

Episode 185 - Dr. Pablo Arriaza: Spanish Language Self-Efficacy Beliefs Among Spanish-Speaking Social Workers

[00:00:08] Welcome to IN SOCIAL WORK the podcast series of the University of Buffalo School of Social Work at W W W dot. In social work. Dot org. We're glad you could join us today. The purpose of social work is to engage practitioners and researchers and lifelong learning and to promote research to practice and practice research. We educate we connect. We care. We are in social work I from Buffalo. So far our February has been a lot like our typical spring. Think about it if Buffalo loses our bad rap related to cold and snow we'll be left with being perfect. I'm Peter Sobota in this episode. Our guest Dr. Pablo Arriaza acknowledges that little research exists about Spanish speaking social workers that provide bilingual social work services while 20 percent of people living in the United States speak a language other than English. There are limited mental health providers to speak with them in their native language. Spanish speaking social workers are really scarce our guest argues that simply speaking and understanding another language does not equate to language competency. Dr. Arriaza goes on to describe what he learned about Spanish speaking social workers beliefs about their own self advocacy with the Spanish language. Their importance in assisting our profession to act on its core values their need for support validation and quality supervision as well as the implications for social work practice and education. Plus as you'll hear in this episode this might be our very first bilingual podcast Dr. Pablo Arriaza is a social work professor at Walden University a practitioner researcher and consultant.

[00:02:04] His research interests include bilingual social practice professional and academic needs of bilingual social workers and clinical supervision. Dr. Arriaza is independently licensed as a clinical social worker in Florida Washington State and Alabama and has practiced social work for the past 23 years. With 18 years providing direct services to military families both in the United States and abroad Dr. Arriaza also was interviewed in January of 2016 by our own Julie Hasselbeck a current MSW student here at the School of Social Work and our production associate for the social work podcast series Hello Dr. Arriaza. Welcome to our podcast. Well thank you Julie. Since we are going to be talking about research today which focuses on bilingual social workers perhaps I should begin with saying Julie because my stats Yeslam wavey and English. Oh I'm waving grass yes. This corner Portree that that it is that the import perhaps over a line investigation given all the courtesy and demand they saw it is that their model of practicality. Also Siyad and they Lazzara a sociologists on bilingually and that's probably where you know we should stop speaking Spanish to avoid that linguistically isolating our audience truly. So what I've said just to be fair to everyone listening always to thank you Julie for the opportunity to speak about my recent research and publication regarding the practice of social work. I'm on bilingual social workers. I am really thrilled to be here. Thank you. OK again welcome Dr. ADFA can we begin this interview by getting to know you a little bit. Would you be able to share with us more about yourself your career trajectory as a social worker and your academic and research endeavor.

[00:03:58] Sure I do love to talk about myself so I will try to keep this brief. I was born in Chile in South America and actually moved to the states when I was about 12 years old. So I grew up in Miami and very early on I knew in college that I wanted to major in something related to helping people. And of course social work was pretty aligned with that goal for myself to be able to help people in different various systems. So I went to school and I major in psychology. First of all in my undergrad and then I went to pursue my

master's in social work and I have been very lucky very fortunate to have had a lot of really good support from various professors and mentors along the way. I'd been a social worker for 23 years and I have practice social work across all levels and across the lifespan from zero to end of life care. And I practice I would say you know I usually identify myself as a clinician practitioner but I have absolutely in practice or at the micro mezo and micro level as well and most of my clinical experience comes from working in military systems. I have worked overseas supporting various military programs since 1995 and that has really sparked my clinical interest in Inglorious ways but in relation to my research here you will see hopefully some of the experiences that I've had that maybe we can talk about and how those experiences have shaped my research today. I need to go back to school to get my Ph.D. because I wanted to understand more about a specific topic which was male victims of domestic violence.

[00:05:50] When I went to school to get a peace deal I surely changed my entire topic as most of us do. When we go back to school to pursue a doctorate by that I ended up taking a look at. Actually after a year of my doctoral studies taking a look at end of life care and that led me to actually focus in on Latinos and bereavements services in the United States. Thank you very much. It sounds like you have a wide variety of experience which I think probably has led to this interest in understanding language you've seen it across the board I'm sure in so many different areas of social work which I just think lends a lot of credibility to the work that you're doing well thank you. Thank you. Yeah this idea of language I have really intersected the aspect of language in social work. I have worked in Japan in Germany and the UK and working in Japan and in Germany. I had the opportunity to interface with clients that were from all originally from Japan that only spoke Japanese for example or German and so I had to get interpreters to kind of facilitate those discussions but I never really put things together in terms of my own you know me being bilingual and that has been really interesting. Yeah it sounds like it. So you've written a new article which was published in The Journal of Social Work Education and it was focusing on bilingual social workers. So what sparked your interest in this topic. A good question.

[00:07:21] I truly believe that as a researcher I strive to find out more and get closer to what the truth is about social phenomena in such a process. I have come to terms with the idea that I have to be very clear about my personal ontological view about how I personally view the truth. So ontology of course is being the actual way that I perceive truth. And in such a process I believe that we construct such a reality based on our daily experiences on our existence on our presence on our place in society. And of course in the way that we interact with various systems within that society. So I say this as a sort of prelude to my answer because well I actually became interested in the idea of learning more of our bilingual social workers because people usually perceive me as being bilingual as being bilingual social worker because I haven't been told because I have an accent. I speak Spanish and because my name is Pablo. So without question I have been placed in that category in the past of being bilingual. And the scary part for me when I started doing this research was that I personally never questioned the possibility that I was perhaps not bilingual so all I can explain. I became interested in this topic because of my own social work practice history. And then I conducted some research in Spanish and some in English. And the issue of language kept coming up. So the question then emerged for me regarding Spanish language self efficacy. So I thought Who is best positioned you know to make the determination that I am or am now bilingual. And what is that you know being bilingual really means who is really operationalize in that.

[00:09:14] So in terms of my ontological perspective I believe that bilingualism really access in the context of my interaction with various systems including my personal and

professional experiences of course you know in 2007 I was hire as a consultant for a U.S. government program in Puerto Rico and I travel for a month all around this beautiful island providing direct clinical social services to individuals couples and families. And I thought it was a great opportunity and I think that this was the very first time in my life that I began to question my linguistic skills. The first thing that happened in Puerto Rico was feeling extremely exhausted at the end of the workday. More so than usual this was what I call a yellow sticky note for me something that I really need to write down and pay attention to. So during this time we thinking as a researcher or practice you know I think at that time although I had not started my Ph.D. studies I was thinking as a researcher and as a researcher I kept looking for those mediating factors. Was it the weather you know Puerto Rico did change my routine the driving new cities places that I was not familiar with. Was there a change in diet. Or was it the actual work. What could explain this overwhelming sense of exhaustion that I was feeling at the end of the day and it really was more of an emotional sort of exhaustion. Being really tired. A few days later. During those weeks I was told by a colleague to repeat something that I was saying in English and I repeated and my colleague said I'm sorry Powell. I can understand you.

[00:10:59] Your accent is very pronounced and heavy so I thought aha this was yet another clue that there was something about being exposed to working full time providing social work services in Spanish and perhaps the way that we process information was something to pay attention to. Life experience several situations especially in more world parts of Puerto Rico where I really was not expected not to understand the language and there were times that I really could not understand the Spanish that people were speaking. I remember that I kept asking for clarification many times to use different words to express their ideas. And at the end of the road the nexus for me occurred when I could not find the word for Hospice in my vocabulary. And when I used the word of special which is a word in Spanish for you know all Telcel are a place of stay. I question my bilingual skills in practice but not of course in social events because nobody had ever questioned that but I was beginning to question Am I really truly bilingual in this context of practice. So it was the 16th. Often when people go to use another language it might be a little bit of a frightening experience was that at all scary check come to that point in which she fat. I'm not sure whether I'm bilingual or not. It was worrisome to me because I began to question what I had done in the past. So good research or practitioner.

[00:12:36] I'm always mindful and self aware of my practice and enhancing my practice and of course practice and with the most evidence based interventions and not knowing if I had actually banned bilingual but had been representing my clients in the best way it was in the world some to me and I began to look for some answers. Yeah that makes a lot of sense. So was this experienced in Puerto Rico the impetus of your current research. Yeah you know I think that that was the beginning. I started questioning my practice and my Spanish. And right after that experience in Puerto Rico I had the opportunity to engage in some research in Chile my birth country of course my research related in Chile to people that were dying of cancer and attempting to understand their experiences as well as the experiences of their primary care givers. And although I was born in Chile I no longer have a Chilean accent when I speak as the Yunel which is what we call Spanish and Chilean on the way to remember on the way to interview the participants or the taxi driver asked me they are alone they are so stupid. You know which means where I was from and he didn't believe me when I told him that I was not. Then upon meeting the participants for the first time. Guess what they've asked me. They are low on their feet. You know where I was from. So my Lanko Tulane accent in readerly place me even unconsciously on the outside or rolled on an outside place. I was no longer perceived as an insider such Lenine as someone that share their own values beliefs and customs. My accent was given it all away

so I had to take extra steps to actually establish trust emotional safety and also reported when I was conducting those focus groups.

[00:14:32] So those extra steps were a surprise as that was where you were from and you expected to be kind of welcomed back in emotionally yourself and by the people you were engaging with that was very interesting. So how did you build that rapport. You know because I was conducting a qualitative study in Chile I engage in a very strict and rigorous process of self reflection which led to this awareness about language self efficacy and language proficiency. So the language aspect was very much represented in my interaction with the participants how they're responding to me and how the emotional safety factor was established. When I said I was processing information into language simultaneously and I don't really think that I was doing a good job. I remember doing this focus groups I took some notes but they were in English and I only wrote down words in class the journal when I could not find the English equivalents in my brain. Later while listening to the recordings of the groups I became aware that I was listening to the information in Spanish but I was immediately translating into English in my brain. When I analyzed the data I began to do the same thing actually. So there were no guidelines for me on how to do that. So I stopped and decided that I needed to analyze the data first in Spanish then translate translations from Spanish over to English and then analyzed the data in English in attempt to convert the findings.

[00:16:07] So it's a really exhaustive sort of four way of analyzing the data but it was the only way that I could sort of understand how to understand the data both in Spanish which was quite different when translated into English. I think you'll probably read most of us have read something related to translating information from one that switch to another. And when we translate the information from one language to another we lose data we lose meaning and that's what the exact same thing that I was trying to avoid it was to attempt to not lose the meaning and represent the participants. So those experiences have provided several opportunities really for me to learn more about being bilingual and how the language aspect of who we are intersects social work practice across all systems and micro on the mess on the macro levels. I consulted the literature and found some research addressing the role of bilingual social workers but nothing truly specific to language self efficacy and this was a long long answer to your question. Yeah it does sound very interesting and we do now that when you translate you do as you've just said lose some of the meaning that sometimes can't possibly be translated from one language to another. Yes that's very interesting think Yeah and you know if I may give you a very quick example when I was translating encoding qualitative methodology of coding my information may came a point when one of the participants had spoken about Børse the US which means to most of us God and he was speaking about her relationship with her ideals and I didn't even question that.

[00:18:01] In the focus group that I was doing I immediately took it for face value that what she meant was God and when I did remember chicken back when I actually coded information and analyzed the data and I actually contacted this participant and I specifically talked about her God deals and she corrected me she said you know I was not talking about God. I was talking about a in yours and I said Oh okay so I'm a little bit more about that. And so she began to tell me the difference between the roles in Elsinore and what's really fascinating. When I went by to listen to those transcriptions she actually made Chern Elsinore but I heard the shots. So it was really fascinating to even just our knowledge that I was not 100 percent listening to what the fortissimo was telling me that a nearly took it as diyas instead of Elsinore which had a more spiritual connection rather than a religious connection for her. Yeah I think that that's kind of evidence to show that

what we are raised with and surrounded by impacts how we hear people that's great. Yes absolutely. I agree with that absolutely we are influenced by our experiences. That's my ontological perspective. So you talked a bit about how you were disappointed to see that not much has been written about us but can you tell us a little bit if anything has been written about past what has been written. Do we know much about bilingual social workers. I'm going to ask this question in Spanish now so we can get a feel about what it would be like to be linguistically isolated since this is the issue that you address in your article and if you could answer the question in Spanish. Dr Adi âsa and then in English that would be great. So get it data a US IN THE momentos so raise a Bama Qa5 Aimo so rate Australia had sociologist Castellon meaningless.

[00:19:55] We went up to one Julie. Yeah they last seen Betty US units saw that their map Nosair nature of the day. I mean take on Lelay the investee got locked up the yawning with Dica Hallowed Be linguist's and losses to UK and get your entree existant no prospect will Dyas for employee many scena infirmery. Either that or here are not that are hostile Ceol located sea ice cream soda LTM mother brother hollowly sociology linguist's ineloquent in their mouth the last perspective as they. Hello to sociologist EQUASS Jonas Dallas Mehul Stecia soaring. I hope you are best Higashi investing the last five dollars that I will hear a simple in English studio by but several yet question and keeping the circle of participants and you are not simony most Morschel Soraya's that nemá. So I'll go ahead and translated how it tried to translate into English. So I said this is a good question Julie. Actually the majority of the research on this subject has not been carried out with the idea of directly researching linguistic capacity or even self efficacy of bilingual social workers. That's what I found really interesting and what I've found in use in the study existed in other disciplines such as medicine nursing and the educational literature one has been written about this topic. Bilingual social workers has been focused on the perspectives of the social workers and also I found a couple of articles focused on the work related needs of this bilingual social workers in relation to a balance workload ensure compensation for the world when being used as a bilingual social worker.

[00:21:43] I had to step out of the social world literature and looked at it occasionally to try to find a survey that I was able to adapt in use to sample the participants of my study. So no such tool existed in the social world literature which really do not know much about this topic which is so interesting. Since social workers are frequently serving people who are Spanish speaking or serving people who speak a different language other than English as the primary language it seems like we're missing a big piece that you found. Yeah yeah I mean US researchers would get excited when we find a gap you know the little Tooro in our knowledge base. And I was excited to find this area and really do want to understand it more. And there's so much value for me because I'm also perceived as a bilingual social worker and I have in the past and as I mentioned I really want to understand what that means and also want to understand how that is translated in clinical practice how it intersects the provision of social work services. Peter thank you. So in order for us to understand a little bit more about your research can you talk about the methodology of your study. Sure this was not a very complicated methodology. This was primarily an exploratory cross-sectional study. I use close and it's a base and an open end that section to obtain information from the participants. There is a mixed method component to this study. But at this point I think it would just be fair to say that it was an exploratory cross-sectional study.

[00:23:16] I was extremely thankful and I should be able to say this to thank the Latino social workers organization LSW all who truly supported my study by sending an email on my behalf to their listserv. And time I think that the listserv had about 800 to maybe 1000

email addresses of social workers who interacted with the LSW or prior to sending the survey I presented the study at their 2010 annual LSW conference to generate some interest and a web based survey that I created or send twice to that listserv and I received a total of 321 responses which was pretty good. I was really really happy with Malahide response rates the survey that I created had four sections. The first section I labeled Spanish language abilities. I asked participants to answer 14 questions to rate through comfort level with listening and speaking language skills in Spanish. This survey was adapted from an existing survey that focused on teachers language skills but it adapted so that we could address the social work skills. I did however create one specific question on my own to explore self perceived language competence and this question was quote when providing social work services in Spanish. There are times when I feel that my Spanish language skills are not adequate unquote. The second section of the survey focused on the participants self efficacy believes around five social work competency categories case management treatment planning support interventions evaluation and treatment planning and psychotherapy. The section was also adapted to fit the social work profession and the first section of the survey was an open ended section that inquire about the participants professional needs. I wanted to provide participants with the opportunity to share their own thoughts and ideas about their professional needs.

[00:25:18] And the last section Lasee with every survey that we usually complete had some demographic information that I asked for. Wonderful. So what were you hoping to accomplish with your research study. In other words what were some of your goals of your research. Sure. My overarching goal was to understand the role that language plays in social work practice when the provider self identifies as Ballingall or the social worker is perceived as being single. I do not want to start with the premise I should have said this earlier but I really don't want to start with this idea that social workers who self identify as bilinguals are not competent in facilitating social services in Spanish for example. I have the highest respect for bilingual social workers as they are often underpaid for very long hours have large case loads and are often not compensating for their language skills. So what I'm curious about is actually interning more about the meaning attached to being bilingual and how bilingual social workers and count for working in a bilingual system without any effective support such as processing information and supervision in Spanish of course that's the key for me that I really do believe that we need to have mechanisms in place for bilingual social workers to be able to process information in Spanish. I'm curious about how to actually determine social workers language skills and identifying applicable and sustainable systems to not only assess language skills but maybe promote a greater sense of language competence on bilingual social workers. Absolutely because if a worker comes in and says they're bilingual and no one in the office is even identified as bilingual themselves.

[00:27:05] Who is to say that person has the skills necessary to engage with the clients have they put it on their resume. Who is the one who is going to be checking up on them to make sure that they can indeed fulfill this role. Exactly. And you know whether those are really good points. So dance will go to this continuing education training and we get usually a Leaving Certificate. Right. Well there's no certificate for being bilingual. You don't get a certificate of completion or of competency that you can say I am bilingual and am capable to work with people who speak Mandarin or Spanish or French. We don't have them here. So what were some of the key findings or conclusions from your study. Sure what I found was that in general bilingual social workers tend to rakers Spanish language skills fairly high. That was on the 5. Self efficacy ratings in relation to social work skills. That was not a huge surprise to me because I think that as human beings we do tend to perceive ourselves sometimes or rate ourselves higher on skills like damn there were

some slight differences between participants reporting being bilingual at home and at work. And those participants who only spoke Spanish either at home or on the at work. These are interesting to know because in previous research people who describe themselves as bilingual tended to predict with much more accuracy either speaking and listening language skills in Spanish than in English. So this sort of confirms the findings of my study that the social workers report being bilingual at home or at work also rated themselves higher on several of the self efficacy measures.

[00:28:46] But in all honesty Julie the most significant find there for me as a researcher and also the platform to continue this research was looking at the answers to that question that I created which was when providing social work services in Spanish. There are times when I feel that my Spanish language skills are not adequate you know. Overall 46 percent of the participants were in agreement that they are times that their language skills are not adequate. So this is interesting because there seems to be some doubt about language of competence when explicitly asking participants to self reflect on their language competence. I found that really really interesting and some of that was also evident in some of the qualitative open ended responses that the participants provided. So that sort of corroborated with that. So there is a hint that you know I can rate myself pretty high. If you are asking me to do all of these things in social work I can do them. When I question myself. Has there ever been a time you know that I'm kind of worried about my language skills would say more than half of the participants mention that yes they have. So considering this information how does the research intersect at the values of the social work profession. I believe that the topic that I'm addressing here intersects various called values of the social work profession such as social justice dignity worth of the personal integrity and of course competence. I am truly advocating learning more about bilingual social workers. Their language needs in their professional needs. Because we have to be accountable for our professional services and accountable to our clients. I believe that my research intersects social justice for example on several levels.

[00:30:36] People with a language difference have a right to receive psychosocial services in a language that they understand and that the social worker is able to be fluent and competent in the language of social justice issues emerge when we practice outside of those standards of our practice and for a sample assume the label of being bilingual without questioning or assessing our language competence. Too many times family members especially children have been used to translate for their parents and this is really not acceptable. I mean there is research that shows how children can be traumatize when they are translating not very good news to a family member right. There's also power issues and family ties if they're tied to one family member more than the other. It sounds like Agere. There are a lot of issues that come about as a result of this. And as you were talking something nothing came to mind was and the issue of supervision that you had discussed briefly earlier about being able to process things in Spanish and even the idea that if a social worker is concerned if the worker begins to think about whether or not their language abilities are impacting the work how comfortable with the worker really be to approach the supervisor with this topic with this jeopardize their employment. That's the kind of all came to mind as you were talking.

[00:31:59] That's a really good question and really good critical thinking I like that because it is a reality that if we begin to question ourselves as not having that ability to work with a specific group of people that we may be perceived a little bit differently than that the fear may be maybe you're right and they may lose their jobs. I don't believe that we for those of us that either are perceived as being bilingual or self identify as Balingall that we really need to begin the process of bringing the sap and supervision and identifying areas of

growth in areas of need. This is an ethical matter. You know if we are questioning our language skills in sessions for example it is our ethical responsibility to be able to embrace time and find ways for growth are supervisors must be aware that being bilingual falls on a continuum that we may be binding on in social settings but we may not be fully bilingual in a professional setting and then we may be competent to assess warnings but perhaps we're not best positioned to do the actual treatment. This of course opens the dialogue for identifying opportunities for training and in macro meso and macro levels and I do feel that it is an ethical responsibility that we have to be able to engage in a self-assessment of our skills and language is part of the skills. Just because we are talking about language does not mean that that's not part of our skill set. If we are promoting ourselves as being bilingual then our ethical responsibility is to practice at the highest competent level of our linguistic competency. Absolutely. And it sounds like this could potentially open up a whole new door for understanding how to best trained social workers. That's not the topic of today but it sounds like it could be an entirely new interview.

[00:33:58] So one point that I find very interesting in our discussion is this idea that we have people in the United States who are linguistically isolated and or have limited English proficiency. So how does this relate to your research. Yeah those terms have been used in the literature you will find those two terms in the literature and in my article discussed that the number of people who have a language friends in the United States has increased in the past 20 years. It has been estimated that more than 20 percent of people in the U.S. actually speak another language besides English. I honestly believe that his number is probably much higher than that. Now this term linguistically isolated and limited English proficiency exist in the current literature and some researchers have actually challenge these labels as being oppressive and also coming from a deficit based model. I personally prefer to use the term language difference to identify people who may not speak English proficiency and who are usually in need of a qualified interpreter identifying the language needs of people with a language different can be addressed from various points. There are many ways of course to know what the truth is. However when my research I'm proposing to begin with ourselves goes back to your previous question about the responsibility in addressing this with our supervisors. We must begin with ourselves. We are the social workers and we must take responsibility for our skills.

[00:35:31] We are really best positioned to assess the language needs of people with a language difference and we must however begin with ourselves as I mentioned that is of utmost importance absolutely so it sounds like you're saying we need to have a strength space perspective and understanding in other languages that are spoken that just because they don't speak English it doesn't mean that they're less than but rather just a different culture and a different understanding. And also that just like in any issue in any kind of concern that might come up if we haven't looked at ourselves first we have no right. Nor do we have a good perspective to be able to analyze someone else. Absolutely. That's well said. Yes we are privileged to be working with people that come to see us and the first responsibility that we have of course is to our clients. But we do have the responsibility to be competent and to make sure that we are US bias free as possible and as competent as possible to work with that individual then family group. If we are among the best social workers position in terms of linguistic skills then we can continue working with our family. We must secure an interpreter. We must secure someone they can understand not only the linguistic part of Anjuli but also the cultural norms that emerge. So what are some of the implications that your research has for social work practice. Well you know our work is intersected by our social values and one of these values is of competence. So we must attain a level of confidence congruent with the services that we're providing when we communicate with clients with a language difference we made with our thinking you know

disempowered clients. Can you tell me a little bit more about what you mean by disempowerment. Sure if I'm working with someone with a language difference and I say you Oblon but Gyuto they Spaniard I speak a little bit of Spanish right that's what it means.

[00:37:27] The client may be content to know that I am able to connect with them at some level but speaking on Paquito is not sufficient. I will need to be fluent if we do not offer interpreter services. We are passively this empowering the client from seeking a qualified interpreter in the future. That makes sense absolutely and it may give them this negative perception of social services that are available and may isolate them further. Yes definitely. So are there any other practice related concerns here. Well another issue in practice is that I believe that we need to understand this issue of bilingualism in social or practice from various perspectives. So yes our practice can be influenced by our language skills. Clients may experience longer treatment as a result of language barriers exist in the diat between the social worker and the client. I also believe that there is a need to have qualified bilingual social work clinical supervisors able to process information in the language being used in the sessions. Social workers were trained to work within systems in addressing the gaps in their systems so social work practice exists within micro Massell and micro systems where we can address our practice needs from our interactions with people with a language difference. The responsibility of local agencies communities and also on a greater level by creating policies to enhance the provision of services to all people including people with language difference. Absolutely so you talked a bit about wanting to make sure that anyone who is listening who has a bilingual social worker understands that you are trying to empower them through this. So what you want. Bilingual social workers to know about your research.

[00:39:11] I would like for them to assess their language skills when working with people with a language difference to identify and address professional needs associated with their language skills and to continue advocating for the needs of people with which difference. Absolutely which I think plays a whole role. You used the word advocate that if they're advocating for the work done that through that they are advocating for people who are often pushed aside and pushed into the shadows. Yeah and you know you were saying that I also think that it's important for us to advocate for ourselves as professionals or social workers because oftentimes we don't do that really well we do that really well for clients but sometimes we don't do that really well for ourselves and our profession and we do need to locate you know to be able to have the resources that we need to be able to provide the services of the clients required. So it sounds like by putting forth the effort in the work to advocate for oneself in a sense you are acting in a form of self care to better the work environment that you're in. Absolutely. You took the words right out of line. That's excellent. Yes wonderful. So what's next for you. Do you have any plans to pursue any other studies on the subject. Yes some very excited. I'm actually in the process of completing my second article from the state where I discuss the professional needs of bilingual social workers.

[00:40:39] I also want to pursue this topic by conducting a national study where I'm also collecting information from social workers that are bilingual that speak and work with clients in another language besides Spanish although Spanish tends to be highlighted a lot. I want to understand social workers professional needs in relation to being bilingual. You know we have social workers who are working with clients from other countries who speak different languages in western part of our country. You know we have many people from Asia and we have many social workers that actually speak another language besides English and Spanish. That may speak Chinese Mandarin dialects and you will be fascinating to learn how they actually negotiate the systems and the professional needs

that they have as being bilingual social. That's great. And we look forward to seeing how your research expands as you move from this one language to menu. Thank you. Taking very very excited about it. So is there anything that I have not asked you that you think might be important for us to know about your research. No. So I will finish in Spanish and was as good as his newly formed but I sold them Eastly hospital for that I love this that they Matrah resident Futuro or status. So no I think we've done a lot. This also has been an hour that we really do appreciate your time. Thank you for this interview and I hope to be able to speak with you once again in the future about this topic. More information can be accessed by reading the article that was published. And of course if anyone has any questions please feel free to contact me brassieres.

[00:42:16] Thank you to you Dr. Judy asain digitally you have been listening to Dr. Pablo also discuss Spanish language self that he believes among Spanish speaking social workers in social work. Hi I'm Nancy Smith professor and dean of the University of Buffalo School of Social Work. Thanks for listening to our podcast. We look forward to your continued support of the series. For more information about who we are as a school our history our online and on ground degree and continuing education programs we invite you to visit our Web site at W W W dot social work dot buffalo that edu. And while you're there check out our technology and social work Research Center. You'll find it under the Community Resources menu.