



# IRID

*Illinois Registry of Interpreters for the Deaf*

## **Board Meeting Minutes**

Illinois Registry of Interpreters of the Deaf

Saturday, March 3, 2018

10am-3pm Evanston, Illinois

In attendance:

President, Teri Hedding  
Vice President, Amanda Grazian arrived at 10:33am  
Treasurer, Karen Janssen  
Secretary, David Rice  
Member-at-Large 1, Cathy Silvern  
Member-at-Large 3, Olivia Heitz arrived at 10:33am  
Entry to Practice Chair, Susan Sotnick  
Deaf Interpreters Chair, Debby Sampson  
CMP Chair, Amy Kisner  
Aspiring Deaf Interpreter, Salim Mohammed  
Student, Samantha Gustavson  
Parent of student, Jennifer Gustavson  
Student, Jaelyn Reidy

- I. Call to Order
  - A. Teri Hedding called the meeting to order at 10:10am
- II. Board Reports
  - A. President
    1. Written report attached
  - B. Vice President
    1. Postponed until Vice President arrived.



# IRID

*Illinois Registry of Interpreters for the Deaf*

2. Amanda Grazian and Olivia Heitz presented their conference plan and budget.

a) Cathy Silvern stated her concern that having only one CDI is inadequate for the needs of the conference.

(1) The Amanda Grazian stated that one CDI may be enough because there won't be a significant amount of discussion with the audience that would require the use of a CDI, but was open to having a discussion if there was more of a need.

(2) Karen Janssen stated that there would be a benefit of having a CDI team assist with interpreting into spoken English.

3. The Amanda Grazian stressed that \$60 per hour is an appropriate rate for conference interpreting due to the difficulty involved.

4. Olivia Heitz discussed the room options available.

a) The auditorium can hold two hundred people.

b) There is a cafeteria available for use to use too, but may not hold enough people for the conference. If the space isn't big enough, IRID can rent an additional room for an extra cost.



# IRID

*Illinois Registry of Interpreters for the Deaf*

- c) Room rates are between \$100-150.
5. Due to there being a forum for IRID members at the Region III Conference in August, IRID may be able to reduce the duration of its business meeting to two hours.
- a) The schedule is planned as follows: a three-hour morning workshop, a 45 min to an hour-long lunch, a two hour business meeting, followed by a three hour workshop.
  - b) Susan Sotnick asked if attendees could eat lunch during meeting.
    - (1) The Amanda Grazian responded saying that we would have to pay additional tech fees.
  - c) Amy Kisner stressed the importance having enough time for new business during the business meeting.
  - d) Amy agreed to offer her parliamentary services free of charge.
6. After a discussion on saving money, the Board decided on a two-hour business meeting to reduce costs.
7. Mandy stated that the budget would not allow for free registration or reimbursed hotel stays.



# IRID

*Illinois Registry of Interpreters for the Deaf*

8. The Board again discussed the use of CDIs. It was determined that CDIs will be used for the workshops as well as the business meeting knowing that this would increase costs.

9. The Board discussed lunch options and decided to go with the \$14 lunch option.

10. KJ suggested that we contact ITPs programs to inform them about student pricing and encourage registration. She also suggested that IRID encourage the ITPs to sponsor their own student's conference attendance.

C. Treasurer\*

1. Written report attached

2. A winner of the Vagina Monologs raffle gave the ticket away to someone else. Karen Janssen suggested that if IRID raffles or gives away tickets to members that they do so on the condition that they have to return the ticket to IRID in the case that they cannot use the ticket.

D. Secretary

1. No report.

E. Member-at-Large 1

1. Written report attached.

F. Member-at-Large 2



# IRID

*Illinois Registry of Interpreters for the Deaf*

1. No report
- G. Member-at-Large 3
  1. Written report attached
- H. Student Representative
  1. No report
- I. IAD Representative
  1. No report
- III. Committee Reports
  - A. Bylaws
    1. See Cathy Silvern's request regarding leadership transitions
      - a) Karen Janssen expressed concerns that the timing of this proposal may not be best right now with the conference approaching quickly. The Bylaws committee has not met in some time, but an idea that was similar to Cathy's was discussed during the last meeting of the committee. The committee did not choose to pursue the idea at that time.
      - b) Cathy Silvern repeated her concerns that the transition process has struggled to recruit people to high-level positions for quite some time. The last minute recruiting stalls the work of IRID. Cathy also stated that she is more



# IRID

*Illinois Registry of Interpreters for the Deaf*

than happy to let the Bylaws committee discuss her proposal and understands that it takes time.

c) Karen Janssen offered a “Band-Aid solution” by stressing the need for a nominating committee and having board retreats to get people up to speed. She also stated that recent president had not been heavily involved with IRID’s work prior to being elected so they needed significant time to get up to speed. In addition, she suggested that policies and procedures be put in place to ease the transition.

2. Cathy Silvern stated her concerns over the bulk of conference planning being left to one person. She advised that conference planning needs to be more of a committee approach to planning.

a) It was discussed that the conference committee should include PDC, CMP, E2P, and others.

b) Cathy Silvern suggested announcing a conference planning committee/work group at the 2018 conference to start recruiting for the 2019 conference early.

c) The Board decided that more discussion needed to be had on this issue in Bylaws committee. Steps will be taken so that the conference planning process is more inclusive of



# IRID

*Illinois Registry of Interpreters for the Deaf*

other groups and that the responsibilities will be more spread out.

3. The Board discussed finding a chair for the Nominating Committee. Arika Clark was suggested.

a) Susan suggested that we reach out to our members to ask if anyone would like to be involved.

b) **ACTION ITEM:** Amanda Grazian will create a vlog that Mark McWilliams will edit, then the communications committee will send out to the membership by next week.

## B. CMP

1. See attached.

2. Amy Kisner stated that she is still learning role and was very gracious to Karen Janssen for her help during this transition.

3. She also stated that there have been some new requests for PINRA and that she will process with Karen Janssen's supervision.

4. Amy Kisner stressed the need to make sure that she has enough information to process conference workshop CEUs.

5. Amy Kisner stated that she will research and later make recommendation to the board about changing prices of CEU processing for outside events.



# IRID

*Illinois Registry of Interpreters for the Deaf*

6. Amy Kisner asked the Board if IRID will process CEUs for events that we affiliated with.

a) Request from Columbia College Chicago

b) The Board will send an email to Columbia stating that due to IRID being in a transition period, IRID will not be accepting any new sponsorship requests for CUEs for events other than it's own workshops at this time. The Board had no objections.

C. Communications\*

1. See attached.

2. Lindsay Wydra will contact Mark McWilliams again to ask for assistance with designing and sending out the save the date for the 2018 Membership Meeting.

D. Educational Interpreters

1. No report

E. Entry To Practice\*

1. Susan Sotnick expressed her frustration with lack of accomplishment.

a) She expressed that the bulk of the work of the committee has been taken on by a few individuals and that to





# IRID

*Illinois Registry of Interpreters for the Deaf*

be successful that the entire Board needs to be on board with E2P's initiatives.

b) The Mentoring Registry recruitment has been stagnate with only a few mentors signed up. Currently, there is little to no incentive for interpreters to join.

c) She again stressed that the whole Board needs to be involved and supportive of the work of the committee or the committee should be dissolved.

2. Susan Sotnick stated that an Entry to Practice workshop be one of the four workshops offered as part of IRID's SMART Goals.

a) Karen Janssen acknowledged the need for mentoring new interpreters in the field. She also stated that a few new grants have funded interpreting mentorships in programs housed in other states. She suggested that the Entry to Practice Committee develop a proposal for a workshop.

b) Amanda Grazian, offered her conference planning support for a small, one day workshop provided that Susan bring her a proposal.

c) Karen Janssen suggested partnering with a group, such as an agency and providing a workshop on test taking.



# IRID

*Illinois Registry of Interpreters for the Deaf*

d) Cathy Silvern suggested a three hour workshop related to training mentors.

(1) Amanda Grazian seconded this and offered her assistance.

3. The topic of the opening Student Rep position was discussed.

a) **ACTION ITEM:** Susan Sotnick will reach out to ITPs about finding a new student rep.

## F. Finance

1. See treasurers report

2. The Treasurer shared information related to finances of the 2017 conference.

## G. Membership

1. Written report attached.

2. The Board requested a summary of the membership survey ready for next meeting.

## H. Professional Development

1. No report

## IV. Old Business

### A. Approval of Meeting Minutes

1. June 2017 Membership Meeting\*



# IRID

*Illinois Registry of Interpreters for the Deaf*

- a) Cathy Silvern motioned to approve the minutes. The motion passed.
2. January 7, 2018 Board Meeting\*
  - a) Cathy Silvern motioned to approve the minutes with spelling changes. The motion passed.
- B. Digital storage
  1. The Board discussed hiring someone to digitalize documents and upload to website.
  2. The Board stated the need for a physical storage location for conference and other physical materials.
  3. **ACTION ITEM:** Karen Janssen will research costs and book a storage locker.
- C. Proposals/Motions from Members prior to meeting
  1. Presenter Responsibility for Printing Workshop Materials  
Proposal
    - a) See attachment.
    - b) Cathy Silvern makes motion to adopt the policy, Amanda Grazian seconded. The motion passed.
  2. Live Streaming Meetings
    - a) The Board discussed technology and privacy concerns, but acknowledged the advantages of increasing



# IRID

*Illinois Registry of Interpreters for the Deaf*

transparency and the ability to have people who could not physically attend view the meeting.

b) **ACTION ITEM:** David Rice will do more research about the tech needs and will set up a time to do a test run at a future board meeting.

3. Requests to publicize events policy

a) **ACTION ITEM,** a SMART Goal group will follow up with the progress made on creating this policy.

D. 2018 IRID Membership Meeting

1. Schedule, Logistics, and Budget

a) Discussed in Vice President and Member 3 Reports.

E. Awards and Scholarships

1. Region III Awards

a) The Board asked for more information about this.

b) **ACTION ITEM:** Sam Freeman will follow up with REG III for more information.

2. IRID Awards and Scholarships

a) Awards

(1) The Board decided not to have a formal awards ceremony during the 2018 conference.



# IRID

*Illinois Registry of Interpreters for the Deaf*

(2) The Board discussed having members recognize other members, but the discussion was tabled to the next meeting.

b) Scholarships

(1) **ACTION ITEM:** Lindsay Wydra will send out a reminder to membership.

F. Licensure Proficiency Levels

1. The Board decided that since this issue is not part of IRID's SMART goals, IRID would recommend members contact IDHHC on their own and make their concerns know to them.

G. SMART Goals

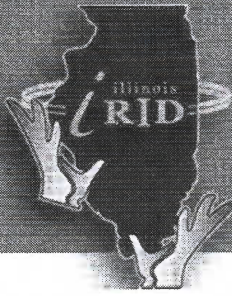
1. See attached

2. Olivia Heitz stated that there is a virtual meeting date scheduled for March 18<sup>th</sup>. She hopes to have more to report next meeting.

a) There was concern about how the two groups will work together.

b) The Board made the notion that both groups should have a report prepared after every meeting.

3. Teri Hedding reports that her group doing well and staying focused.



# IRID

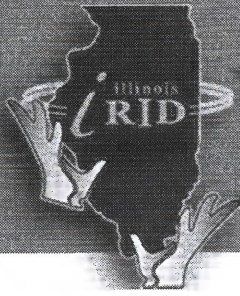
*Illinois Registry of Interpreters for the Deaf*

- a) Teri Hedding suggested that groups meet at least quarterly.
- b) Teri Hedding explained the DFI Project.
  - (1) See report
  - (2) Deaf individuals will give feedback to interpreters that interpret for them at events where the ADA does not require compliance.
  - (3) Teri Hedding motioned that IRID support the DFI project as written.
    - (a) Karen Janssen called for an amendment to replace “as written” with “for the next two years” The amendment passed.
    - (b) The motion as amended passed.

## V. New Business

### A. Sponsorship Requests

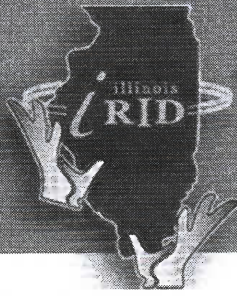
- 1. DeafBlind Training Workshop
  - a) See attachment
  - b) The Board expressed the need for more information.
  - c) Susan Sotnick suggested that this workshop be one of our 4 smart goal workshops.



# IRID

*Illinois Registry of Interpreters for the Deaf*

- (1) Olivia Heitz stated that IRID already has the locations chosen for the four workshops, but stated that we need to support our interpreters from the south.
  - d) **ACTION ITEM:** Karen Janssen will follow up to get more information.
2. Region III Donation Request
  - a) See attachment
  - b) The Board expressed concerns over price of entry for sponsorship packages.
  - c) **ACTION ITEM:** Teri Hedding will contact Region III conference committee to figure out what benefits we will receive if we donate \$500.
- B. Donation to St. Nicolas Parish
  1. The Board decided to donate \$100 to St. Nicolas Parish for the use of the space for this board meeting.
- C. Operation Flashlight
  1. **ACTION ITEM:** Susan Sotnick will contact Angela Troll to discuss partnership with Entry to Practice Committee
- D. Set Future Board Meeting Dates
  1. May 12, 2018



# IRID

*Illinois Registry of Interpreters for the Deaf*

- E. New Business from the Floor
  - 1. No new business from the floor
- VI. Announcements
  - A. No announcements
- VII. Adjournment –
  - A. The meeting adjourned at 3:05pm

## **PRESIDENT'S REPORT**

- Attended IAD's Alliance meeting with Mary Kocsis in Bloomington on Saturday, January 20, 2018.
- Attended IAD's Board meeting in Bloomington with Mary Kocsis on Sunday, January 21, 2018.
- A report on IAD's Alliance and Board meeting was sent to the board.
- Met with Debby Sampson and Hershella Ashford to brainstorm some ideas for Deaf mentorship. We agreed to call it "Adopt Student Interpreters" program for now.
- Had a phone meeting with Karen Aguilar and Debby Sampson to discuss the logistics for the Adopt Student Interpreters program. ( work in progress)
- Met with Karen Janssen to discuss some changes in the insurance policy.
- Corresponded to the asktheprez emails or forwarded the emails to appropriate persons.

## **TREASURER REPORT**

Here is a list of items I have worked on since the last IRID Board meeting:

- Liability insurance review and coverage adjustment resulting in a lower cost to IRID. The Directors and Officers policy will be reviewed as well prior to the renewal date to determine additional cost savings potential.
- Ongoing communication with the IAD Treasurer regarding remaining joint conference details - final actual budget totals (see handout), 1099 processing



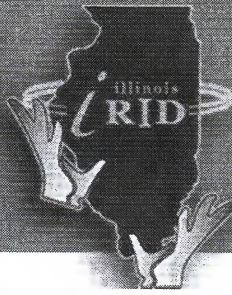


# IRID

Illinois Registry of Interpreters for the Deaf

their term with little “institutional knowledge” or “history” which requires a significant amount of time to get up to speed, learn the ropes, get to know the Board and Committee chairs, understand issues, challenges, pending matters, etc. While there is certainly some value in having “new blood” assume the helm, and there is cooperation and some degree of partnering with the immediate past president, there is currently no smooth transition or passing of the baton from one President to another. With the constant turnover of positions on the Executive Committee, whether due to resignation or terms expiring, all that knowledge and history is lost, even with the best intentions of passing along information, files, folders and notes.

- 2) If it was understood from the get-go, that the VP is going to assume the Presidency after the appropriate time has elapsed, the knowledge, history, Board experience, partnership with the President, *et al* makes it possible for the VP to move easily and quickly into the role of President without any time lost in trying to catch-up and figure out what’s what.
- 3) I do understand that as volunteers, the role of President and VP are extremely demanding, labor intensive and time-consuming. Life happens, things happen, work and family happens and although a person wishes to make a long-term commitment to IRID, sometimes this cannot be fulfilled. However, going into an election, if members understand more clearly that the Presidency and Vice Presidency are a partnership, and the Vice President position is a “President-in-Training” kind of position, I believe that there will be a far smoother, faster and more efficient succession process for these two critical leadership positions.
- 4) For the past 4 years, at least, the VP has focused largely on organizing and managing the annual conference. Last year’s struggles with IAD and the joint conference amounted to an extraordinary commitment of time, energy and resources by the Executive Committee and especially, the VP. As a result, IRID and members also suffered as IRID Officers were consumed with dealing with the many crisis at hand, which seemed to pop up constantly. Although I hope this kind of craziness would not be repeated, it could, especially with IDHHC matters and licensure issues looming on the horizon. I respectfully submit that the VP’s job description is supposed to be *liaison*, not conference manager. Therefore, my suggestion would be to shift the responsibility of the annual conference to an actual Conference Planning Task Force, Work Group or formal Committee that would include PDC Chair, Membership Chair, at least one Member-at-Large, Communications Chair, E2P Chair (to name a few) and that the VP serves as a Committee member, but is not primarily responsible for managing the Conference. If the above-mentioned Committee Chairs are part of the Conference Planning Committee, then collaboration happens across the organization in precisely the



# IRID

*Illinois Registry of Interpreters for the Deaf*

areas were we most need it and...this gets back to my original point: the VP would be free(er) to handle other tasks and duties related to leadership, strategic planning and collaboration with the President without overly burdening the VP, and still enable IRID to function in pursuit of its strategic goals, while the conference is being organized and managed by others.

Thank you for your consideration of these ideas. I expect this proposal and my reasoning requires considerable discussion at the ByLaws Committee level, the Board level and ultimately some kind of formal proposal to the membership at an annual meeting. So...I am putting this out in the universe and we'll see what happens.

Let me know if I can answer any questions or be of any assistance. Thanks again.

Cheers,

Cathy L. Silvern, IRID Member at Large

## **CMP REPORT**

The transition of IRID CMP responsibilities to Amy Kisner (primary) and Kathy Valiska (secondary) has begun. The 3 of us met to start the transition process. Amy will assume the CMP lead and work closely with Kathy for PDC events. Amy and Kathy both were provided with a binder of resources for the CMP role as well as a flash drive with forms, documents, etc. as required by RID. Amy and Kathy are in the email loop for the June conference. Both have access to the CMP email and RID CMP website. RID has been notified about the sponsor name change and Amy's name is listed as the contact person on the RID website.

Amy and I have had regular email contact since we met. We will be meeting in person again soon to continue the transition. Amy is handling new requests and I am completing the events that I started before the transition. There are only a few. Please continue to use [cmp@irid.org](mailto:cmp@irid.org) to contact Amy.

## **COMMUNICATIONS REPORT**

1. Scholarship announcements have been sent out with an application deadline of April 15. I will continue to send reminder emails and make FB posts as the deadline approaches.



# IRID

*Illinois Registry of Interpreters for the Deaf*

2. 'Save the Date' for Conference: I can work with Mark to create a Save the Date for the conference to send out to all our members and post on Facebook. I haven't done so yet because the only information I have right now is the date and city, June 2 in Springfield. PLEASE ADVISE: When would the Board like a Save the Date sent out and what information should it include (ie: theme, hotel name, speakers/workshops, CEUs, etc.)? Please let me know so that I can get started and get this out as soon as possible.

3. The Outreach and Engagement Team plans to have a virtual meeting sometime in March to work on our SMART goals and delegate tasks to each group member.

## **ENTRY TO PRACTICE REPORT**

I contacted Richard Laurion to inquire about their Graduation To Certification Program.

This will eventually be a national program where interpreters all over the country will be eligible to apply. They recently closed their participant application submissions so we missed the mark on that.

They will eventually be looking for mentors to apply and they have received grant funding to pay mentors for services. All mentors will go through their training program and will be free to contract inside and outside of their program using their training.

This is something that eventually IRID will be able to take advantage of, however, it is in the early stages and should not be fully launched this year.

As E2P Committee Chair I have attempted to set up a mentor registry that is currently at a standstill. Despite the fact that our small committee has developed an application process, waiver and online application process, we have had few submissions.

IRID has a smart goal to launch a Mentoring Registry containing a minimum of 15 mentors to be published on the IRID website by the end of 2018. I am looking for ideas to execute this. Currently I am out of ideas as we have advertised on the website, Face book and last year's conference. It is my feeling that interpreters are unwilling to apply, as there is no direct financial benefit.

Entry-To-Practice is at a standstill. Every avenue that I have attempted in order to bring more mentoring opportunities to provisional licensed interpreters (including a canceled mentoring workshop which would have brought resources to the registry) has failed.

The Entry To Practice goal has always been to increase the number of intermediate,



# IRID

*Illinois Registry of Interpreters for the Deaf*

advanced and Master level licensed interpreters in the state through mentoring and support opportunities. As E2P committee Chair, although I have been diligent towards this goal, I have seen no tangible results.

If IRID is willing as a group to assist me as Chair in creating programming for provisional licensed interpreters, I welcome any and all ideas. If not, I will be stepping down as E2P Committee Chair.

Sincerely,  
Susan Sotnick

## **MEMBERSHIP REPORT**

Our current member numbers are:

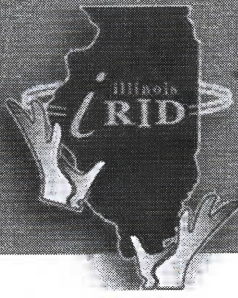
Voting-166  
Student-28  
Non Voting Ally-37  
Non Voting Organization-4

Total: 235

David sent out the survey he prepared recently and we already have 141 responses! Some responses that stood out to me are: lack of clarity around the benefits of membership, wanting more workshops, interpreter rates and wanting IRID to set guidelines, wants IRID to advertise all events not just IRID sponsored ones, lack of outreach to non Chicagoland interpreters and wanting a clear definition of what IRID does.

In regards to that last concern, there were several responses that were outside of the scope of what IRID does: concerns about testing fairness, partnering with IDHHC to be a one stop shop for resources, wishing IRID was advocating for law changes. I think it might be good to decide as a group what we want our "brand" to be and to better advertise that information. Many individuals expressed the sentiment: "I don't even know what IRID does".

A few people expressed dissatisfaction with RID and wanted to see IRID create something new. Obviously, we are an affiliate chapter of the home office but I do think it would be good to look at how other chapters create a more local feel. I would like to distribute a modified survey to some of the other region 3 chapters and see what kind of responses we get. Please advise whether or not this would be appropriate!



# IRID

Illinois Registry of Interpreters for the Deaf

A few members expressed a desire to be contacted about their response and I can follow up with them when I get back.

## **Presenter Responsibility for Printing Workshop Materials Proposal**

By Cathy Silvern

I wish to propose the following policy:

- Presenters of any IRID-sponsored workshops shall make their presentation materials (i.e., powerpoint slides, contact information, additional resources, etc.) available *electronically* with resource link(s) provided by the Presenter(s) during every workshop. Printed copies of any materials shall be solely the responsibility of the Presenter(s) and shall not be the responsibility of IRID.

### Rationale:

- With the availability of electronic information, the wide-spread use of laptops, tablets and other digital devices, and in an effort to respect our environment and not waste precious natural and financial resources, I propose that the official policy of IRID should be electronic distribution of materials rather than paper, and that this policy be implemented immediately.
- While some Presenter(s) may wish to provide paper resources and materials, they can do so, but IRID should make every effort to inform Presenter(s) of its official policy and encourage Presenter(s) to follow this policy. Therefore, any printed materials that the Presenter(s) wish to provide at a given workshop must be copied and distributed at their own expense, and IRID should not be responsible for making/paying for copies in advance nor last-minute copies of materials.
- The IRID policy should be clearly stated in every Presenter Agreement and reinforced as needed when confirming Presenter participation in all workshops.
- When supporting workshops with financial contributions but not "hosting," IRID's policy should be clearly stated to the hosting entity. If IRID is not hosting a given workshop, IRID may not be in a position to enforce this policy. Regardless, IRID should not be responsible for either making nor paying for printed paper copies of Presenter materials.

### **SMART Goals**



# IRID

*Illinois Registry of Interpreters for the Deaf*

## **Developing the Foundations for Interpreting (DFI) Program Concerns:**

- Gap in training/mentoring/skill development between the recent graduates of interpreter training programs and licensure.
- Difficulties in obtaining interpreters for situations that are not covered by the ADA law.
- There are less opportunities for students to be mentored by people who are culturally Deaf since the Deaf clubs/meccas of Deaf Culture are dwindling.

## **Needs:**

- Deaf people need interpreters for non-ADA situations such as wedding showers, baby showers, book clubs, bowling leagues but can not afford the expenses for the interpreters.
- Students in the interpreting training programs need opportunities to be exposed to the language/culture aspects in the Deaf community.

## **Solution:**

- A pilot program for linguistic/cultural mentoring to be established for interpreting students. This program will be called DFI, or Developing the Foundations of Interpreting.
  - This program will be a collaboration between Illinois Registry of Interpreters for the Deaf (IRID), Chicago Hearing Society (CHS), and Moraine Valley Community College (MVCC).
  - CHS's data system will be used to handle requests for interpreters for non-ADA situations.
  - Training videos will be developed by IRID's Deaf Interpreters Committee so that the Deaf consumers will understand the purpose of the pilot program and to learn how to give constructive feedback.
  - Students will be supervised by their professors at MVCC.
  - Waiver and liability forms will be developed by CHS and MVCC.



# IRID

Illinois Registry of Interpreters for the Deaf

**DeafBlind Training Sponsorship Request**

Submitted on Thursday, February 1, 2018 - 16:45

Submitted by anonymous user: 131.230.211.39

Submitted values are:

Your name: Kimberly Berger

Your email: [kberger@siu.edu](mailto:kberger@siu.edu)

Subject: DeafBlind Interpreting

Message:

Hello,

I am in the planning stages of bringing an all-day DeafBlind training workshop to Southern Illinois in June. Interpreters in our area have not had this kind of training since the 1990's. Many of us are leery of accepting DeafBlind interpreting assignments because we simply do not have the skills to appropriately provide services. I am looking for financial support to help defray the cost of the workshop. Does IRID have any funds available to help us?

Thank you for your consideration,  
Kimberly

KIMBERLY E BERGER, RID CI  
Interpreter

[www.disabilityservices.siu.edu](http://www.disabilityservices.siu.edu)

DISABILITY SUPPORT SERVICES  
MAIL CODE 4705  
SOUTHERN ILLINOIS UNIVERSITY  
900 S. NORMAL AVENUE  
WOODY HALL B-229  
CARBONDALE, IL 62901



# IRID

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- Links to the training videos, requests, ADA law and Illinois Interpreter Licensure law for Deaf consumers and students will be posted on IRID, CHS and MVCC websites.

**Fees:**

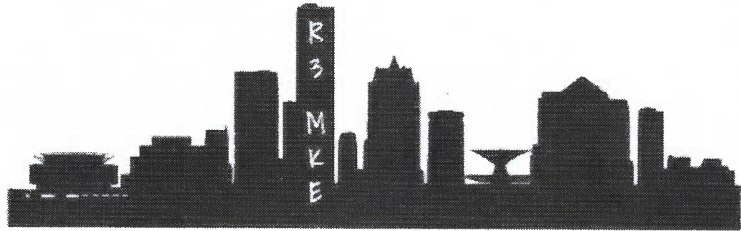
At this time no program will benefit financially from this program, and there are no fees taken. At a later time, if this program is successful, funding can be requested to support staff time, training, etc.





# IRID

Illinois Registry of Interpreters for the Deaf



## Coming Together to Create Community

Greetings! Wisconsin Registry of Interpreters for the Deaf (WisRID) is proud to host the 2018 RID Region III Conference!

The Registry of Interpreters for the Deaf (RID), of which WisRID is an affiliate chapter, is a nonprofit organization that aims to encourage and promote training opportunities for sign language interpreters. Region III of RID includes the states of Wisconsin, Illinois, Indiana, Kentucky, Michigan, Minnesota, and Ohio. Our biennial Regional Conference is a major platform for interpreters to receive continuing education through workshops and training sessions. Additionally, this is an opportunity for interpreters in various states to get acquainted with each other while simultaneously learning from each other's experiences and expertise. The 2018 RID Region III Conference, "Coming Together to Create Community," will be held August 2<sup>nd</sup> – 5<sup>th</sup>, 2018 in Milwaukee, WI at the Crowne Plaza Milwaukee Airport hotel.

Your willingness to support WisRID through monetary donations helps us cover the cost of hosting the Biennial Conference, which lowers the cost to attendees. Your generosity helps all in attendance receive the tools needed to provide the best quality of interpreting services for Deaf and hard of hearing people all across the United States. We realize that each contribution requires careful consideration from those who are donating, so we have a variety of sponsorship options available. In addition, we also have opportunities to participate with a vendor table. This is a great way to meet many of our 300+ registrants and people from the Deaf and Hard of Hearing Community.

Your support, however you choose to give it, is greatly appreciated and will be promptly acknowledged with a receipt for tax purposes. If you have any questions, please feel free to contact us.

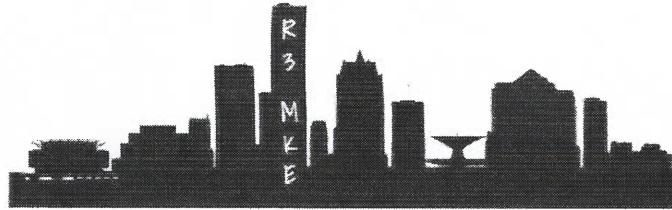
Sincerely,

Dana Gordon & Jon Thomm  
Sponsor/Vendor Coordinators  
2018 RID Region III Conference



# IRID

Illinois Registry of Interpreters for the Deaf



Coming Together to Create Community

## Platinum Level Sponsorship - \$5000+

- |  |  |
|--|--|
| <ul style="list-style-type: none"> <li>• Full-weekend registration for two (2) attendees</li> <li>• 5 minute presentation during a general session</li> <li>• Full page program book ad</li> <li>• Vendor table with priority placement</li> </ul> | <ul style="list-style-type: none"> <li>• Conference bag insert</li> <li>• Listed on the Region 3 Conference website</li> <li>• Logo displayed in plenary sessions</li> <li>• Logo displayed on Region III Facebook event page</li> </ul> |
|--|--|

## Gold Level Sponsorship - \$2000-\$4999

- |   |  |
|---|--|
| <ul style="list-style-type: none"> <li>• Full-weekend registration for one (1) attendee</li> <li>• Half page program book ad</li> <li>• Vendor table</li> </ul> | <ul style="list-style-type: none"> <li>• Conference bag insert</li> <li>• Listed on the Region 3 Conference Website</li> <li>• Logo displayed in plenary sessions</li> <li>• Logo displayed on Region III Facebook event page</li> </ul> |
|---|--|

## Silver Level Sponsorship - \$1000-\$1999

- |  |  |
|--|--|
| <ul style="list-style-type: none"> <li>• Quarter page program book ad</li> <li>• Vendor table</li> </ul> | <ul style="list-style-type: none"> <li>• Conference bag insert</li> <li>• Listed on the Region 3 Conference Website</li> <li>• Logo displayed in plenary sessions</li> <li>• Logo displayed on Region III Facebook event page</li> </ul> |
|--|--|

## Vendor Table Only - \$250

\*Please contact us for a customized package if these do not fit your needs.



# IRID

Illinois Registry of Interpreters for the Deaf

## Agenda

Illinois Registry of Interpreters of the Deaf

Board Meeting

Saturday, March 3, 2018 10am-3pm Evanston, Illinois

\*Indicates that this item has an attachment.

- I. Call to Order
- II. Board Reports
  - A. President\* — Mandy
  - B. Vice President
  - C. Treasurer\*
  - D. Secretary
  - E. Member-at-Large 1\*
  - F. Member-at-Large 2
  - G. Member-at-Large 3\* — Olivia
  - H. Student Representative
  - I. IAD Representative
- III. Committee Reports
  - A. Bylaws\*
  - B. CMP\*
  - C. Communications\*
  - D. Educational Interpreters
  - E. Entry To Practice\*
  - F. Finance
  - G. Membership\*
  - H. Professional Development.

*Deaf Interpreter Committee*
- IV. Old Business
  - A. Approval of Meeting Minutes
    - 1. June 2017 Membership Meeting\*
    - 2. January 7, 2018 Board Meeting\*
  - B. Digital storage
  - C. Proposals/Motions from Members prior to meeting
    - 1. Policy for Presenters regarding copying materials for workshops\*
    - 2. Live Streaming Meetings
    - 3. Requests to publicize events



- D. 2018 IRID Membership Meeting
  - 1. Schedule and Logistics
  - 2. Budget
- E. Awards and Scholarships
  - 1. Region III Awards
  - 2. IRID Awards and Scholarships
- F. Licensure Proficiency Levels
- G. SMART Goals\*
- V. New Business
  - A. Sponsorship Request
    - 1. DeafBlind Training\*
    - 2. Region III\*
  - B. Donation to St. Nicolas Parish
  - C. Operation Flashlight
  - D. Set Future Board Meeting Dates
  - E. New Business from the Floor
- VI. Announcements
- VII. Adjournment

8-5:30

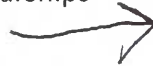
8-11

11-12:00

~~12-2:30~~ 12:15-2:15

2:30-5:30

SAM ←



**PRESIDENT'S REPORT**

- Attended IAD's Alliance meeting with Mary Kocsis in Bloomington on Saturday, January 20, 2018.
- Attended IAD's Board meeting in Bloomington with Mary Kocsis on Sunday, January 21, 2018.
- A report on IAD's Alliance and Board meeting was sent to the board.
- Met with Debby Sampson and Hershella Ashford to brainstorm some ideas for Deaf mentorship. We agreed to call it "Adopt Student Interpreters" program for now.
- Had a phone meeting with Karen Aguilar and Debby Sampson to discuss the logistics for the Adopt Student Interpreters program. ( work in progress)
- Met with Karen Janssen to discuss some changes in the insurance policy.
- Corresponded to the asktheprez emails or forwarded the emails to appropriate persons.

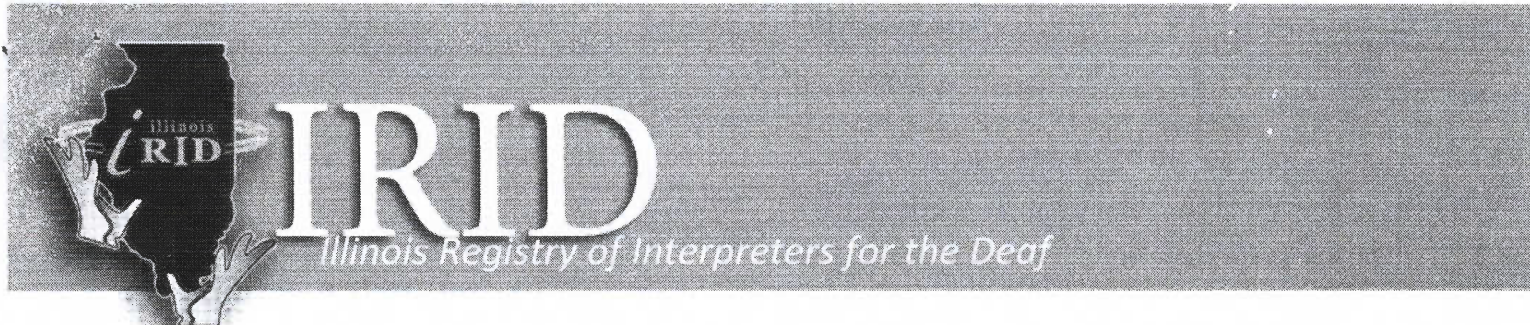
# Illinois Registry of Interpreters for the Deaf

## QUARTERLY PROFIT AND LOSS SUMMARY

July 1, 2017 - March 2, 2018

	JUL - SEP, 2017	OCT - DEC, 2017	JAN 1 - MAR 2, 2018	TOTAL
<b>Income</b>				
Membership Dues	5,405.00	930.00		\$6,335.00
PayPal Income			360.00	\$360.00
Uncategorized Income		16,640.11	0.13	\$16,640.24
Workshop Income				\$0.00
2017 IAD-IRID Conference Income				\$0.00
2017 IAD-IRID Conference Fundraising	540.00			\$540.00
CEU fee	100.00			\$100.00
<b>Total 2017 IAD-IRID Conference Income</b>	<b>640.00</b>			<b>\$640.00</b>
CMP Fees		510.00		\$510.00
<b>Total Workshop Income</b>	<b>640.00</b>	<b>510.00</b>		<b>\$1,150.00</b>
<b>Total Income</b>	<b>\$6,045.00</b>	<b>\$18,080.11</b>	<b>\$360.13</b>	<b>\$24,485.24</b>
<b>GROSS PROFIT</b>	<b>\$6,045.00</b>	<b>\$18,080.11</b>	<b>\$360.13</b>	<b>\$24,485.24</b>
<b>Expenses</b>				
Bank Charge			115.79	\$115.79
Bank Charges		15,000.00		\$15,000.00
Dues and Subscriptions			50.00	\$50.00
Mediation Services	500.00			\$500.00
Operational Expense				\$0.00
Board Expenses	404.25	1,050.00	128.23	\$1,582.48
Board meeting expense - food			98.99	\$98.99
Student Rep Membership	115.00			\$115.00
<b>Total Board Expenses</b>	<b>519.25</b>	<b>1,050.00</b>	<b>227.22</b>	<b>\$1,796.47</b>
Facility Rental		1,358.53		\$1,358.53
Insurance	1,154.00			\$1,154.00
Office Supplies	1.54	16.53		\$18.07
Postage - General	6.65	94.00		\$100.65
Web Services	304.13	0.55		\$304.68
<b>Total Operational Expense</b>	<b>1,985.57</b>	<b>2,519.61</b>	<b>227.22</b>	<b>\$4,732.40</b>
Organizational Fees	100.00			\$100.00
PayPal Fees	143.82	15.66	12.42	\$171.90
Scholarship	360.00			\$360.00
Sponsorship	675.00		250.00	\$925.00
Web Expenses		20.00	430.00	\$450.00
Workshop Expense				\$0.00
2017 IAD-IRID Conference				\$0.00
Accommodations	2,175.92			\$2,175.92
Registration Transfer	640.00			\$640.00
Supplies	-865.97			\$ -865.97
<b>Total 2017 IAD-IRID Conference</b>	<b>1,949.95</b>			<b>\$1,949.95</b>
2017 IAD-IRID Conference Registration Transfer		737.50		\$737.50

	JUL - SEP, 2017	OCT - DEC, 2017	JAN 1 - MAR 2, 2018	TOTAL
2017 National Conference				\$0.00
Board Travel	1,469.82			\$1,469.82
<b>Total 2017 National Conference</b>	<b>1,469.82</b>			<b>\$1,469.82</b>
E2P	23.42			\$23.42
<b>Total Workshop Expense</b>	<b>3,443.19</b>	<b>737.50</b>		<b>\$4,180.69</b>
<b>Total Expenses</b>	<b>\$7,207.58</b>	<b>\$18,292.77</b>	<b>\$1,085.43</b>	<b>\$26,585.78</b>
NET OPERATING INCOME	\$ -1,162.58	\$ -212.66	\$ -725.30	\$ -2,100.54
Other Income				
Interest Inc	54.82	5.72	0.50	\$61.04
<b>Total Other Income</b>	<b>\$54.82</b>	<b>\$5.72</b>	<b>\$0.50</b>	<b>\$61.04</b>
NET OTHER INCOME	\$54.82	\$5.72	\$0.50	\$61.04
<b>NET INCOME</b>	<b>\$ -1,107.76</b>	<b>\$ -206.94</b>	<b>\$ -724.80</b>	<b>\$ -2,039.50</b>



### **TREASURER REPORT**

Here is a list of items I have worked on since the last IRID Board meeting:

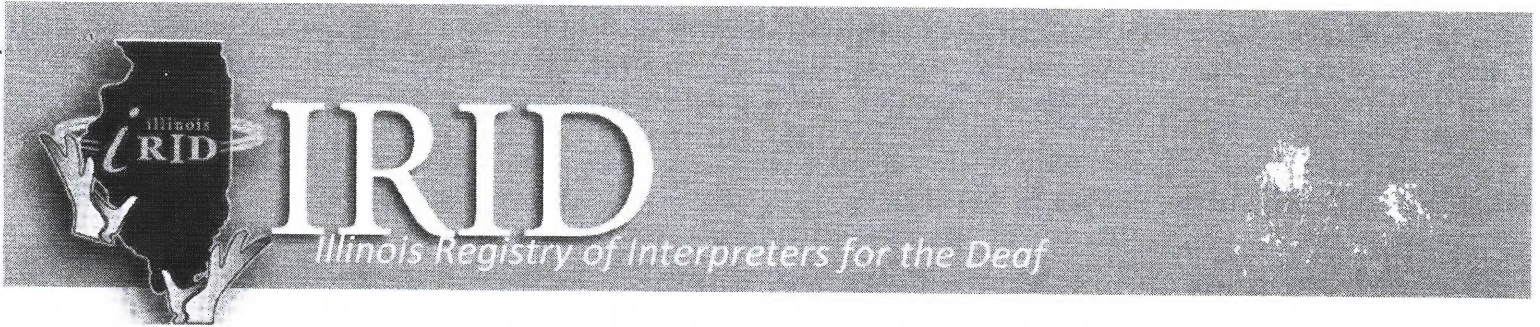
- Liability insurance review and coverage adjustment resulting in a lower cost to IRID. The Directors and Officers policy will be reviewed as well prior to the renewal date to determine additional cost savings potential.
- Ongoing communication with the IAD Treasurer regarding remaining joint conference details - final actual budget totals (see handout), 1099 processing and other tax documents. All of the accounting for the joint conference and related taxes, etc. is being handled by the IAD treasurer and the IAD accountant. I have been kept in the loop.
- Currently reviewing the QuickBooks Online annual renewal cost and trying to negotiate a lower price.
- Accessing QuickBooks as time permits to learn the program and review its features.
- Processed deposits and payments
- Met with President to review mail, insurance and other items.
- Learning PayPal
- Processed mandatory State forms and related payments
- Attended RID Web meeting for President
- Reviewed budget from the last one day conference and member meeting in 2016 and developed budget template for 2018 one day event.

### **MEMBER 1 REPORT**

- 1) Submitted proposed change to ByLaws Committee for review and consideration
- 2) Submitted proposal for Board consideration regarding policy on IRID making/providing copies of Presenter handouts at workshops
- 3) Reviewed information on proposed meeting locations/expenses for June membership meeting
- 4) Responded to VP request for feedback on presenter agreement for June membership meeting offering suggestions to strengthen the document to protect IRID's interests







### **MEMBER 3 REPORT**

The following is a list of tasks completed since our January 7th meeting:

- Contacted a potential Student Supervisor Volunteer for the June workshop.
- Set up a meeting with Julie from Inn 835, toured the facility, outlined information and sent it to others involved with planning.
- Set up a meeting with Grant from UIS to tour facility, toured facility, wrote up information to send to others involved with planning, and followed up with Grant.
- Multiple phone meetings with the VP in regards to conference space potentials.
- Sent out email seeking meeting time for Outreach and Engagement Smart Goals
- Phone meeting with UIS catering.

### **BYLAWS REPORT**

A request was submitted by Cathy Silvern (attached) to review certain aspects of the bylaws. This has not been reviewed by the Board or Bylaws committee. I am recommend deferring any action on this proposal/request for the short term. Other priorities were given attention since the last Board meeting. I will respond to the email recommendations as time permits before the next Board meeting.

**From:** "Cathy Silvern" <[csilvern@yahoo.com](mailto:csilvern@yahoo.com)>

**Date:** January 10, 2018 at 5:03:02 PM CST

**To:** "BY LAWS" <[bylaws@irid.org](mailto:bylaws@irid.org)>

**Subject:** Possible change to bylaws for your consideration

Greetings ByLaws Committee,

At the January 7, 2018 IRID Board Meeting, I inquired about whether it's possible to make changes to the ByLaws and was asked to submit an inquiry to the ByLaws Committee. I would appreciate your consideration and discussion of the following inquiry:

Currently, the ByLaws position description of the VP is stated as follows:

The Vice President shall attend all Board meetings and, in the absence of the President, perform the duties of the President. The Vice President shall be a liaison to the Conference Committee. The Vice President shall also carry out other duties assigned by the Board.



I would like to propose for discussion, the idea of amending this position description to include:

The Vice President shall become President upon either the expiration of the currently elected President's term, or the early resignation of the currently elected President.

My reasons for proposing this idea are :

- 1) Currently, there is no succession plan for IRID's leadership. Each time a new President is recruited and elected, it is typically very last minute, that person is often "begged" to assume the role without any preparation or intensive discussion and orientation to the role, responsibilities and expectations. That person begins their term with little "institutional knowledge" or "history" which requires a significant amount of time to get up to speed, learn the ropes, get to know the Board and Committee chairs, understand issues, challenges, pending matters, etc. While there is certainly some value in having "new blood" assume the helm, and there is cooperation and some degree of partnering with the immediate past president, there is currently no smooth transition or passing of the baton from one President to another. With the constant turnover of positions on the Executive Committee, whether due to resignation or terms expiring, all that knowledge and history is lost, even with the best intentions of passing along information, files, folders and notes.
- 2) If it was understood from the get-go, that the VP is going to assume the Presidency after the appropriate time has elapsed, the knowledge, history, Board experience, partnership with the President, *et al* makes it possible for the VP to move easily and quickly into the role of President without any time lost in trying to catch-up and figure out what's what.
- 3) I do understand that as volunteers, the role of President and VP are extremely demanding, labor intensive and time-consuming. Life happens, things happen, work and family happens and although a person wishes to make a long-term commitment to IRID, sometimes this cannot be fulfilled. However, going into an election, if members understand more clearly that the Presidency and Vice Presidency are a partnership, and the Vice President position is a "President-in-Training" kind of position, I believe that there will be a far smoother, faster and more efficient succession process for these two critical leadership positions.



# IRID

Illinois Registry of Interpreters for the Deaf

- 4) For the past 4 years, at least, the VP has focused largely on organizing and managing the annual conference. Last year's struggles with IAD and the joint conference amounted to an extraordinary commitment of time, energy and resources by the Executive Committee and especially, the VP. As a result, IRID and members also suffered as IRID Officers were consumed with dealing with the many crisis at hand, which seemed to pop up constantly. Although I hope this kind of craziness would not be repeated, it could, especially with IDHHC matters and licensure issues looming on the horizon. I respectfully submit that the VP's job description is supposed to be *liaison*, not conference manager. Therefore, my suggestion would be to shift the responsibility of the annual conference to an actual Conference Planning Task Force, Work Group or formal Committee that would include PDC Chair, Membership Chair, at least one Member-at-Large, Communications Chair, E2P Chair (to name a few) and that the VP serves as a Committee member, but is not primarily responsible for managing the Conference. If the above-mentioned Committee Chairs are part of the Conference Planning Committee, then collaboration happens across the organization in precisely the areas where we most need it and...this gets back to my original point: the VP would be free(er) to handle other tasks and duties related to leadership, strategic planning and collaboration with the President without overly burdening the VP, and still enable IRID to function in pursuit of its strategic goals, while the conference is being organized and managed by others.

Thank you for your consideration of these ideas. I expect this proposal and my reasoning requires considerable discussion at the ByLaws Committee level, the Board level and ultimately some kind of formal proposal to the membership at an annual meeting. So...I am putting this out in the universe and we'll see what happens.

Let me know if I can answer any questions or be of any assistance. Thanks again.

Cheers,

Cathy L. Silvern, IRID Member at Large



# IRID

*Illinois Registry of Interpreters for the Deaf*

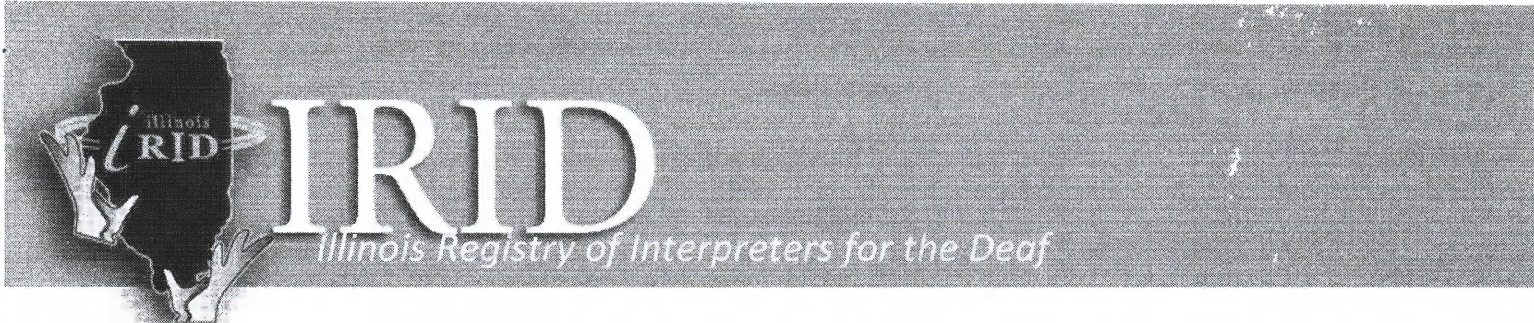
## **CMP REPORT**

The transition of IRID CMP responsibilities to Amy Kisner (primary) and Kathy Valiska (secondary) has begun. The 3 of us met to start the transition process. Amy will assume the CMP lead and work closely with Kathy for PDC events. Amy and Kathy both were provided with a binder of resources for the CMP role as well as a flash drive with forms, documents, etc. as required by RID. Amy and Kathy are in the email loop for the June conference. Both have access to the CMP email and RID CMP website. RID has been notified about the sponsor name change and Amy's name is listed as the contact person on the RID website.

Amy and I have had regular email contact since we met. We will be meeting in person again soon to continue the transition. Amy is handling new requests and I am completing the events that I started before the transition. There are only a few. Please continue to use [cmp@irid.org](mailto:cmp@irid.org) to contact Amy.

## **COMMUNICATIONS REPORT**

1. Scholarship announcements have been sent out with an application deadline of April 15. I will continue to send reminder emails and make FB posts as the deadline approaches.
2. 'Save the Date' for Conference: I can work with Mark to create a Save the Date for the conference to send out to all our members and post on Facebook. I haven't done so yet because the only information I have right now is the date and city, June 2 in Springfield. PLEASE ADVISE: When would the Board like a Save the Date sent out and what information should it include (ie: theme, hotel name, speakers/workshops, CEUs, etc.)? Please let me know so that I can get started and get this out as soon as possible.
3. The Outreach and Engagement Team plans to have a virtual meeting sometime in March to work on our SMART goals and delegate tasks to each group member.



### **ENTRY TO PRACTICE REPORT**

I contacted Richard Laurion to inquire about their Graduation To Certification Program.

This will eventually be a national program where interpreters all over the country will be eligible to apply. They recently closed their participant application submissions so we missed the mark on that.

They will eventually be looking for mentors to apply and they have received grant funding to pay mentors for services. All mentors will go through their training program and will be free to contract inside and outside of their program using their training.

This is something that eventually IRID will be able to take advantage of, however, it is in the early stages and should not be fully launched this year.

As E2P Committee Chair I have attempted to set up a mentor registry that is currently at a standstill. Despite the fact that our small committee has developed an application process, waiver and online application process, we have had few submissions.

IRID has a smart goal to launch a Mentoring Registry containing a minimum of 15 mentors to be published on the IRID website by the end of 2018. I am looking for ideas to execute this. Currently I am out of ideas as we have advertised on the website, Face book and last year's conference. It is my feeling that interpreters are unwilling to apply, as there is no direct financial benefit.

Entry-To-Practice is at a standstill. Every avenue that I have attempted in order to bring more mentoring opportunities to provisional licensed interpreters (including a canceled mentoring workshop which would have brought resources to the registry) has failed.

The Entry To Practice goal has always been to increase the number of intermediate, advanced and Master level licensed interpreters in the state through mentoring and support opportunities. As E2P committee Chair, although I have been diligent towards this goal, I have seen no tangible results.

If IRID is willing as a group to assist me as Chair in creating programming for provisional licensed interpreters, I welcome any and all ideas. If not, I will be stepping down as E2P Committee Chair.

Sincerely,  
Susan Sotnick



# IRID

*Illinois Registry of Interpreters for the Deaf*

## **MEMBERSHIP REPORT**

Our current member numbers are:

Voting-166

Student-28

Non Voting Ally-37

Non Voting Organization-4

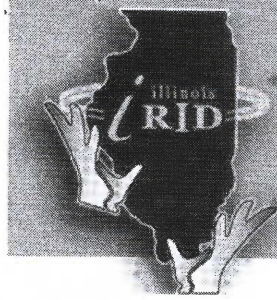
Total: 235

David sent out the survey he prepared recently and we already have 141 responses! Some responses that stood out to me are: lack of clarity around the benefits of membership, wanting more workshops, interpreter rates and wanting IRID to set guidelines, wants IRID to advertise all events not just IRID sponsored ones, lack of outreach to non Chicagoland interpreters and wanting a clear definition of what IRID does.

In regards to that last concern, there were several responses that were outside of the scope of what IRID does: concerns about testing fairness, partnering with IDHHC to be a one stop shop for resources, wishing IRID was advocating for law changes. I think it might be good to decide as a group what we want our "brand" to be and to better advertise that information. Many individuals expressed the sentiment: "I don't even know what IRID does".

A few people expressed dissatisfaction with RID and wanted to see IRID create something new. Obviously, we are an affiliate chapter of the home office but I do think it would be good to look at how other chapters create a more local feel. I would like to distribute a modified survey to some of the other region 3 chapters and see what kind of responses we get. Please advise whether or not this would be appropriate!

A few members expressed a desire to be contacted about their response and I can follow up with them when I get back.



# IRID

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## **Presenter Responsibility for Printing Workshop Materials Proposal**

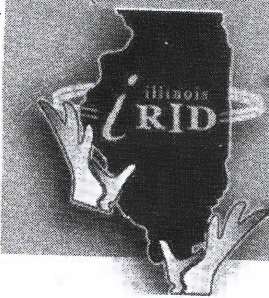
By Cathy Silvern

I wish to propose the following policy:

- Presenters of any IRID-sponsored workshops shall make their presentation materials (i.e., powerpoint slides, contact information, additional resources, etc.) available *electronically* with resource link(s) provided by the Presenter(s) during every workshop. Printed copies of any materials shall be solely the responsibility of the Presenter(s) and shall not be the responsibility of IRID.

### Rationale:

- With the availability of electronic information, the wide-spread use of laptops, tablets and other digital devices, and in an effort to respect our environment and not waste precious natural and financial resources, I propose that the official policy of IRID should be electronic distribution of materials rather than paper, and that this policy be implemented immediately.
- While some Presenter(s) may wish to provide paper resources and materials, they can do so, but IRID should make every effort to inform Presenter(s) of its official policy and encourage Presenter(s) to follow this policy. Therefore, any printed materials that the Presenter(s) wish to provide at a given workshop must be copied and distributed at their own expense, and IRID should not be responsible for making/paying for copies in advance nor last-minute copies of materials.
- The IRID policy should be clearly stated in every Presenter Agreement and reinforced as needed when confirming Presenter participation in all workshops.
- When supporting workshops with financial contributions but not "hosting," IRID's policy should be clearly stated to the hosting entity. If IRID is not hosting a given workshop, IRID may not be in a position to enforce this policy. Regardless, IRID should not be responsible for either making nor paying for printed paper copies of Presenter materials.



# IRID

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## SMART Goals

### **Developing the Foundations for Interpreting (DFI) Program Concerns:**

- Gap in training/mentoring/skill development between the recent graduates of interpreter training programs and licensure.
- Difficulties in obtaining interpreters for situations that are not covered by the ADA law.
- There are less opportunities for students to be mentored by people who are culturally Deaf since the Deaf clubs/meccas of Deaf Culture are dwindling.

### **Needs:**

- Deaf people need interpreters for non-ADA situations such as wedding showers, baby showers, book clubs, bowling leagues but can not afford the expenses for the interpreters.
- Students in the interpreting training programs need opportunities to be exposed to the language/culture aspects in the Deaf community.

### **Solution:**

- A pilot program for linguistic/cultural mentoring to be established for interpreting students. This program will be called DFI, or Developing the Foundations of Interpreting.
  - This program will be a collaboration between Illinois Registry of Interpreters for the Deaf (IRID), Chicago Hearing Society (CHS), and Moraine Valley Community College (MVCC).
  - CHS's data system will be used to handle requests for interpreters for non-ADA situations.
  - Training videos will be developed by IRID's Deaf Interpreters Committee so that the Deaf consumers will understand the purpose of the pilot program and to learn how to give constructive feedback.
  - Students will be supervised by their professors at MVCC.
  - Waiver and liability forms will be developed by CHS and MVCC.





# IRID

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- Links to the training videos, requests, ADA law and Illinois Interpreter Licensure law for Deaf consumers and students will be posted on IRID, CHS and MVCC websites.

**Fees:**

At this time no program will benefit financially from this program, and there are no fees taken. At a later time, if this program is successful, funding can be requested to support staff time, training, etc.



# IRID

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**DeafBlind Training Sponsorship Request**

Submitted on Thursday, February 1, 2018 - 16:45

Submitted by anonymous user: 131.230.211.39

Submitted values are:

Your name: Kimberly Berger

Your email: [kberger@siu.edu](mailto:kberger@siu.edu)

Subject: DeafBlind Interpreting

Message:

Hello,

I am in the planning stages of bringing an all-day DeafBlind training workshop to Southern Illinois in June. Interpreters in our area have not had this kind of training since the 1990's. Many of us are leery of accepting DeafBlind interpreting assignments because we simply do not have the skills to appropriately provide services. I am looking for financial support to help defray the cost of the workshop. Does IRID have any funds available to help us?

Thank you for your consideration,  
Kimberly

KIMBERLY E BERGER, RID CI  
Interpreter

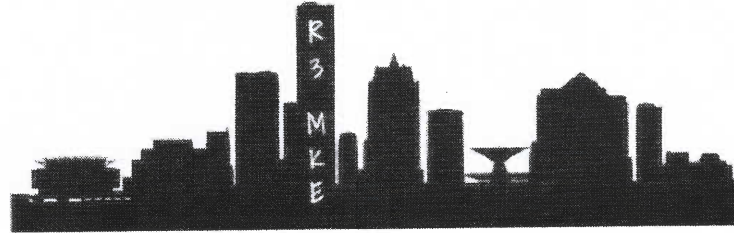
[www.disabilityservices.siu.edu](http://www.disabilityservices.siu.edu)

DISABILITY SUPPORT SERVICES  
MAIL CODE 4705  
SOUTHERN ILLINOIS UNIVERSITY  
900 S. NORMAL AVENUE  
WOODY HALL B-229  
CARBONDALE, IL 62901



# IRID

Illinois Registry of Interpreters for the Deaf



*Coming Together to Create Community*

Greetings! Wisconsin Registry of Interpreters for the Deaf (WisRID) is proud to host the 2018 RID Region III Conference!

The Registry of Interpreters for the Deaf (RID), of which WisRID is an affiliate chapter, is a nonprofit organization that aims to encourage and promote training opportunities for sign language interpreters. Region III of RID includes the states of Wisconsin, Illinois, Indiana, Kentucky, Michigan, Minnesota, and Ohio. Our biennial Regional Conference is a major platform for interpreters to receive continuing education through workshops and training sessions. Additionally, this is an opportunity for interpreters in various states to get acquainted with each other while simultaneously learning from each other's experiences and expertise. The 2018 RID Region III Conference, "Coming Together to Create Community," will be held August 2<sup>nd</sup> – 5<sup>th</sup>, 2018 in Milwaukee, WI at the Crowne Plaza Milwaukee Airport hotel.

Your willingness to support WisRID through monetary donations helps us cover the cost of hosting the Biennial Conference, which lowers the cost to attendees. Your generosity helps all in attendance receive the tools needed to provide the best quality of interpreting services for Deaf and hard of hearing people all across the United States. We realize that each contribution requires careful consideration from those who are donating, so we have a variety of sponsorship options available. In addition, we also have opportunities to participate with a vendor table. This is a great way to meet many of our 300+ registrants and people from the Deaf and Hard of Hearing Community.

Your support, however you choose to give it, is greatly appreciated and will be promptly acknowledged with a receipt for tax purposes. If you have any questions, please feel free to contact us.

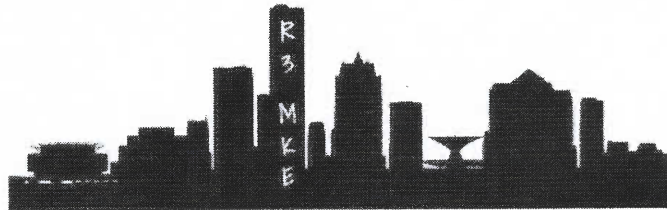
Sincerely,

Dana Gordon & Jon Thomm  
Sponsor/Vendor Coordinators  
2018 RID Region III Conference



# IRID

Illinois Registry of Interpreters for the Deaf



Coming Together to Create Community

## Platinum Level Sponsorship - \$5000+

<ul style="list-style-type: none"> <li>• Full-weekend registration for two (2) attendees</li> <li>• 5 minute presentation during a general session</li> <li>• Full page program book ad</li> <li>• Vendor table with priority placement</li> </ul>	<ul style="list-style-type: none"> <li>• Conference bag insert</li> <li>• Listed on the Region 3 Conference website</li> <li>• Logo displayed in plenary sessions</li> <li>• Logo displayed on Region III Facebook event page</li> </ul>
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## Gold Level Sponsorship - \$2000-\$4999

<ul style="list-style-type: none"> <li>• Full-weekend registration for one (1) attendee</li> <li>• Half page program book ad</li> <li>• Vendor table</li> </ul>	<ul style="list-style-type: none"> <li>• Conference bag insert</li> <li>• Listed on the Region 3 Conference Website</li> <li>• Logo displayed in plenary sessions</li> <li>• Logo displayed on Region III Facebook event page</li> </ul>
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## Silver Level Sponsorship - \$1000-\$1999

<ul style="list-style-type: none"> <li>• Quarter page program book ad</li> <li>• Vendor table</li> </ul>	<ul style="list-style-type: none"> <li>• Conference bag insert</li> <li>• Listed on the Region 3 Conference Website</li> <li>• Logo displayed in plenary sessions</li> <li>• Logo displayed on Region III Facebook event page</li> </ul>
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## Vendor Table Only - \$250

\*Please contact us for a customized package if these do not fit your needs.

On Sunday, January 21st, we attended the IAD board meeting at the Bloomington Center for Independent Living. After hearing reports from several local chapters and the organization affiliations (similar to Teri's vlog that was sent to the IRID members), there were several "forums" where the members shared their concerns that IAD should address. Naturally, in one of the forums, the members expressed their frustration about the shortage of interpreters. Teri acknowledged this shortage and discussed briefly about our SMART goals regarding taking mentorship for newer interpreters to the next level by making sure mentors are trained. She also reminded the group that the IRID organization is for the interpreters who wish to improve their interpreting skills through professional development and that we are volunteers. It is not possible for us to solve all interpreting issues. The IAD president told the group to bring some ideas for solutions to the next board meeting. One member made a statement saying that " IRID needs to clean up their reputation." Teri acknowledged this statement and said nothing further.

After the forums, several motions were proposed ( to our best recollection) Below are the list of the motions that were passed:

1. IAD will have their annual conference next year in Bloomington. They chose not to collaborate with IRID for the conference.
2. A request to all governor candidates to have some kind of committee for disability accessibility.
3. To work with Department of Motor Vehicles and ask them to add captions to their videos. ( One member had to take the traffic school and there were no captions in the videos that were showed in the class.)
4. To contact ISD and address the audism in the school environment.
5. To send a letter to Chicago Hearing Society and request to remove "Hearing" from this name.

Note: Teri and I did not vote on any of these motions.



*"The world has watched the deaf community come of age. Together we've overcome our own reluctance to stand up for our own rights."*

Dr. I. King Jordan, President Emeritus  
Gallaudet University

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Friday, February 2, 2018

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Superintendent Julee Nist  
Illinois School for the Deaf  
125 S. Webster Ave  
Jacksonville, IL 62650

Dear Superintendent Nist:

We write this letter to you from a place of great concern. The Illinois Association of the Deaf (IAD) has been adamant the long-standing issues at the Illinois School for the Deaf (ISD), many of which predate your arrival at ISD, are irrevocably hindering ISD students' learning outcomes and damaging ISD's reputation.

Deaf culture and American Sign Language (ASL) remains marginalized at ISD and very visible instances of audism and oppression of students, parents, staff, educators and the larger Deaf community remain the way of business at ISD. Consequently, at the hands of ISD staff members like Angela Kuhn, Allison Guidish and others, ISD has fostered an environment of oppression that actively works behind the scenes to systematically attack hundreds of Deaf children, depriving them of their natural language, culture, and identity.

The teaching methodology and culture at ISD is teacher oriented, not student oriented. ISD offers bilingual pay for teachers, but does not use the American Sign Language Proficiency Interview (ASLPI), a holistic language evaluation used to determine global ASL proficiency, as a way to assess teachers' ASL proficiency. Furthermore, Deaf students, staff members and members of the Deaf community have been subject to blatant disrespect of our culture and language at ISD. For example, hearing staff members like Jill Bruington have talked in front of members of our community without signing. Yet, these very individuals receive bilingual pay. To this end, we ask: what second language are teachers fluent in that qualifies them for bilingual pay?

As our President referenced during the December 2017 ISD Advisory Council, the URL for ISD's Cued Speech Facts or Myths page was [www.illinoisdeaf.org/getacue](http://www.illinoisdeaf.org/getacue). We appreciate the change to the new URL, especially as the existing URL was insulting and demeaning to the Deaf community. However, the existing URL is indicative of the continuous patronizing, oppressive and biased culture at ISD.

Your staff portrays the use of ASL as being a contributing factor to ISD students' delays with written and spoken English, but does not address the issues of language deprivation and its long-term impact on developing language fluency and comprehension. Instead, they've thrown options into the mix without even addressing the fundamental issue at hand.

**Illinois Association of the Deaf**  
P.O. Box 2161, Palatine, IL 60078  
224.800.1795 • info@iadeaf.org  
www.iadeaf.org

For example, we refer to the Cued Speech poster developed by Angela Kuhn and Karla Giese several years ago, one that blatantly diminishes the value of ASL as a language to the benefit of cued speech. Despite our association bringing these audist behaviors to the attention of your predecessor, this poster is still displayed on the ISD website.

ASL is a visual language that should not be viewed as inferior to English (or any other language) as it meets the full criteria of linguistics: phonology, morphology, syntax, and semantics. This visual vernacular is classified as a fully developed language. The aforementioned poster makes no attempt to recognize ASL as such and instead cites heavily biased sources in favor of cued speech. Along this line of thinking, the poster explicitly and inaccurately compares the 250,000 words in an English dictionary (with 50-75,000 words considered as basic) to an estimated 5,000 commonly used signs in ASL.

ASL fluency has been proven by numerous research studies - including that of a US Department of Education funded study - to be effective in supporting the development of English and literacy. Furthermore, there are numerous successful programs throughout the country using a bilingual approach to educate Deaf and Hard of Hearing Children, including the California School for the Deaf, Fremont (CSDF) and Maryland School for the Deaf (MSD).

To this end, according to the California Department of Education, only 8% of all Deaf and Hard of Hearing students in the state of California pass California's High School Exit Exam (HSEE) while 50% of students at CSDF pass the HSEE. Furthermore, students who attended the Early Childhood Education at CSDF have a 90% to 100% chance of passing the HSEE. Students of MSD share similar success as more than 70 percent of MSD graduates go on to college. It is important, however, to note CSDF and MSD utilize a balanced bilingualism approach, one where English and ASL have equal value, and are successful without the utilization of cued speech.

With the introduction of cued speech at ISD, has ISD come close to achieving similar success to CSDF and MSD?

With relevance to the aforementioned Cued Speech poster, one of the groups experienced learning via sign supported speech and ASL for the majority of academic content. The former is not ASL in its pure form and disqualifies the validity of the "study" completed. Furthermore, combining speech and ASL conflicts with the Illinois School for the Deaf's accessible bilingual philosophy in which "the separation of ASL and English when communicating to/with others is expected."

ISD staff members like Angela Kuhn are using skewed research to manipulate parents in an effort to further their audist agenda. This must change.

Additionally, testimony provided by Angela Kuhn, ISD Principal, and Allison Guidish, educator at ISD, at Kuhn v. Rawlings in July 2017 reflected personal biases favoring the use of cued speech in the classroom while simultaneously marginalizing ASL (the written transcript of Kuhn v. Rawlings is available as public record at the Circuit Court of the Seventh Judicial Circuit; in no way are the mentioned excerpts manipulated).

Angela Kuhn disagreed with the insistence that deaf people could learn English through the used of sign language. As found on page 134 of the written transcript of Day 2 of Kuhn v. Rawlings, Angela Kuhn shared, "I would not agree that they learn English with any, with levels of proficiency that would be deemed acceptable in a school environment..." This demeaning comment is not only insulting to ASL and the Deaf community, but to Deaf education in its entirety, especially as research shows children who already have a strong language foundation with ASL perform better academically as compared to other peers (for more, visit Boston University's website at <http://www.bu.edu/research/articles/asl-language-acquisition/>).

On page 136, Angela Kuhn was unable to cite studies showing the benefits of cued speech. Where is Beverly Trezek's research? We have yet to see any conclusive evidence or results from her study; to this end, if ISD is referencing inconclusive evidence to support the use of cued speech, this could be rendered unethical in academia.

Instead of referencing research, Angela Kuhn shared ISD relied upon the consultation of their reading consultant and reading specialist, and referenced pillars within the national reading panel as reasons for implementation of cued speech at ISD (page 113). However, Angela Kuhn failed to mention the national reading panel is designed for hearing students, not Deaf students. Phonemic awareness shall not be looked at as the "be all end all," especially if it doesn't guarantee success with hearing children who can hear and speak.

Why are hearing individuals at ISD continuing to make major decisions affecting education of Deaf children without including an ASL specialist to advise how to best utilize ASL as a support for the development of English and reinforcement for literacy?

Of additional concern is Angela Kuhn advising the average growth per year for a deaf student is "two months" (page 147). This is an egregious comment, one that is absent any substantial reference to back the claim. Angela Kuhn referenced the Northwest Evaluation Association Measure of Academic Progress (NWEA MAP), but this is a test that does not take into consideration any "deaf norms." To this end, by using the NWEA MAP, how can one effectively evaluate how much progress a Deaf child should make in a year?

Testimony provided by Angela Kuhn does not posit teachers come together regularly to re-assess students' needs and to ensure they meet their yearly goals; this could constitute as a dereliction of responsibility. Consequently, we encourage you to investigate whether IEP goals are designed for students to achieve one year's progress.

Further substantiating our concerns is testimony provided by Allison Guidish. On pages 138 through 143 of Day 1 testimony, Allison Guidish shared Cued Speech is more important for a child that is profoundly deaf than it is for one with residual hearing. She also stated that despite a child functioning better with sign language, the child would suffer a detriment if instructed full-time in ASL. This is a contradictory statement and is particularly concerning to the IAD.



On page 86 of Day 2 testimony, Angela Kuhn stated, "The team is not always in agreement with her (Claire Rawlings) suggestions or her, the things that she would like to talk about at IEP meetings." This act of disregard is similar to the experiences other parents of Deaf children at ISD brought to our attention. Ironically, once a child receives special education services, parents do not have full decision-making powers regarding their children's education; instead, it now becomes a "team decision" in which the educational team can essentially override parental preferences and recommendations if they're not in alignment with the teaching philosophy at the school. This is concerning to the IAD and, unfortunately, the actions of oppressive staff members at ISD have validated our concerns that students' ASL and social-emotional needs are not being met in the classroom.

The communication bias and audism that has permeated its way throughout campus has rendered teaching jobs as undesirable and serves as a deterrent to qualified Deaf candidates applying for teaching positions. Even if Deaf candidates were to apply for jobs at ISD, ISD has a biased hiring process in place. While we respect the validity of the Rutan interview format that is used to hire at ISD, we also recognize there are no Deaf individuals involved in the process of developing desired answers to the questions that are asked during the interviews. This is gross negligence and a way for the principals to establish and maintain control at ISD. It is abhorrently unacceptable that hearing individuals like Angela Kuhn continue to develop educational standards and expectations for Deaf individuals and their respective language and culture.

ISD's communication policy stipulates ISD shall provide an accessible bilingual communication environment. Yet, students shared with IAD they expressed their frustrations to ISD principals of not learning when using cued speech. Students have also shared concerns regarding the current poster highlighting ASL and Cued Speech simultaneously, one where there are pictures making references to the need for auditory learning. This is a disrespect to ASL and Deaf culture, especially as this poster is replacing educational posters highlighting ASL on campus.

ISD students shared with us they tried to set a meeting with your office to discuss their concerns, but have not received any confirmation about a meeting. We ask you set up a time to meet with said students to discuss.

As members of the Deaf community, we relate to these students; continuously, we've felt our values, language and culture be marginalized and our voices stifled at ISD. Members of our community have pulled their children out of ISD because the school will not accommodate their child's specific needs. To this end, we ask:

- How many families have pulled their children out of ISD over the past several years?
- How many families want to send their children to other schools but do not have the resources to make the move?

ISD is known as a "cued speech" school prevalent with audism; this is in spite of how much ISD keeps purporting it is a bilingual school.

Deaf individuals know the truth about what's going on at ISD. Unfortunately, hearing parents don't know what they don't know. They come to ISD trusting ISD staff members like Angela Kuhn and Allison Guidish as experts

in Deaf education. Instead of doing what's right by the children, staff members are essentially violating parents' trust by not using evidence-based bilingual education.

Collectively, the aforementioned issues at ISD have become insurmountable, and we request you:

- Hold your leadership team, including the principals who further purport their biased agendas, accountable;
- Develop a comprehensive strategy to effectively recruit qualified, Deaf educators, administrators and staff members to work at ISD;
- Address the issues of nepotism at ISD;
- Instruct the IT team to take down the Cued Speech poster from the ISD website;
- Revise the Rutan interview process to ensure Deaf individual(s) are a part of developing desired answers for interview questions;
- Expand the ISD ASL Program with ASL specialists who are Deaf and fluent in ASL;
- Issue a school-wide policy that staff members should utilize ASL in front of Deaf students and faculty members instead of speaking; and
- Produce and release the results from Beverly Trezek's cued speech studies conducted at ISD.

The mission of the ISD is to educate students who are deaf or hard of hearing to be responsible self-supporting citizens. To this end, we look forward to ISD making swift changes to eliminate the audist and oppressive behaviors rampant at the school and treating ASL and English with the equal respect they deserve.

Sincerely,

The Illinois Association of the Deaf Board of Directors

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