

March is Cerebral Palsy Awareness Month

Source: <https://www.cerebralpalsyguidance.com/2023/02/28/march-is-cerebral-palsy-awareness-month/>

March is a time to bring awareness to cerebral palsy but also a time to support and celebrate those who live with CP. Whether you have CP, know someone who does, or just want to learn more, this is a great opportunity to get involved and make a difference.

About Cerebral Palsy Awareness Month

National Cerebral Palsy Awareness Month (and Awareness Day on March 25) was created by Reaching for the Stars in 2006. The organization is an advocacy group run by parents, who wanted to bring attention to CP and the children who live with it.

The celebratory month has become an international phenomenon with events throughout the world. The official color for the month and for CP awareness is green.

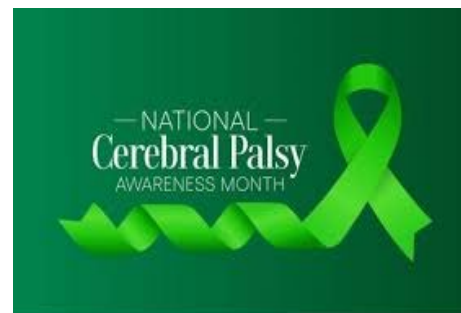
FAQs About Cerebral Palsy

One of the main goals of Cerebral Palsy Awareness Month is to help people learn more about this condition and the people who live with it:

- **What is Cerebral Palsy?**
Cerebral palsy is a neurological condition that affects muscles, movements, and mobility. It is the most common motor disability of childhood.
- **What Causes Cerebral Palsy?**
The primary underlying causes are brain damage or abnormal brain development in the womb, during childbirth, or soon after birth. It is not a genetic or contagious disease.
- **How Many People Have Cerebral Palsy?**
Approximately one in 345 children in the U.S. have cerebral palsy. Including adults, there are nearly 1,000,000 people in the U.S. with CP and 18 million people worldwide.
- **How Does Cerebral Palsy Affect Children?**
The symptoms of CP vary significantly by individual, but the primary effects are related to movement, muscles, and mobility. Some of the difficulties children with CP face include poor balance, high muscle tone, painful muscle spasms, and difficulty walking.

Symptoms range from mild to severe. There are also many associated conditions come children might have, including epilepsy, difficulty swallowing, vision and hearing loss, or cognitive and behavioral issues.
- **Is There a Cure for Cerebral Palsy?**
There is no cure for cerebral palsy, which means that children with CP grow into adults with CP. Fortunately, this condition is not progressive. It does not get worse with time, and both children and adults benefit greatly from treatments.

(continued on next page)



March 2024 Calendar

*Gender Equality Month
National Women's History Month*

- 2-5 – International Women's Week
- 3-9 – World Glaucoma Week (International)
- 6 – National Dentist Day (US)
- 8 – International Women's Day
- 8 – Maha Shivaratri (Hinduism)
- 9 – World Kidney Day (International)
- 10 – Daylight Savings (International)
- 10 – Start of Ramadan (Islam)
- 12 – Aztec New Year (Mexico)
- 13-19 - Multiple Sclerosis Awareness Week (US)
- 14 – Pi Day (International)
- 17 – St. Patrick's Day (Christianity)
- 23 – Esther Fast (Judaism)
- 31 – Easter Sunday (Christianity)

5 Ways to Get Involved During Cerebral Palsy Awareness Month

To support people living with CP, get involved this month in local, regional, or online events. Here are a few ways you can be a part of Cerebral Palsy Awareness Month.

1. Wear Green

A simple way to show support is to wear green, the color of CP awareness. Wear the CP ribbons or t-shirts to show support and to start conversations, which are great opportunities to educate others about CP.

2. Make a Donation

Donate to an organization that advocates for children and adults with CP. There are also groups that promote and fund research into a cure and better treatments.

3. Spread the Word Online

People spend a lot of time online, so this is a great way to spread the word and educate more people about cerebral palsy. Share information, news stories, and pictures of your loved ones with CP, and use the hashtag #GoGreen4CP.

4. Attend Local CP Events

Check with local organizations, like your area’s United Cerebral Palsy affiliate. Groups like these often host events, like 5K fundraiser runs, that gather people together to raise awareness and celebrate our differences.

5. Create Your Own Events

If you can’t find any events celebrating CP in your area, start your own. Grassroots organizing makes a difference. Host a block party, a fundraising run, or an event at your local community center and invite everyone you know.

Cerebral palsy is a common but still often misunderstood condition. Cerebral Palsy Awareness Month is so important for spreading the word about the people who live with it. Get involved to help make a difference.

6 Reasons NOT to Use Your Bilingual Staff as Translators or Interpreters

Source: <https://www.atanet.org/client-assistance/6-reasons-not-to-use-your-bilingual-staff-as-translators-or-interpreters/>



Your bilingual staff members carry a lot of weight on their shoulders. The pros of hiring multilingual employees are obvious: they make it easier to communicate with clients or patients. But at what cost?

Using employees who speak two or more languages to assist with in-house translation (written language services) or interpreting (spoken or sign language services) tasks can be a quick solution for human resources professionals to use in a pinch. But even when you’re cautious about getting them the right training and compensating them appropriately for the additional work they are doing, there are serious downsides that can impact your bottom line, your customers, and the employees themselves.

Let’s examine six advantages of outsourcing translation and interpreting tasks instead of relying solely on multilingual employees.

1. Save time for your business

Your employees already have a full workload. Adding translation and interpreting tasks to their plates can create delays in their regular workflow and bottlenecks for the translation projects you’d like to have completed. They are already busy eight hours a day, so it will take significantly longer to complete multilingual projects or get their regular work done if they are trying to juggle both jobs. Outsourcing language services frees up valuable time your business needs in order to grow.

2. Limit your liability

We all make mistakes, and your bilingual employees are only human. Transferring information from one language into another is mentally taxing and, when done in a hurry, can result in errors. Professional translators and interpreters are trained to identify potential pitfalls and produce accurate and complete conveyances in the target language.

3. Ensure professionalism

Being bilingual isn’t necessarily the same as being a translator or interpreter. A language services professional has specialized training on how to accurately and impartially transfer information from one language and culture to another, whereas your bilingual employees may not have the same understanding of the nuances of linguistic and cultural transfer. Typically, professional linguists work in one direction (e.g., from Spanish to English or from English to Korean) and are immersed in the target language and culture, so as to ensure their ability to provide accurate and complete services.

4. Ensure quality

Not all translations or interpretations are created equal, and when you can’t assess whether your in-house translations are accurate, there are implicit risks to your bottom line and company reputation. Bilingual staff typically self-report their own language skills and are likely to inflate their capabilities in an effort to highlight the reasons you should hire them over other candidates.

There is a critical difference between a translation completed by an employee who describes themselves as “fluent” after taking Spanish in high school and a professional translator who has specialized terminological knowledge, strong written or spoken language skills, and an understanding of translation best practices such as quality assurance workflow and team interpreting. That difference is what boosts your translation ROI and outcomes; don’t risk it by entrusting someone who may not have the necessary competencies.

5. Avoid ethical dilemmas

Contracting third-party professional translation and interpreting services can help your HR department prevent a host of ethics violations. Have you considered whether your bilingual employees are able to impartially provide services, or whether they can accurately provide language services while simultaneously doing their jobs? It may be an ethical issue even just to assume your bilingual staff can translate or interpret; just because they are LatinX or come from another country may not mean they feel comfortable offering this type of additional assistance. Some bilingual employees may even consider this a form of cultural taxation.

6. Certification

An external translator or interpreter is also more likely to be able to offer your company the backing of third-party credentials. Many professional linguists hold certifications in particular language pairs, and sometimes even specific subject areas, such as medical interpreting or court interpreting. The American Translators Association (ATA) has a certification program for translators who have passed a rigorous exam testing their understanding of the source language, translation techniques, and writing skills in the target language. Certified translators can provide statements of accuracy for their translations that bear the ATA-certified translator seal.

When language challenges arise in your business, look for a sustainable solution: ATA members offer services ranging from medical translation to subtitling to conference interpreting in over 150 languages and in all 50 states. Visit ATA’s Language Services Directory to connect with a professional translator or interpreter today.

New Staff Profile: Martha Moher



Martha is the newest Spanish interpreter joining the UC Davis Medical Interpreting team. Martha was born in Culiacan Sinaloa, Mexico, and immigrated to California when she was 8 years old. For Martha learning English was not a struggle given that she had moved to the United States at a young age.

Martha’s first experience interpreting in the medical field began when she landed her first job as a medical assistant at Kaiser Permanente in Redwood City, CA. Martha and another coworker would frequently be asked if they could interpret appointments in different medical departments. She loved learning from the providers, and it was also fulfilling, as patients were very grateful for the service that they were providing. Kaiser eventually certified her through an educational program called Bridging the Gap.

Martha continued her interpreter education through the National Hispanic University in San Jose, CA. After having her third child, she took a long break from work, but she knew that when she was ready to go back to work, that it would be strictly to do medical interpreting. Martha feels blessed doing important work in the medical field. While interpreting can be challenging at times, it brings her a sense of honor and pride.

Welcome onboard, Martha! We are happy to have you as a part of our team!

