

XXX organization, a local non-profit, has 3 positions open right now. We are currently recruiting for a Latina Health Program Specialist (a licensed mental health professional, English-Spanish bilingual), a Manager of Volunteer Services (English-Spanish bilingual), and a Development Director.

Job Postings xxx.org

XXX is looking for three new individuals to join our team! Bilingual (English/Spanish) Licensed Clinical Social Worker: This person would serve as the lead for all Spanish-speaking clients, perform assessments of patient/family...

- Licensed and not intern number?

Thanks

- It is getting very hard to find any jobs, if you don't speak Spanish in OC. They might as well tell people who are applying to these programs (for masters) that unless they are Latino background, don't bother, because there will be no jobs or internships, when you finish school.

- This is also true at the Doctoral level and seems unfair that after spending all of this money you can not get a job just because you are not bi-lingual. Is this justified in America?

- I can only think of one immigrant group, to the USA, that has felt that they did not need to learn English during the first generation--as a whole. Why are we allowing Spanish to become a second language in the USA? It runs counter to the melting pot ideal. But then, on the other hand, learning a new language opens horizons and broadens a therapist's world view.

- This true, however, what language is next, Chinese? I spent a lot of money for my degree so I should not be penalized because I can not speak Spanish fluently

- Agreed. I am in so much debt and I will probably pay for the rest of my life, and I am being penalized for not speaking Spanish, in America. I am an immigrant too and I am bilingual, from another background, just not Latino. I speak 2 languages fluently and a third one enough to get by, but none of these mean anything, because I don't speak Spanish. As he said, it is counter to the melting pot ideal and basically we are creating another language in this country and in a few decades, English might not even be the language in America!

I do agree that learning a different language opens ones horizons, but it shouldn't be forced on people.

- I thought being Bi-lingual in American Sign Language would be beneficial as well but I guess I need to make a call to Rosetta Stone and add a third language. Oh wait, I am still an unpaid intern who can't afford that. Well, anyone out there want to exchange Spanish lessons for ASL?

- I think you might have to move to another state. From what I hear other counties around are just as bad.
- I am fluent in Spanish but cannot find a job either...in this case, for example, I'm not licesened ... And I see posting where they ask for other language speaker therapists...I can focus on seeing that I am not fluent in certain language or I can just see that I don't fulfill the requirements for that job; it is up to me. I believe that serving communities and their needs shouldn't be seeing as a barrier but as an opportunity to put in practice all that in which we spent a lot of money to be trained for, and that includes to be diversity tolerant.
- I believe that being diversity tolerance has nothing to do with mandatory requirement to speak Spanish. Further there is a difference in not being qualified for a position and not being able to speak Spanish. If a person has all of the qualifications and the position asks for Spanish-speaking preferred, they qualify based on experience and education and should not be disqualified based on a language requirement. Diversity Tolerance is being understanding, open-minded to the person's culture or economic status, etc. which you can be without speaking the language. I have a very diversified group of clients, and treat each of them with respect and dignity and being able to only speak English does not make me unqualified to do therapy/assessments. Again the other languages requirements are few and far in between, the clients learn the language of the United States of America (ENGLISH). If you come to America for a better life then you should not want to help add to the hardship of others by keeping them from obtaining a job they are qualified for based on LANGUAGE alone.

This is just my opinion though :)

- Dr. Soandso hit the nail in the head. Tolerance should not be interpreted as being taken over. I am an immigrant too, who had to learn the language of the land I migrated to fluently, in order to get a good education and in order to assimilate in to the culture of this land. Do I not speak my own language, of course I do, but I don't expect the healthcare professionals, bank tellers, police officers, etc. to speak my native language. I still keep my cultural identity, but am respectful of the cultural identity of the land that I migrated to. In all the different countries that I have spent time in, I was always expected to speak their language to be able to communicate, especially with healthcare providers. I just find it disrespectful of people to come to a country and not try to learn the language there, instead expect people to understand and speak their language. Tolerance is respecting the differences in different cultures, not having to learn the language of them all. Where do we draw the line, how many more languages are we going to have to learn to work in America.
- This problem is due to the US not having a national language, so maybe we need to get it on a ballot and we want have this problem.
- Actually, I find these comments a bit racist. It is an oversimplification of what the reality of life is. I did my doctoral dissertation on bicultural personality development, published in *Advances in Bilingual Education Research* (1985), University of Arizona

Press. Southern California is the land of the immigrant; however, unlike many of you, most of these immigrants come from impoverished backgrounds and where the average education for men is sixth grade and for women, third grade. The lack of English As a Second Language classes compounded by the lack of or limited education limits opportunities for people to learn the language. Add to that the fact that many of these people are holding two or more jobs so they can support family in their country and there is very little time and energy left to learn the language.

Why don't you enroll in Spanish classes for social service professionals? You have more resources than the people you are criticizing. But, learning the language is not enough. If I have to explain the culture to you so that you don't come across as insensitive as you are right now, then you are not qualified to work with that population...

We live in a narcissistic society where we need to post all our thoughts and feelings for the world to see, even what one has had for breakfast. Frankly, I'd be careful what you post in these blogs because you never know when a potential employer might see your posts and decide you are not qualified for these jobs anyway!

- Mr. Soandso, while I applaud you on your sensitivity, I ask that you consider the fact that I am a person of color and when I apply for a job now I not only have my race and age as a barrier but also the fact that I do not speak a particular language. You seem to have made this about race, it is not. It is about not being able to get a job based on language, any language other than English. I have over 200,000. dollars in student loans and and to suggest that I add more for a language makes you insensitive to my needs. I am impoverished at the moment because I can not find a job.

I just would like to make it clear to you and any one else who may think that my comments are about racism, they are not. They are about getting a fair chance at employment based on my experience and education.

I hope that this will be the last time that I have to defend my opinion on this topic.

- Just because you are a person of color does not mean that you cannot be a racist or ethnocentric, which should have been the correct term I used. There are many jobs that I cannot apply to because I am a male, even the ones that are mentioned in this write up because women will be the recipient of the job. Speaking another language and being familiar with a culture are legitimate skills to require and as a person of color you should be sensitive to that and not argue a point when it suits a person and argue the opposite when it does not.

- Again, I see no reason to labor this point since it is evident that we do not agree. I am smart enough to know that any person can be a racist, ethnocentric, or bigot though. As a person of "Color," stating for the second time, I am sensitive to the other cultures and work with them quite effectively I might add in my profession. The write-up did not specific that only females need apply.

- Unfortunately, there is a tremendous burden that is placed on existing bilingual therapists when there are more clients who speak Spanish in a clinic than there are Spanish speaking therapists. I have done the work through a translator but it is not what I would consider optimal. Just a little practical observation.

- Stop playing the racist card! It is foolish. This isn't about race; in fact, race does not even exist; you would know this if you studied more on race. This is about language fluency, language assimilation while keeping one's culture and understanding the new culture. I am so sick and tired of people, even well educated ones, playing the specious racist card. In the end, it is about what I said above, as well as illegal immigration, and groups such as La Raza advocating taking California back through such immigration and the use of Spanish. Bilingual education is important, and it is best accomplished when the student is in elementary school; it widens a person's horizons and cultural knowledge base. But to demand English to be spoken in our country is not racist.

- When I said we should be diversity tolerant I meant in all senses of diversity, including the SES which in many cases may determine the individual's ability and opportunities to learn a new language, some non-English speaking clients do not even write and/or read their native language and they still deserve to be treated, right? Therefore, such language becomes a requirement for the job.