

Ada: (Music plays)

Everyone: *¡Hola hola!*

Ada: You're listening to Se Ve Se Escucha, Seen and Heard, a language justice podcast for worker-owners of cooperatives, members of collectives, *una bola de comadres* who interpret together, people in interpreting crews, freelance interpreters and everybody else. Se Ve Se Escucha is a project of the Center for Participatory Change, I'm Ada, and with me today are José Eduardo Sánchez of Antena Houston, Rocio Quintero of Cenzontle Language Justice Co-op, and Tony Macias of Tilde Language Justice Cooperative. *¡Hola compas!*

Everyone: *¡Hola!*

Ada: Ehm... I'm so happy to have the three of you on the podcast today, and I think that the listeners are gonna be super excited about this episode. I think that there is a lot of curiosity around interpreter co-ops, collectives, crews... Different ways that folks are doing this work, and so I'm really really interested in, uh, talking with the three of you, uhm... yeah. And I'm really really glad that you all are on the podcast. Ehm, *entonces*, I'm gonna ask you all to tell us about your co-op or your collective.

José Eduardo: Yeah, I'm José Eduardo and I'm coming from Houston, and we have this super dope awesome collective called Antena Houston. It's 5 of us right now, we're super excited, we've actually grown, almost doubled over the last couple years, and we started off, officially founded in 2015, but, you know, I feel like there were so many different iterations, like, versions of Antena Houston before we actually sat down or, and said like, "Oh, this is what we are, this is the—you know, we're calling ourselves this, you know, this is who's gonna be in it," and I think that, uh, you know, over the last couple years all of that stuff has been in constant motion, and changing and—and evolving, but, you know, we're a dope crew of 5 folks who support each other, who trust each other, who cheer each other on, and who are really committed to bringing language justice to not just the city of Houston but, uh, also in collaboration with everyone else in this podcast (Ada: uh-huh) and throughout the region just really... to do this work as far and wide as we can.

Ada: Uh-huh, awesome. *Gracias*, José Eduardo.

Rocio: Well, I am Rocio Quintero from Cenzontle Language Justice Cooperative, based in Asheville, North Carolina, and we are 10 worker-owners, uhm, 9 women and 1 man, and we do interpretation, translation, consultation... We mostly do Western North Carolina, but we are also all over the East Coast. Um... And we are super excited to be here, thanks for having us.

Tony: This is Tony Macias with Tilde Language Justice Cooperative, and we are currently 5 worker-owners but we're bringing on 3 other people right now, so we're also expanding, and it's just so exciting to hear how big our sister co-ops in Cenzontle's gotten, to hear that Antena is growing as well, and this whole idea of having gone through different iterations, different versions, I feel like is true for us too. When we tell our story, people

are like, “Well, it was like 8 years ago we all sat down and were like, we’re lonely, let’s work together” (Ada: uh-huh) and then we didn’t meet again, and then we did, and then we finally coalesced and it wasn’t ‘til the end of last year that we submitted the official paperwork saying we’re now official business, and boy are we trying to learn fast, because there’s so much to learn once you run into business together. (Ada: uh-huh) But I do—I do—I also want to just echo what Rocio was saying, that—to me, the way I think of it is I think language justice is really having a moment right now, a pretty exciting moment, right? (Rocio: Right!) And the way we know that (José Eduardo: Totally!) is because everywhere we go people wanna throw around “language justice” versus “language access,” and folks are really curious and—and there’s work, paid work out there that we’re finding, and so many people are hungry for it. I think we’ll have to see where it takes us, and I’m excited about all the directions it’s going in, directions I don’t even know about. Well, the one exciting direction that I feel I know a little bit more about is this new expression of language justice in the form of cooperatives and crews. People are like, “okay, let’s get organized” (Ada: uh-huh), that’s really exciting (José Eduardo: yeah) to me.

Ada: Uh, so, Tony, what is it like to be part of Tilde? Like, what’s your crew like?

Tony: Our crew is... a *bola de rucos* (Ada laughs) well, not really, we’re not all... (all laugh) There’s, like—I’m gonna be in so much trouble. (Ada laughs) There’s, uh, we, uh, have all been working in non-profits and social movements and we found our way into language work, and a lot of us—some of us knew we were going there and some of us didn’t quite until we got here. And now it’s like, “oh, we love language work!” So one thing I’ll say is when we look around the room we never question the fact that we all wanna be there, because we love the work itself. And, uh, I feel like for some of us, like, Tilde is having a lot of internal meetings because we’re building the ship as we sail it, you know? And there’s so much—so much left to do, always, in building ourselves up into what we want it to be. But then also being a part of Tilde is being out in community at interpreting events and trainings. It’s sending emails about translations. I send about... I feel like 5 emails a week explaining to people what translation is and how to do it (Ada: uh-huh) and I’m excited about that, but it’s a bit repetitive and yet that’s us communicating what language work is, and that’s, like, how language justice happens, it’s through language work, so. Within Tilde we’re always nerding out, we’re always meeting trying to figure out all the in the weeds... We have, like, a hand signal or something like this where we wave our hands, like, “You’re in the weeds! You’re in the weeds! Step out so we can get this meeting done and go to the next thing.” (All laugh) I think we all really enjoy each other, but we also are, you know, always trying to figure out how to do it all. I don’t know how y’all can relate at Antena and Cenzontle. Doesn’t it feel like there’s always so much to do and achieve and not enough time to do it in?

José Eduardo: Yeah, yeah.

Rocio: For sure. For sure.

José Eduardo: The story of our life! (Laughs)

Ada: Do all of you do, both, uhm, translation AND interpretation?

Tony: Uh-huh.

Ada: Yeah.

Rocio: Yes.

José Eduardo: Yeah, yeah, with Antena... I would say with Antena Houston, though, it's only like, 85/15, like, 85% interpretation, 15% translation, yeah.

Ada: And... José Eduardo, would you tell us a little bit, what's your crew like?

José Eduardo: (Laughs) Um, yeah, so, I mean... There's something of that common thread that Tony mentioned, like, most of us coming from a background in organizing and social justice movement and always kind of, you know, one way or another being thrown into being interpreters, being thrown into translating, or... you know, or, or, bringing that to the work, and so I think that that's the common thread I've heard not just with folks on the, um, on the podcast, but I feel like so many of our language justice *compas* that, like, have that background, but at the same time, you know, we, uh... we're definitely like... we love being artsy, we love being like, you know... That's something that's actually... I don't think it was ever intentional, but just because of the people that came together that this—that it's something that's really important, right? Like this piece around, um, you know, JP has their aesthetic practice, we have folks who, you know, have background in theater and performance, and so I think that's also really cool to kinda like, both bring it in to the work that we do but there are sometimes that we actually do get jobs to, like, interpret theater performances, or interpret social meetings, (Tony: wow) or, you know, help, like... a museum translate their entire, you know, their entire exhibition work. So, we love when those little dots connect, but that's also just part of, like, how we also relate to each other and to the work that we do.

Ada: And Rocio, what would you say, like, what describes Cenzontle, like, what makes Cenzontle... Cenzontle, and *único*, and what's the vibe like?

Rocio: We're badass women (all laugh). Somos *chingonas*, *chingonxs*. We're all very hard workers, um, we're also kind of, like, in the social movement and nonprofits, and that's how we also found our way. Um, we're very passionate and we wholeheartedly show up, and I think that's what makes us, um, very, uh... distinguishable. Um... We, we're just—we're, as you said, Tony, we're just flooded with work all the time, um... I don't know what, like, the breakout would be between interpretation and translation, but we're doing a lot of both, um, and consulting as well. I mean, there's just a lot of awesome work happening around us, and, and we're so glad to be a part of it. And, um, yeah, that's—that's who we are.

Ada: So Cenzontle and Tilde are formal cooperatives, LLCs, worker-owners. Antena Houston is a collective. Um, so, I'm gonna ask you all some questions, like, some nitty-gritty questions about, like, your co-ops and collectives. So, I wanna know how you all... um...

*eh, no sé cómo se dice en inglés, ¿cómo se reparten el trabajo?* So, José Eduardo, like, in Antena Houston how do you split up the work?

José Eduardo: So, uh, one of the things that we do is that we actually, uh, rotate every month, right? So every month there's a coordinator who, um, you know, takes over checking the email requests, doing communications with partners, with clients, you know, and so I think that for us that's worked really well because a lot of the folks in the collective, you know, might have other full time jobs, or like, other... several other projects that they're part of too, so that allows us to all take a turn at, at, you know, taking on that role of learning how to negotiate rates, learning how to, uhm, you know, have difficult conversations with clients, learning how to recruit certain people for certain gigs, etc. But at the same time we also get that great, um, you know, to continue doing the work, and even though there's one coordinator per month we're always supporting each other, we're always saying, hey, you know, this week should be hard, does anyone else want to jump on right now, like, oh, hey, like, you know, this team's like, that would really be up your alley, like, here, *te lo voy a mandar*, and so that kind of stuff's absolutely cool in terms of, you know, being able to take on the division of labor. I also think that some of us, you know, are more, uh, we like, we have someone who on our crew—on our collective, Maria Eugenia, like, they are just super awesome, they made our (Ada: uh-huh) you know, our world-famous sound covers, right? (Tony: yes) So I think we also have different—each of us has, like, different skills that aren't necessarily, like, you know, it could be, you know, being able to design and, and, and fabricate different tools, it could be maybe, someone's, like, more into spreadsheets, with someone more into making tote bags and swag and stuff like that, so I think that's always—that door is always open, just depending on folks' interests, and time, and ability to do that.

Ada: How is it different in the co-op, is there... yeah.

Rocio: Yea, for us at Cenzontle, um, we right now have coordinator roles, um... We haven't really specified, like, how long of a duration that role is. Um, I like the idea of, like, monthly rotation, but, um, right now we, um, have, like, 3 people coordinating the 3 departments, and just recently had a shift in that. And it's also kind of, well, for different reasons, but it's also that we also want everybody to learn the positions in case someone, you know, is not able to hold, um, the work for a certain period of time, or, you know, whatever happens in life. Um, everybody should be able to know what's going down with the business as a whole. So, right now that's what we're doing, coordinators.

Ada: Do you charge, um, different clients different rates? And if so, why? (Laughs)

Tony: I will say that we have a sliding scale that we use, and I also just wanna express a lot of things to Cenzontle. Cenzontle, y'all got there first on so many things, and you shared all that with us, which is what co-ops are supposed to do, they're supposed to share knowledge. And I've been hearing from Antena, too, but it's a slightly different model. But our sliding scale, you know, we look at Cenzontle's sliding scale, and we look to your coordinator job descriptions and your model and we're using a similar thing that works for us, but we really started with y'all's stuff (Rocio: uh-huh) and it's so amazing. Even our, um, our bylaws are based on Cenzontle's bylaws. They're 90% similar, I would say.

So, where would we be without y'all? I don't even know. So thank you so, so much. The sliding scale thing is an interesting question because, you know, it's not that we're not transparent about it. We have set rates for our translation, per word. We have pretty much set rates for our billable hours for consulting or for holding trainings. And there's also just clients that came in paying different things, some paid more than others, and they're kind of grandparented in, they got *abueloed* in, and so they're like, maybe paying a certain rate or other. But about a year and a half ago, I guess it was the beginning of 2018, we did get in touch with some clients and said "you know what, we're going to ask you to pay a little bit more to get us all up to around the same level so that we're charging a similar rate." And now we wanna do something else that I think I would love to hear if y'all are doing this in some way, I think you are. Where you're doing kind of a pay-it-forward fund too, you're asking clients to pay more to—to go right back into the community. Uh, we've been talking about trying to do some of that, to cover some of those pro-bono translations and interpreting gigs we do, so that the language work is always getting paid no matter what, who they're doing it for, and getting paid at the same rate. And that's something I do wanna say, our internal rate structure right now is everybody gets paid the same, uh, no matter what the gig paid, because we believe whether you're a contractor or worker-owner, the work is the same value, we expect the same thing out of you, and we're paying the same rate, uh, out of that, a percentage of the total. And so, no matter how much we charge, the little we charge, we're really trying to make sure that the worker gets the same rate, and we'll see how it goes, it's an experiment. But it feels good to be able to say that. And then, you know, in terms of charging our clients more or less, we're hoping that we can communicate transparently with them about that, like, if you pay this much extra more, it's going to go back into the community, training the next generation of language workers, helping cover the, the interpreting we're doing for organizations and groups that can't afford to pay...

José Eduardo: Um, I was gonna say, just around the, uh, the, the sliding scale, to, like, that's something that Antena Houston does, but I think since the beginning we were very explicit with folks about, um, the fact that folks who are able to pay more, like, you are subsidizing our solidarity work, right? (Tony: hmmm) And so we, um, we call—we don't like to use pro bono because for us it's not just about doing the work for free, it's doing it with organizations (Tony: yeah) that share our values (Tony: yeah), share our politics, and who are also committed, right? Like, if they have the funds, like, say, they would be doing this, so we, we look for that commitment to language justice as well, and so we are always very upfront with folks, like, "hey, if you can pay top—if you can pay top rate, you're helping us (Ada: uh-huh) when we go interpret (Ada: uh-huh) with this org, and when we're doing translation." And to me we've been doing, which, I guess we've just been lucky, or, or, you know. I wanna, you know, knock on wood, I don't want this to change (Ada laughs), but we ask clients and partners to self-assess so like, we, we don't actually say, (Ada: interesting) like, oh, your this organization, you pay this, like, oh, you pay that. Like, we send them our sliding scale rate sheet and then they choose, right? (Tony: yeah) And I will say, like, 99% of the time, folks are pretty up front about things, like, "you know what, we have the budget, we're gonna pay the full rate," or "you know what, hey, we're struggling this time of year, or, you know, this is what our resources

look like, and, you know, maybe we can pay a little bit on this end.” And so, that, that’s really cool, to be able to develop those partnerships where folks are pretty up-front and pretty transparent about that, in terms of the funding and the rates.

Ada: And would you tell me—

Tony: And act—

Ada: Oh, go ahead. *Dale, dale.*

Tony: I just wanna—just real quick, I just spoke a minute ago, but I just wanna say that I appreciate that “we don’t really call it pro bono, we call it solidarity.” And we like to call it that because it also goes both ways. Our mission is not only, you know, push for language justice in the North Carolina triangle region and beyond, it’s also to create a dignified livelihood for language workers. And I feel like the communication has been so different in my life. Now it’s being a worker-owner in a small business, compared to being an NGO worker who comes out of the clouds because they believed in something and the organization believes in something which is why you’re there. Which I think is legit, but now when someone says “why don’t I pay you this?” And I’m like, “because we have got to eat?” They’re like, “oh, okay, I get it.” (Ada: uh-huh) You know? (José Eduardo laughs) Oh, like... Oh, you wanna get paid! Oh, okay, I can see that. Not everybody responds that, there’s plenty of folks who just want us to squeeze ourselves dry. And maybe they’re doing to themselves too, and we know that’s something in our movement, where that conversation is always happening. But we like to talk about solidarity because we see it coming both ways, for sure.

Ada: Rocio, you wanna add something?

Rocio: Yes, um... Correct, we do solidarity rates and the standard rate, and then for translation we do a rush rate, we choose (Tony: oh yeah), you know, when they want it, like, really close by, and yeah (laughs) pretty much, yeah, like, *mañana*, and, uh... And, and you have to, like, really pull the strings and get, you know, everybody in order and push some other projects to the side just to get this out.

Ada: So you all talked about growing in some way that your collectives or co-ops are growing. Can you tell me a little bit about new folks? Like, if right now someone wants to join your collective or join your co-op, how does that work?

Tony: Well, y’all are all smile and you have, like...

José Eduardo: (Overlapping, laughs) When Tony... When Tony said the word “bylaws” earlier, like, I was so triggered (everyone: oh no!) so I’m gonna let y’all take this first, and I can go.

Tony: I wanna hear about this! Yeah, yeah. *Estás en el sillón. Cuéntanos más.* (Ada laughs)

José Eduardo: *No, creo que, pues*, for a really long time, it was just like, like “do you wanna join? Okay, cool” (Ada and Tony: yeah) So, like, “*éntrale.*” You know? And you’re in. (Rocio laughs) And I think that—and just to be clear, that all the folks who have come in are, like, super dope and I can see that we have a really amazing group, but—but it has—we have gotten to this point where we’re like “oh, shit, like” (Ada: hmmm) Yeah! Like, the... the

same question you just asked, Ada, like, we are asking ourselves that question and I think we don't have like a so—you know, we have a sense of it, but I think that we're still kind of exploring that, right? Because there's a combination of, like, wanting to do the work and having the commitment, but then there's also, like, more, like, pieces around having the time, the, the capacity, or the experience to do certain things that are very specific to the work that we do, and so we're trying to find that balance, and—and of course that's something that we would look to y'all, especially folks from Cenzontle and Tilde, that have more experience with that, but yeah, that's always been something that we've kind of—I don't wanna say, like, intentionally, but maybe subconsciously always tried to avoid (everyone laughs) and like, now it's like... yeah... (laughs) now we, we... yeah, we're having to deal with it, yeah.

Rocio: Well, I would say that how we have been very lucky to be in this area, in Asheville, North Carolina, because I think most of the people we've recruited have gone to the CPC Language Justice Training, and... Thank you, CPC! And, so, that's, like, already a really good indicative they've gotten, you know, a good experience first-hand, and then, um... Then, otherwise, like, people just kind of, um... Either email us or, um... They kinda start talking to us and then we just kind of assess, in like... We are a cooperative, so we do things democratically, so we bring it to the table for everybody, and we say "well, you know, this person's interested," um, and so we sometimes have, um, you know, tried to get contractors, and so we bring them to, like, one of our meetings, um, we have, uh, sometimes interpreter and translator huddles um, just to keep, uh, being cautious about, like, some things that we are doing that need to change, or just, like, learning new things, and so we get together and we've invited some of the, the people we've contracted with to kind of get a sense of what we do, how we do it, and, and see if they're a fit, you know?

Ada: Awesome. Um, so, I wanna ask you... Um... What's the hardest part about being in a co-op or a collective?

Rocio: Uh... Building systems! (All laugh) Building and creating systems is... is a pain (laughs). For sure. Um, I mean, it also has to do with our particular context as well, so... That's just my two cents.

Ada: Tony?

Tony: Uhm... I guess the—the hardest part, if I had to put it in that way is having patience around, you know, getting our cooperative where we want it to be in terms of having all those systems created, like Rocio was just saying. Also sharing the responsibilities equally as a—as a cooperative, I think, is hard, because everyone has a... somewhat transparent, but also somewhat "that's your business," (Ada: hmmm) like, different lives that they're leading, you know, with different financial pictures, (Tony and Rocio: yeah) different sets of responsibilities... (Rocio: yes!) Day jobs, uh... uh... partners who have better-paying jobs than some of us do so they can hold it down... You know, like, I feel like there's so much of that going on, that we've been really responsible of each other's needs when we state "oh, I can't be at said meeting," or "I can't take on X project and X piece." And so I think I just have to keep reminding myself, like, speaking of—and, José

Eduardo, trigger warning—speaking of bylaws (everyone laughs), like, we took Cenizontle's bylaws and took four months to read them as a group (Ada: wow!). Like, (José Eduardo: wow!) and we sat down for hours each meeting to look through it, because, we're like, "what is this?" Like, "I don't understand what this is, I don't understand what that is." And I remember, at every meeting we had to, like, remind ourselves, and we have at least one, like, bodywork healer, we have two social workers, like, people were noticing what was happening in the room, and we had to remind ourselves "this is gonna take as long as it takes, we're doing this intentionally." And I do think that one of the things we do well at Tilde is be really intentional about stuff and try to create processes in a fair and equitable way. But it takes time, it takes—and I know they told us this when we asked our friends... (Ada laughs, Rocio: uh-huh) we asked our friends in coops, ike, they were like, they were like, it takes time, it takes work, and we were like "I can't see that. I can't—ooooohhhhhhhh" (everyone laughs)

Rocio: But we told you so!

Tony: Uh-huh. Uh-huh.

José Eduardo: I mean, I definitely echo—lo que dijo Tony, I just think... I, I think for us, at Antena Houston like as just a collective I think, especially I right? Like. Being able to... To just... The time it takes to create the time to prioritize the time... Lo que sea, right? To be able to have these conversations, because I think we are... We are... Perhaps, like, in a different phase than what I'm hearing, like, Rocio and Tony talk about, right? Like, those conversations are, are, like... We're... We're, like, in the process of planning the time to have those conversations. A lot of what we have is very different from folks in co-ops, because we actually don't—like, we're not a business, right? Like, we—Like, what ties us to each other is just, like, the personal trust and relationships so it's like, somebody could run off with the *equipo* one day, and like, "*ya, ya se fue!*" Like, we don't have *equipo* anymore." Or, somebody could run off with, like, a check, that, you know, that was supposed to be for the whole crew, and like, *ya se va*, like, there's literally no—nothing, like, formal or legal that covers, like, any of that. Like, so, *ya ni siquiera temenos*—like, we don't even have a joint bank account, like... I'll tell you all that. We—there's no joint bank acc—bank account, like, we all—there's, like, someone has a little bit of money in their bank account, some of it is through our fiscal sponsor, some of it is under a mattress somewhere, like *no sé* (Ada laughs) You know? But yeah, but like... that has—that has worked for us in the past, and so we (Ada: yeah) and I think we're something like... Is it gonna continue to work for us? If not, like, let's do something about it, yeah.

Tony: Can I ask, José Eduardo, a follow-up question? I... I'm just wondering, like, we formed co-ops... I feel like it's really working for us, it's an exciting time, but it's a very formal model, like I think we're saying, um, and it's—it's so intense that you better really make the right choice in who you wanna do it with, and I feel really lucky. We have very different personalities and skills and idiosyncrasies in Tilde, we balance each other out in great ways. Uh, the new folks we're bringing on I think are gonna balance us out in great ways, and the one thing we all share is we trust each other, we're super gung-ho, and when we have conflict we work it out, you know? (José Eduardo: yeah) One on one.



Because we actually really care about each other, and that I really don't have any doubts about. And so that keeps it going, and that's really what makes Tilde Tilde, in some ways, and I think that, uh, the other details are important because they're sort of how we work, but I guess my question... because I do have a question for José Eduardo (José Eduardo laughs) is... Like... Do—do you necessarily have to work towards greater formality, or could it stay this way for you all and could it also work? Like, it's not, like, there's a perfect goal for every group, and it is a co-op.

José Eduardo: Totally... Totally, yeah! And, actually, like, a year ago we did meet with someone here in Houston, who's like, you know, Alberto Loera he's like, like a super dope, like, co-op OG, and like, when he told us, like, he was basically, like, "what are y'all doing right now, is it working? Then keep it." Like, (Tony and Ada laugh) "Co-op *lo que sea*," like, no, if it works, keep it. If it's not working, yeah, maybe, you know. And we were like, "wait, I thought you were supposed to convince us to, like, form a co-op" (laughs) *¡Pero no!*

Ada: I wanna know what you all are proudest of in the work that you're doing.

Rocio: Just the work itself. It is amazing just having gone this far. And... And... you know, um, like, make people aware that this work is needed and dignified, and then also just, um, the relationship-building that we've been able to accomplish, it's been great. That's one of the things I'm most proud of for our co-op.

Ada: ¿Ustedes, compas?

José Eduardo: I mean... It's just so difficult, because, I mean, I think there's so much. Um... Every—like, basically, like, every gig that we come out of is like, "wow!" Like, "did you see how, like, you know, this person was able to stand up and, like, share—share what they need to say, and like, how these folks who never would have spoken to each other or understood each other, like, ever, actually were able to have this conversation?" And, like, you know, there's all those little things, but at the same time, like, going back, like, to what we were talking about at the beginning of the podcast, about how this is—you know, this is becoming big, like, this is like... you know? I... There's organizations, and conferences that I've been to that are, like, I could never imagine that they would actually have—not just interpreters, because, because, like, that's not enough, and we know that, but actually, like, have the, like, consciously building, like, multilingual spaces that are, you know, that are inclusive, and that are... you know, that are ....in that, like, really see people's dignity in there regardless of the languages that they speak, and, and so... I see that, like, I... you know... again, because I've been doing this work for a while, I'm like, "oh, dude, like, that wasn't happening five years ago, ten years ago, like... last year." And so I, that—there is this wave of transformation that I'm really excited for, like, five, ten years from now, to be able to say, like, "wow! Like, that—you know—that's how far we've come."

Tony: The stuff that I'm proudest about is being out in the world doing the work, and seeing the work grow around us, and seeing the work change shape without us, too. So knowing that we're having such a moment right now that I don't—and I know a lot of people in this work, and, and, I'm constantly meeting new people, and through people like you, Ada, who are—who are putting themselves out there through this podcast and

other ways. Language justice is finding so many expressions, and it's exciting to be doing—to, to be doing the work and seeing that happening beyond our reach. And, also, I just wanna say, I think what I'm proudest of is: we took the risk to form Tilde, and it's paying off, because now we can do so much more as a crew together, we can do so much more because we hung out our sign saying "we're a thing and it's called Tilde." And we're part of a bigger thing, but we're also a thing, and... and we belong to you, Durham community, North Carolina Triangle community. And people see us over and over and over again. We're at all these little gigs. 2 hours, 1 hour, 2 hours at the community, all the time. We're at those conferences, you know, camping out with organizations. We're traveling the region, we're on video conference calls... And so people are seeing our logo and our name and our selves out there, and people are like, "oh yeah, Tilde is here again, Tilde is here again. They're a part of us." That gives us a form of, like, accountability back to those communities, too, that I feel we wouldn't have as individuals necessarily, because like, "oh, I'm gonna move to Houston now, I'm gonna move to New York now." Because as an individual, maybe we would make that call. And you can be an individual language justice warrior. We know some really good ones out there. But because we formed a crew and took that risk, I feel like we can grow deeper into our community in a way that feels really rewarding and also not scary, but, like... It gets more real, cause we're out there all the time, every week, constantly in the community, and we're being seen and recognized as such. And... And I think that means that—it just—it makes it that much more important for us to do our best possible work, and I'm proud to say that we are, we're doing the best work out there.

Ada: Is there anything else that y'all wanna say as we close? What should be said that has not been said?

Tony: Thank you Se Ve Se Escucha, y'all are an inspiration.

José Eduardo: Yeah.

Rocio: *Pues muchas gracias, gracias por tenernos aquí, um, gracias por el trabajo que... que hacen, ehm... claro, gracias por Se Ve Se Escucha.* Thank you all so much.

Ada: You know, you all just said something about doing our best work, and I think, like, when I'm—I'm like, here, looking—looking at Tony and José Eduardo on the screen and seeing Rocio, I think—when I think about you all, I think that you're all doing your best work, um... Just bringing a lot of, like, high quality, with a lot of heart. And so, I admire that a lot, and the three of you. So, *muchas gracias*.

Tony: Thank you.

Ada: So, thank you so much to our guests, um, I'm Ada Volkmer of the Center for Participatory Change...

Leonel: Leonel Gutiérrez, of GBD Productions.

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