

APPENDIX

Written Comments for the New Jersey Reapportionment Commissions Meeting on 12/8/2021

My name is Dr. Christopher Binetti. I apologize for having to leave the meeting early, however, I wanted to make sure that my written comments were prepared and sent to you as soon as possible. I will be brief. I was not able to write comments for the last meeting. However, ultimately my comments reflect both meetings' concerns.

Italian Americans have no legal status as a minority in New Jersey or federally. The federal government will not change that any time soon, I fear. In order for my community to survive and thrive, we need to be recognized a minority group. However, in order for that to happen, a civil rights law needs to be passed for us. No legislator will touch it because of malrepresentation and other representational factors.

We need more Italian voters in more districts. We need Italians who are also Latinos to recognize themselves as Italian. We need Italians to be recognized and reclassified as anything but non-Hispanic white. We do need malrepresentation caused by unauthorized residents to be fixed without hurting Latino representation.

Latinos' numbers in New Jersey should reflect only those authorized to be here. However, Latinos should also have more districts where their voices matter and more Latino representatives. Both of these things can happen at the same time.

I do not mean to offend anyone, but the Italian community has been involved in unnecessary conflict with the Latino community. Neither community is to blame and the unauthorized are also blameless. The State needs to recognize Italian Americans as a community of interest and not discriminate against us by including unauthorized persons, who do not benefit from the representation where the voters are not Latino themselves. In the end, by shifting to other ways of increasing Latino representation, no one loses.

Italian Americans cannot be counted as Latinos because we are not Hispanic, despite being a Latin people. The federal government also would get confused. However, if we could be categorized as Latino, that would be our first preference. However, because we cannot be so classified, we seek our own classification. We need to get legislators to support us and thus we need fair representation as well as our Latino brothers and sisters.

Sincerely,

Dr. Christopher Binetti

Hx

Testimony for 12/8 Apportionment Hearing

Good morning and thank you to the commissioners for agreeing to serve in this role and to the staff facilitating these hearings.

My name is Matt Dragon and I've been a resident of West Orange, in Essex County, for the last 12 years.

I want to remind you that you are representing the voters of NJ not the political parties, political machines, or individual machines that have appointed you to serve.

As such we, as the residents and voters of New Jersey, will be holding you accountable for the decisions this body makes.

We demand an open, transparent and publicly inclusive process from the meetings and collection of data and proposed maps to inform your commission to the commissions' work products from draft maps, supporting data and documentation.

Every effort must be made to ensure all voices are not just able to be heard, but actively sought out with an equitable frame on everything this commission undertakes.

We will be watching.

This is a redistricting process like none we have previously seen.

Voting rights are under active attack and being rolled back in many states across the country.

The census data being used for redistricting was collected during a worldwide pandemic and suffered from active interference and attempts to undermine the process.

And we're in New Jersey, the only state with a County Line on Primary ballots, our own unique form of voter suppression that will be applied in each, and every district you prescribe.

So we need to hold our process to the highest standards of transparency, accountability, and public input.

This is not a partisan issue, it is a fairness, equity, and accountability issue.

The process must include public engagement, meeting people where they are in terms of location, COVID risk, and work and childcare commitments.

Public meetings like this one should be announced with at least 7 days of public notice, an improved registration process, and you should hold at least one meeting per county, not just the 10 that have been committed to.

There need to be non-partisan, clear, and publicly reviewed standards for line-drawing that include a prioritization for when all standards cannot be satisfied for a given district.

Particular, specific, and regular public attention is needed to ensure racial equity, aligning with the principles set forth in the Voting Rights Act.

We must respect communities of interest to the largest extent possible and the commission must engage with community leaders and citizens to determine where district lines must fall to keep those communities from being divided for political gain.

Planned districts must explicitly not be allowed to favor or protect incumbents, candidates, or political parties.

Maps proposed by the commission must be made public and a process of hearings and public comment must be allowed for at least 30 days before certification. This must include supporting data and written analysis for the bases of the new districts that is available for the entire comment period.

The website for the commission should publicly share the data underlying the redistricting process and allow for submission and public display of all public comment, data, and map submissions that the commission receives.

Thank you.

New Jersey Apportionment Commission
Statement by Brad Van Arnum
December 8th, 2021

Good afternoon, and thank you, members of the commission, for allowing me this chance to speak. My name is Brad Van Arnum, and I have been a resident of West Windsor for nearly a decade. Prior to that, I lived in Montgomery and Westfield for about a decade each.

I am here today not only to speak about my part of central New Jersey, but also to present a potential legislative map for the entire state. For the last two years, I have been deeply engaged with redistricting, and have spent much time thinking about how our legislative map could be improved without deviating too much from the current district lines.

Yesterday, I submitted my legislative map, along with an outline of what changes I made in each part of the state. Given that the opportunity to rethink our districts comes only once a decade, I looked hard for places to increase competition, improve minority representation, and above all, better reflect distinct communities of interest. Since members of the commission have my map and outline available to them, I wish to keep this testimony brief, and I will speak for the next several minutes about just a handful of my districts.

First, looking at South Jersey, one of my main goals here was to avoid county splits, and I started my map simply by having the 1st district become all of Cumberland County and Cape May County, which have a combined population that is just within the acceptable range. As for my 2nd district, it now contains almost all of Atlantic County, and is missing only three towns that could not fit due to population. For my 3rd district, I still have all of Salem County, but I strove to include as much of Gloucester County as possible, and ended up creating a version that contains all but five towns in the county. My 3rd remains a highly competitive district, and as with the 1st district, it ended up becoming slightly more Democratic. All of these changes, of course, affected the adjacent

4th, which is still centered around its four primary towns, but which ends up becoming more Republican and potentially competitive in the future.

Next, although the changes I made to the 5th and 6th do not alter their status as safely Democratic seats, I think these were good examples of where I was thinking about communities of interest. My 5th district, by staying entirely within Camden County, no longer dilutes the area's Black and Hispanic population, and now includes a group of towns that have more in common with Camden itself. At the same time, my 6th becomes even more of a suburban district with the addition of Evesham.

To finish with South Jersey, I will mention that the district I changed the most was the 8th, which becomes much more Republican due to gaining the northeast corner of Burlington County, as well as two towns in Ocean County. Population shifts over the last decade mean that generally, districts in South Jersey have to expand northward, and it was my 8th that most clearly demonstrated this. But at the same time, I was also trying to keep the Fort Dix area together in one district, and I feel my 8th accomplishes that more effectively than the current 12th does.

In just a moment, I will conclude by discussing central New Jersey, but first, I wanted to quickly talk about Monmouth County, as I thought I made some interesting changes there. For example, I had the 11th lose the Freeholds and Colts Neck but gain more coastal towns, turning it into a highly compact shore district that would still be very competitive. As for the 12th, my version is still based in Old Bridge, but is now much more compact, and includes the towns along the Raritan Bay, which constitute an important community of interest. All of these changes then allowed the 13th to become more of a central Monmouth district that keeps together the Jewish communities in Manalapan, Marlboro, and Freehold, which are currently in three different districts.

Finally, looking at my part of the state in central New Jersey, I am pleased with the changes I made to the 16th district in particular. This version no longer includes Hunterdon County, and instead, my 16th becomes an Asian-American influence district, gaining West Windsor and Plainsboro, which share a school system yet are currently in

two different legislative districts. Whereas the present-day 16th is only about 25% Asian-American, mine is 37% Asian-American, a difference that would make this community's voice stronger in one district, rather than being diluted across multiple districts, as is the case right now.

Nearby, I have the 17th become a dedicated district for the Rutgers community by having it gain Highland Park, which to my surprise, it currently lacks. Next door, I have the 18th become nearly 40% Asian-American with a few minor changes, providing another influence district in central Jersey for this community. Further north, my new version of the 21st adds Bridgewater while losing Roselle Park and a few other small towns, helping to make the district even more suburban in character. And finally, I feel that my 23rd district, which now includes all of Warren County and most of Hunterdon, does a better job of representing the exurban areas of western Jersey.

In closing, I hope my proposed map ends up being of some use to the commission, even if only selectively. I realize there are many considerations behind district lines, but I do feel that I produced a map with elements that both parties could potentially support. I did so by thinking about districts less in terms of their partisanship and more in terms of the communities and groups of people they bring together.

I would like to thank the commission once more for its time today, and I wish you all the best in creating a legislative map that our state can be proud of. Have a great holiday season, and thank you again!

New Jersey Legislative Map Proposal
By Brad Van Arnum
December 8th, 2021



Introduction:

- I am a resident of West Windsor, and have lived in central New Jersey for nearly my entire life
- Link to view my map: davesredistricting.org/join/7914fdcb-df84-4943-b45a-610a3f98f6b1
- In my proposed map, I almost always retained the core of the existing districts
- When making changes, I focused on communities of interest, but also ended up with several newly competitive seats, as well as three additional majority non-white districts
- I sought to minimize county splits (Cumberland and Warren County are fully intact, for example)
- My population deviation between districts is 9.6% (10% is the legal threshold), and I ensured that underpopulated and overpopulated districts were not uniformly Democratic or Republican
- In this document, I will outline the more notable changes I made to each district.

South Jersey



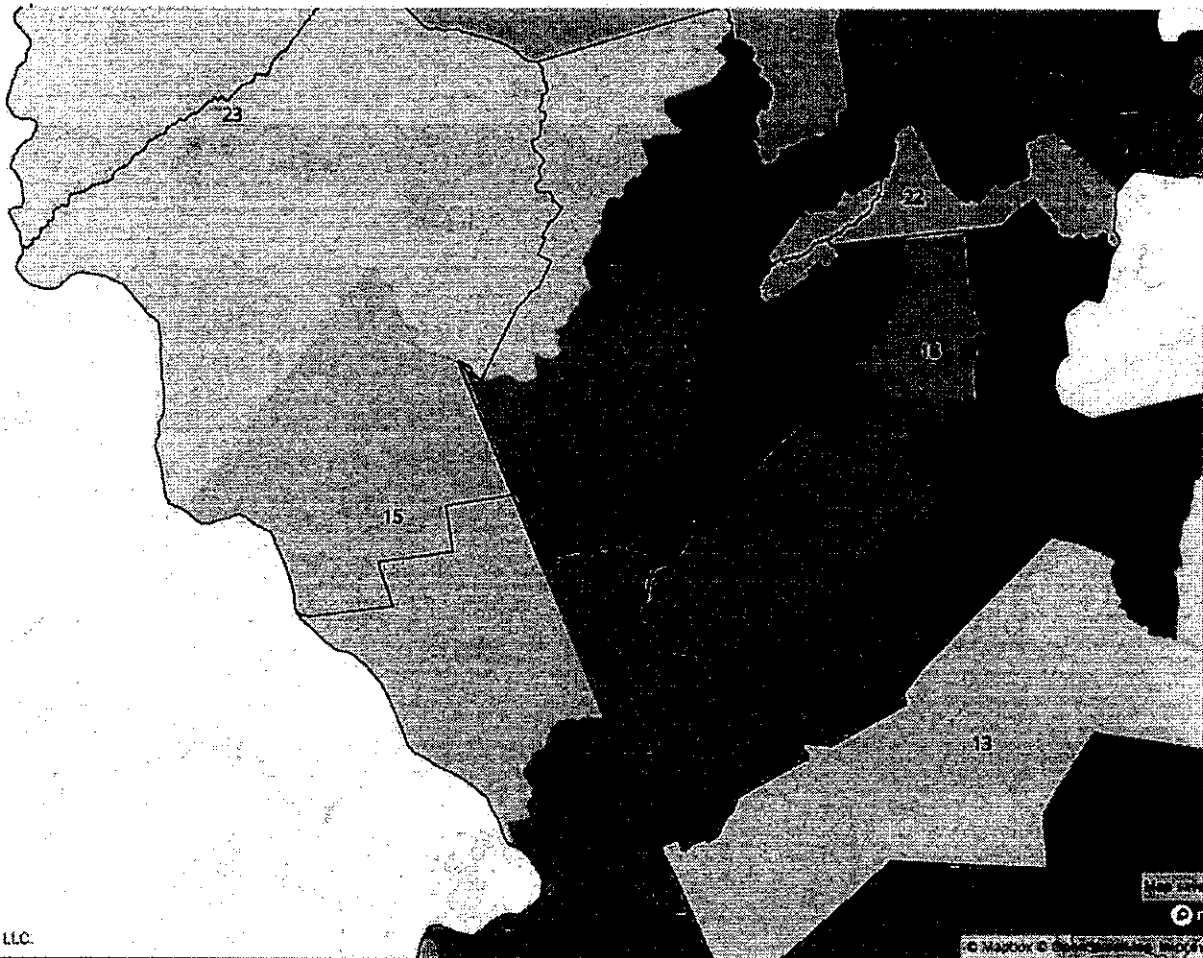
- I began my map by having the 1st district simply become Cape May County and Cumberland County, resulting in a slightly more competitive district
- This 2nd district gains more of Atlantic County, and now contains all but three towns in the county
- I aimed to make my 3rd more focused on Gloucester County, and it now contains every town in Gloucester except for five in the southern/eastern part of the county (both Deptfords are in my 3rd)
- This 4th keeps its four main towns, but now has less of Camden County and more of Gloucester County; it becomes more competitive, but is still quite Democratic
- My 5th is now entirely in Camden County, and no longer dilutes the Black and Hispanic population
- The new 6th becomes a more suburban district with the addition of Evesham and Haddon Heights
- My 7th is very similar, gaining Maple Shade while losing a few towns in northern Burlington
- The 8th is now centered around Fort Dix, gaining northeastern Burlington, Plumsted, and Jackson while losing Hammonton and its towns in Camden County; this version is more Republican
- My 9th and 10th are almost identical to their current versions
- In South Jersey as a whole, I split counties five fewer times than the current map does
- Overall, my competitive districts in South Jersey are the 1st, 2nd, and 3rd (the 4th and 8th are too, but less so). The 1st and 3rd are more Democratic, while my 2nd, 4th, and 8th are more Republican.

Monmouth County



- I am particularly pleased with my districts in Monmouth County, and feel that my versions of the 11th, 12th, and 13th each represent distinct communities of interest
- My 11th would now be a true shore district, losing Freehold Township, Freehold Borough, and Colts Neck to become more compact and centered around the coast
- This 11th gains shore towns from the 30th, such as Belmar, Bradley Beach, and the Spring Lakes
- My 11th is slightly more Democratic than the current version, but would still be very competitive
- Because my 12th lost Jackson and parts of Burlington County, I now have it as a Raritan Bay district that is centered in Old Bridge and which gains Sayreville, Keyport, Keansburg, etc.
- My 13th district aims to keep the Jewish community of Monmouth together by having Manalapan, Marlboro, and Freehold in the same district (they are currently in three different districts)
- The 30th is barely changed, and only loses a few small shore towns to the 10th and 11th
- As with the present map, all of these districts besides the 11th would be very conservative, with the 13th and 30th being safely Republican (this new 12th might be slightly competitive on rare occasions, but it is still quite Republican)

Central New Jersey



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- My 14th loses Spotswood and Plainsboro while gaining the Bordentowns and Fieldsboro in northern Burlington; this version is still strongly Democratic, but is slightly more competitive
- This 15th loses West Windsor to the 16th, and gains a few more towns in Hunterdon County to compensate; this version is still majority non-white, and is slightly more Hispanic
- My 16th aims to become a true Asian-American influence district by gaining West Windsor and Plainsboro; my version is 37% Asian-American, compared to just 25% for the current 16th
- By gaining Highland Park, this 17th now contains the entire Rutgers area, an important community of interest; it also gains the Bound Brooks and South Plainfield while losing North Brunswick
- This 18th becomes even more of an Asian-American influence district by losing South River and South Plainfield while gaining North Brunswick (it increases from 37% to 40% Asian-American)
- My 19th loses Sayreville to the 12th, and gains Rahway to compensate (no other changes)
- This 21st gains Bridgewater and loses its two towns in Morris County; it also loses Roselle Park, becoming more Republican in the process
- My 22nd gives Rahway to the 19th, but gains both Roselle and Roselle Park, keeping it as a highly diverse and densely populated district
- Overall, the one potentially competitive seat in central NJ would be my 14th

Northwestern and North Central Jersey



- My 23rd now contains all of Warren County and most of Hunterdon County; this version also has Branchburg, Bedminster, Peapack-Gladstone, Far Hills, and Bernardsville in Somerset County
- The 24th here still has all of Sussex County, but is pushed out of Warren County and into West Milford, Jefferson, Mount Arlington, Roxbury, and Netcong (Lake Hopatcong is no longer divided)
- This version of the 25th is now entirely contained in Morris County, since it loses Bernardsville, but is otherwise fairly similar to the current district
- My 26th is no longer in Passaic County, and gains more conservative towns in Morris/Essex County
- This 27th gains Union Township and loses the Hanovers, Harding, Roseland, and Florham Park; my version is more diverse, and is about 22% Black, 15% Asian-American, and 13% Hispanic

Northeastern New Jersey



- My 20th district becomes majority Hispanic, gaining Bayonne but losing Roselle/Union Township
- My 28th, 29th, and 32nd are mostly unchanged, though my 28th loses Nutley to the 36th
- I strove to have most of Jersey City in the 31st, which now has about 75% of the city's population
- My version of the 33rd now contains less of Jersey City, and increases from 40% Hispanic to 43.5%
- The 34th district is exactly the same as the current version
- This 35th loses North Haldeon and is now about 55% Hispanic (no other changes were made)
- My 36th gains Nutley (a poor fit in the 28th), but is otherwise still mostly based in southern Bergen
- My 37th loses Hackensack, Bogota, Northvale, and Rockleigh while gaining Closter, Demarest, Edgewater, and a few other towns in order to become a stronger Asian-American influence district
- This 38th gains Hackensack, is now majority non-white, and is no longer in Passaic County at all
- My 39th is similar, exchanging a few small towns and becoming slightly more Republican
- My 40th loses Allendale, Cedar Grove (it is no longer in Essex County) and Ho-Ho-Kus while gaining Hawthorne and Glen Rock, but is otherwise similar to the current version

Please feel free to reach out with any questions! My e-mail is

December 8, 2021

Via Email

New Jersey Congressional Redistricting Commission
QLSaideREDC@nileg.org

New Jersey Legislative Apportionment Commission
QLSaideAPPC@nileg.org

Re: *Language and Disability Access Deficiencies in the New Jersey Redistricting Process as Relating to Asian Americans*

Dear Commissioners:

New Jerseyans' fundamental right to participate in the redrawing of district lines cannot be conditioned on their ability to communicate in English or their disability status. The undersigned call upon the members of the New Jersey Congressional Redistricting Commission ("Redistricting Commission") and the New Jersey Legislative Apportionment Commission ("Apportionment Commission") (collectively, the "Commissions") to end effectively English-only community engagement practices and actions that impair the equal opportunities of limited-English proficient ("LEP") and disabled New Jerseyans from participating in the redistricting process, such as hard-to-access interpretation during meetings. The lack of language-sensitive and accessible communications and accommodations limits the ability of the Commissions to be fully transparent and inclusive of the voices of communities impacted by the redistricting process. We strongly urge you to quickly improve the ability of LEP and disabled New Jerseyans and communities to understand and comment on the work of the Commissions.

Asian American Growth in New Jersey and Language Diversity Within the Population

We are bringing this to the attention of the Commissions because the lack of accessibility poses a problem for a number of communities across the state. Specifically, we focus our discussion on the experiences of the Asian American community.

Asian Americans are the fastest growing ethnic or racial group in the state, with a 44% increase in their population to over one million residents.¹ In six counties in New Jersey, Asian Americans make up at least 10% of the population.² In three counties alone, Mercer, Hudson, and Somerset, the Asian American population increased by over 55%.³

¹ <https://newjerseymonitor.com/2021/08/13/new-jerseys-asian-population-surges-past-1-million/>

² 2020 US Census: <https://www.census.gov/quickfacts/fact/table/NJ/RHI425219>

³ <https://newjerseymonitor.com/2021/08/13/new-jerseys-asian-population-surges-past-1-million/>

However, the Asian American community is not a monolith. There is significant language diversity within the Asian American community and significant populations who speak English less than fluently, and require the assistance of an interpreter or in-language materials to meaningfully engage with the Commissions and share information about their communities of interest. The two largest language groups with the largest LEP populations in New Jersey are Koreans, approximately 41,225 LEP individuals (about 55% of the population), and Chinese (both Mandarin and Cantonese), approximately 49,581 LEP individuals (about 41% of population). Amongst the South Asian community, the largest Asian ethnic group in the state: 36% of the Gujarati population is LEP (approximately 29,815 individuals); 36% of the Punjabi population is LEP (approximately 5,874 individuals); 36% of the Bengali population is LEP (approximately 8,095 individuals); 17% of the Hindi speaking population is LEP (approximately 13,949 individuals); 20% of the Urdu speaking population is LEP (approximately 8,848 individuals). Among Southeast Asian populations, similarly high rates of LEP are also found, such as the 56% of the Vietnamese population is LEP (approximately 9,013 individuals). For the states' significant Filipino population, 20% of the population is LEP (approximately 13,401 individuals).⁴

Barriers to Accessibility

LEP and disabled communities face a number of barriers to engaging with the Commissions and participating in the redistricting process. We have identified some of the immediate challenges and offer some recommendations.

1) Maintenance of English-only, Inaccessible Statewide Redistricting Websites

The Redistricting Commission and Apportionment Commission's websites, www.njredistrictingcommission.org and www.apportionmentcommission.org, are some of the most important resources for community engagement--many residents rely upon this forum for information about public hearings, creating and sharing proposed maps, and understanding their rights and opportunities to champion their communities of interest.

The websites are an integral part of the Commissions' communications strategy and tool to fulfill their interest in "engag[ing] the residents of New Jersey."⁵ The lack of translated materials on the websites means they do not fulfill their stated purpose "to provide information to the general public about the purpose and process of congressional redistricting in New Jersey, and to facilitate the public's input in this important process."⁶ The lack of translations creates a barrier to meaningful inclusion and participation by all New Jerseyans.

⁴ State Demographics Data, Migration Policy Institute, available at <https://www.migrationpolicy.org/data/state-profiles/state/language/NJ>; see also, U.S. Census, available at <https://data.census.gov/cedsci/table?t=-04%20-%20All%20available%20detailed%20Asian%20races%3ALanguage%20Spoken%20at%20Home&q=0400000US34&y=2019&tid=ACSSPP1Y2019.S0201>.

⁵ <https://www.njredistrictingcommission.org/default.asp>

⁶ Id.

The undersigned ask that the Commissions, at minimum, make the website available in the languages listed below (see *infra* "Recommendations"). We note that Google translations are not comprehensible nor linguistically sensitive, and as such are not sufficient. Further, we ask that the Commissions take immediate steps to ensure the accessibility of the website for disabled New Jerseyans.

2) Barriers to Interpretation and Translation at Public Hearings

The Commissions' notice of the availability of interpretation at public hearings through an English language notice on the individual meeting agenda prevents LEP New Jerseyans from receiving meaningful notification of this service. Furthermore, information about the availability of such a service is difficult to access

Presently, an individual is not presented with an option to request interpreter services when signing up to testify before the selected Commission.⁷ Information about interpretation is posted in English on the second page of the meeting agenda. Individuals are notified to call the Office of Legislative Services if they "require language interpretation services to testify."⁸ However, if meaningful notice is not provided to LEP communities, then the welcome offer to provide interpretation services is effectively neutralized.

Individuals who require assistance, whether because of language barriers or disability, face needless impediments in requesting services so they may meaningfully participate in the Commissions' meetings, through the hidden nature of the posting about interpretation. The undersigned ask that the Commissions immediately make available interpreters in the languages listed below (see *infra* "Recommendations") as well as American Sign Language. We also ask that these services be advertised in-language and in an accessible manner prior to public hearings and meetings as well as the beginning of public hearings and meetings.

We respectfully request that the Commissions make it easy for individuals to request interpretation services when signing up to testify. One method that has been used by other New Jersey agencies is posting instructions on how to request an interpreter in multiple languages in a prominent location on the website. At a minimum, the information about requesting an interpreter should be posted on the sign-up page in-language.

Further, we request that the interpretation not be limited to when an individual is testifying during the meeting. Interpretation should be made available during the entirety of the meeting so those in the audience may engage with the hearing. Common examples are a simulcast with secondary languages or the use of ASL interpreters visible on-camera.

3) Lack of Outreach to LEP Communities

⁷ See, e.g., <https://www.njredistrictingcommission.org/RegistrationForm1121.asp>

⁸ See, e.g., <https://www.njredistrictingcommission.org/Documents/2021/REDC%20Agenda%2012-5-21.pdf>

We are concerned that the Commissions have not engaged in appropriate and directed outreach to LEP communities, including in-language and by advertising meetings in regions with heavy concentrations of ethnic and immigrant communities through ethnic media.

The undersigned respectfully request that the Commissions increase their outreach efforts to communities of interest, including in-language outreach, outreach to ethnic and racial communities, and notices in ethnic media. Any hearings that are held in communities with significant numbers of LEP individuals or diverse populations should feature outreach in-language and in ethnic media.

4) Other Considerations

In addition to the principle of equipopulousness, like all states, New Jersey must comply with the Voting Rights Act. Among other provisions of the Voting Rights Act, Section 2 prohibits voting practices that have a racially discriminatory intent or discriminatory results. Section 2 states: "No voting qualification or prerequisite to voting or standard, practice, or procedure shall be imposed or applied by any State or political subdivision in a manner which results in a denial or abridgement of the right of any citizen of the United States to vote on account of race or color, or [language minority status]." 52 U.S.C. § 10301(a). As such, Section 2 of the Voting Rights Act requires the consideration of race, among other factors, to ensure that communities of color, including, Asian American voters have an equal opportunity to participate in the political process and elect candidates of their choice. Compliance with the Voting Right Act is a necessity in any redistricting plan.

After equipopulousness and Voting Rights Act compliance, we urge that the Commissions prioritize keeping communities of interest intact. Communities of interest are groups of individuals who are likely to have similar legislative concerns, and therefore benefit from cohesive representation in elected bodies. Communities of interest can include commonalities of income, educational background, *shared language*, housing pattern and living conditions, and shared festivals. We urge that the Commissions prioritize communities of interest over other redistricting concerns that are not required by federal or New Jersey laws.

Recommendations

Before the Commissions conclude their work and present their plans to the Assembly, we encourage them to take immediate action to remedy the lack of active outreach to and inclusion of the voices and perspectives of LEP New Jerseyans. There are a number of best practices the Commission can engage in to be inclusive of LEP individuals and other communities of interest. Many of these practices are already implemented by other agencies throughout the state and by other states utilizing redistricting commissions.

We recommend, at a minimum:

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- All materials and communications should be translated into, at least, the most spoken languages in the state, including but not limited to, Spanish, Chinese (Mandarin and Cantonese/Simplified and Traditional), Tagalog, Korean, Gujarati, Hindi, Bengali, Urdu, Punjabi, Vietnamese, Arabic, Italian, Portuguese, and Polish.
- The website should be accessible and translated into multiple languages, through the use of a human-reviewed translation service. We caution against the use of technology based translation services, such as Google Translate, as they often do not accurately translate material.
- The Commissions should use the live multilingual translation feature during all virtual meetings for the entirety of the meeting.⁹
- The Commissions should immediately begin advertising their meetings and hearings through posts on its website, social media, and engagement with ethnic press in multiple languages.
- The Commissions should promote the ability to request translation services in-language rather than requiring the request to be made in English. The notice should be placed on the website in available languages and as part of outreach in ethnic media.
- As part of the process to sign up to speak at a hearing, the Commissions should offer an option to indicate at that time if they need language assistance and what the assistance would be. This would allow the Commissions to provide targeted assistance to public speakers. The interpretation should be available throughout the meeting and not solely during the speaker's testimony.
- When holding hearings in areas with large language access needs, the Commissions should be prepared to offer language assistance in the languages spoken in the area.

The undersigned remain available to discuss these issues further and provide their expertise with language minority and disability communities. Please do not hesitate to contact Navdeep Singh, _____ or Jyot Singh, _____ for further information.

Sincerely,

Sikh American Legal Defense and Education Fund (SALDEF)
 Asian Americans Advancing Justice | AAJC
 Asian Pacific Islander Vote (APIAVote)
 Bangladeshi American Women's Development Initiative (BAWDI)
 New Jersey Institute for Social Justice
 The League of Women Voters of New Jersey
 New Jersey Alliance for Immigrant Justice
 NJ Citizen Action

⁹ See, e.g., Zoom, Using Language Interpretation in your meeting or webinar, available at <https://support.zoom.us/hc/en-us/articles/360034919791-Using-Language-Interpretation-in-your-meeting-or-webinar>.