worker labor camps had more than one violation against the Migrant Housing Act of North Carolina.
 - Up to 78% of residents felt they lived in a crowded living space.
- 2007 study in the Coachella Valley of California:
 - 2% of those surveyed reported having living situations not meant for human habitation (such as the outdoors, cars, trucks, or vans parked in streets or parking lots, or inhabited converted garages).
 - 30% amongst respondents who were migratory agricultural workers in the same area.



INTERACTION #2: WITH DAIRY FARMER

- Michelle to farmer:
“What would you like your workers to learn in terms of vocabulary or skills in English?”
- Farmer: “They really speak pretty good English already. We get by just fine.”



LIMITED ENGLISH PROFICIENT (LEP) AGRICULTURAL WORKERS

- LEP: “Individuals who do not speak English as their primary language and who have a limited ability to read, speak, write, or understand English can be limited English proficient, or “LEP.””
- The following was noted for English speaking ability in NAWWS:
 - 27 percent said they could not speak English “at all”
 - 32 percent said they could speak “a little” English
 - 11 percent said they could speak English “somewhat”
 - 31 percent said they could speak English “well”
 - Remember that 73% of agricultural workers are foreign born



INTERACTION #3 WITH DAIRY FARMER

- Michelle: “Can we bring a computer out to help facilitate Skype English lessons remotely?”
- Farmer: “They already have computers. They use the internet all the time and always are on me right away when it’s not working.”



MIGRANT WORKER EDUCATION

- The average level of completed education was 8th grade.
 - 3 percent had not completed any formal schooling
 - 36 percent had completed grades 1 to 6
 - 21 percent had completed grades 7 to 9
 - 28 percent had completed grades 10 to 12
 - 11 percent had attained some form of higher education
- These 70 students will graduate from a High School Equivalency Program
 - California (Aug, 2017)



INTERACTION #4 WITH DAIRY FARMER

- Michelle to the farmer: “Could we have the guys give us a tour of the farm so we can figure out the terminology that they might need to communicate with you more effectively?”
- Farmer “You’re not with PETA (People for the Ethical Treatment of Animals) are you?”



HEALTH COVERAGE AND OTHER SOCIAL PROGRAMMING

- 17 states do not require workers' compensation insurance for agricultural workers, 14 states require workers' compensation for all agricultural workers and the remainder require it, but provide exceptions for small employers.
- While many could qualify for Medicaid and food stamps, very few meet eligibility requirements.
- Administrative barriers to medical coverage for mobile populations
 - Recent research shows that portable health service programs such as Medicaid and WIC, currently administered at the state level, would benefit mobile agricultural worker families.
 - Some suggest a multistate Medicaid card and an interstate provider network.



INTERACTION #5 WITH DAIRY FARMER

- Election night, November 2016:
 - Farmer: "These guys don't want Trump to win tonight."
 - Michelle: "I don't blame them."
 - Farmer: "Well, I don't like him either."
-
- "Without the foreign-born labor pool, agriculture would pretty much collapse," said Al Squire, a dairy producer in Hagerman [New Mexico]. "It would impact everyone's operations. If you take 5 to 10 percent of the workforce out of the dairy industry's labor pool, that's huge."



WHAT ONE WORKER HAD TO SAY:

- What should an interpreter know about the workers on a farm before coming to interpret?
 - That they know about the farm, the farmer, the workers and their behaviors/relationships.
- How much Spanish can the farmer speak?
 - “None.”
- How confident are you that you and your colleagues can communicate to the farmer here on the farm?
 - “Not at all.”
- How often does an interpreter come here to the farm?
 - “Every month, month and a half.”
- How often would you like an interpreter to be here?
 - “It would be nice to have one here every day, but that’s not possible.”



LABOR LAWS *SHOULD* PROTECT EVERYONE REGARDLESS OF IMMIGRATION STATUS...

- Violations of regulations persist.
- Migrant laborers assume that these laws do not apply to them.
- Believe they are ineligible for fair treatment because they are undocumented
- Do not believe they have protected employment rights like overtime pay, safety training and worker's comp.
- Some farm owners use this perception (coupled with other fears surrounding immigration status) to exploit immigrants by compensating them inadequately and not providing basic worker's rights. Additionally, if workers under the temporary worker program do not complete a full season, they are not guaranteed return transportation—putting them in a precarious position that is easily exploited.



HUMAN TRAFFICKING IN AGRICULTURE

- Lawsuit against Funk Dairy Inc. in Idaho, accusing of human trafficking (Jan, 2017)
- Janet Drake, a senior assistant attorney general in Colorado:
 - “now we realize through the work we've done that labor trafficking is probably at least as prevalent, if not more so, than sex trafficking. And that's a real problem we've had as prosecutors – being able to identify and disrupt these labor trafficking networks.”
- “From dairy farms to orange orchards, nearly 2,000 of the [human trafficking] cases [between 2007 and 2016] involved the agriculture industry. Workers — mostly men from Mexico and Central America — often were enticed with assurances of an hourly rate, but once they showed up in the U.S., they were paid on a much lower piece-rate basis. Many reported being denied medical care and protective gear to do their job, forced to live in squalid conditions, and threatened with deportation.”
- “Traffickers often take advantage ‘of language barriers between exploited workers and patrons ... to help avoid detection’
- Several cases in Wisconsin



POWER AND CONTROL WHEEL FOR HUMAN TRAFFICKING



UNDOCUMENTED WORKERS ARE AT GREATER RISK AND FACE WORSE CONDITIONS

- Possibility of immigration enforcement, detainment, and deportation.
- Employers have used this to their advantage,
 - deterring worker dissent and demand for fair labor practices by threatening to report their illegal immigration status.
- Leads to silence among migrant workers and a lack of incentive to seek protection under the law.
- Making matters worse, legal agencies that receive federal funding are not allowed to represent undocumented workers, robbing them of affordable legal recourse in most circumstances.



ADDRESSING UNFAIR LABOR CONDITIONS

- Organizations such as Fair Trade and United Farm Workers have arisen.
- Certify food producers that provide equitable and safe conditions for their workers
 - allows consumers to identify and purchase ethically produced products.
- Lakeland Dairies in Northern Ireland
 - Anti-slavery statement on their webpage:
 - “Lakeland Dairies Co-operative Society Limited and all of the Companies within the Lakeland Group are committed in working to combat slavery and human trafficking. We exercise a zero tolerance approach to slavery and human trafficking.”



THERE IS ALSO MUCH FRUIT AND VEGETABLE FARMING IN WISCONSIN



A BEACON OF LIGHT, A MODEL TO FOLLOW



H-2A TEMPORARY AGRICULTURAL PROGRAM

- Legal means to bring foreign-born workers to the United States to perform seasonal farm labor on a temporary basis.
- Employers must demonstrate, and the U.S. Department of Labor (USDOL) must certify, that efforts to recruit U.S. workers were not successful.
- Employers must provide housing and pay the higher of the applicable state or federal minimum wage, the prevailing wage in that region and occupation
- During the fiscal year of 2016, the U.S. Department of State certified 165,741 H2-A visas out of 172,654 that were requested.
- There is much debate about the outcomes of this program in Mexico and the US; evidence of positive and negative results.



FOOD SAFETY TRAINING, YEARLY REVIEWS



<http://harmonyvalleyfarm.blogspot.com/2014/08/salad-planting-team-effort.html>



FARMER-WORKER EXPECTATIONS: LABELING SYSTEM AND VOCABULARY



These knives should only be used by the person assigned to them. Clean and return to this location daily after use.

**Brown Handled knives & Yellow Handled knives
are for use on produce only.**

Estos cuchillos solo usar solo la persona asignada. Limpiar y regresar a esta locacion diaria despues de usar.

RECOMMENDATION FROM ANDREA, ORGANIC VEGETABLE FARMER

- ...you can't hold somebody accountable to something that they don't understand. You know: *"Don't tell me something in Spanish and then make me sign my name to it, because that's not the language I understand it in."* So I think there's *that* respect issue that is very important to us – or at least to me – in making sure that whatever we are asking our employees to be accountable to they fully understand, because they are very intelligent, very smart people...They're very skilled people. They're very intelligent people with families and lives and goals and dreams, too. So I think that's kind of why we brought more interpretation into our farm: to make sure that we have that level of respect.



HOW DOES ONE WORKER FEEL ABOUT LANGUAGE ACCESS ON THE FARM?

- “Bueno, para mí las veces que ya sea usted o alguien más que haya venido a interpretar: para mí ha sido una experiencia muy buena, y motivación para yo tratar de aprender más inglés, y escribirlo y hablarlo, porque de esa manera me doy cuenta de que si entiendo yo lo básico aquí,... Harmony Valley empieza desde que plantas la plantación hasta que cosechas. Entonces si en medio de eso hay una necesidad de explicar al patrón que algo está pasando, es donde yo me doy cuenta que es bien importante saber hablar inglés y saber escribirlo un poquito – nosotros, especialmente. Por eso cuando – ya sea usted o alguien más viene aquí a interpretar, eso me da mucho gusto a mí y me siento muy, muy bien.”



OTHER COMMENTS?

- “Pues, solamente que Harmony Valley es una gran granja y amo mi trabajo en Harmony Valley. Amo lo que hago; me gusta mucho. Y creo que hasta ahorita somos un buen equipo, todos. Hablar de los patrones, no tengo que hablar de ellos porque son muy buenas personas. A parte de patrones, son amigables - cosa que muy pocas veces se ve en algunas otras granjas.”



COMMENTS AND RECOMMENDATIONS FROM THE INTERPRETER

- Interpreting in farming contexts is an emerging field
- Exploitation and human trafficking is occurring in agriculture
 - Legislation needs to change
 - Advocacy needs to come from inside and outside the industry.
- Vicarious trauma is real in this sector, as in all community interpreting subject areas
 - Self-care is essential



RESOURCES FOR INFO AND VOCAB

- USDA (US Department of Agriculture)
 - Some pages in Spanish, though very limited
- TJC Global: Agricultural Interpreting Services | Agriculture Interpreters Worldwide
 - http://tjc-global.com/agriculture_interpreting_interpreters_worldwide/
- MOSES (Midwest Organic and Sustainable Education Service)
- Power and control wheels (simple Google search)
- Quizlet.com (type in search bar the following titles to find three Eng-Spa decks related to farming)
 - General Farming Terms (Eng—Spa)
 - Fruit and Vegetable Farming (Eng—Spa)
 - Organic Vegetable Farm: Food Safety Trainings (Eng—Spa)



HUMAN TRAFFICKING GLOSSARIES

- English:

- Common Sex Trafficking Language. (2017). Retrieved from <https://sharedhope.org/the-problem/trafficking-terms/>
- Glossary of Human-Trafficking Acronyms and Terms. (2017). Retrieved from https://www.americanbar.org/publications/judges_journal/2013/winter/glossary_of_humantrafficking_acronyms_and_terms.html
- Office on Trafficking in Persons | ACF. (2017). Fact Sheet: Labor Trafficking (English) Retrieved from <https://www.acf.hhs.gov/otip/resource/fact-sheet-labor-trafficking-english>

- Spanish:

- Glosario mínimo sobre el tema de trata de personas. (n.d.) http://archivos.diputados.gob.mx/Centros_Estudio/ceameg/Docs_PDF_trata/1_3.pdf



THNANK YOU FOR YOUR TIME!



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