



Association of Visual Language Interpreters of Canada

IN THIS ISSUE:

The Interpreting Profession and Audism 1
 AVLIC 2012 Update..... 5
 An Eye on Audism: In Search for Interpreters as Advocates. 6
 Audism and Me 8
 Overcharging as an Act of Audism 10
 Remembering Caroline Ashby..... 12
 Canadian Evaluation System 14
 From Your Board 16
 Chapter Reports 18

The Interpreting Profession and Audism



Anita Harding, M.Ed.

Co-Founder of The Bridging Network, Toronto Ontario

This paper examines the gap between those who are linguistically privileged and those who are not. The American Sign Language linguistic minority lacks the guarantee of human rights protection, resulting in the disintegration of American Sign Language. In this paper, we attempt to understand why society remains unresponsive to minority concerns, and how attitudes against audism shape the way we see the world. Restructuring these perceptions is very necessary in order to educate people and change societal views; we must identify and examine approaches to eliminating discrimination arising out of audistic perceptions.

We, as the Deaf people in Canada, hold hope that Canada is an equitable country at the forefront of providing human rights to its citizens, while in reality we do not have these rights. Illogically, the system of laws, policies, principles and practices that protect our citizens are inaccessible to the Deaf community. Audism, therefore, is a social construct embedded in our culture, government, beliefs and values as a country.

At the systemic level, collective decision transforms social stratification into social inequality. Social stratification creates a hierarchical structure based on class, status and power, which then results in unequal access to upward mobility (Ravelli, Webber & Patterson, 2011). In the Deaf world, withholding accessible and representative educational and social welfare systems disallows participation as equal citizens in the Canadian and larger global Deaf community. The result is lack of basic human rights, further increasing the vulnerability of our language, culture, and being; the guarantee and provision of language rights to all greatly impact the Deaf world.

Brenda Brueggemann (1999) accurately reflects the audistic world view: “Language is human; speech is language; therefore [D]eaf people are inhuman and deafness is a problem” (p. 11). The Deaf world social system, that is, the culturally Deaf, hard of hearing, and deafened communities, constantly endures inappropriate beliefs and attitudinal behaviours from the majority

The Interpreting Profession and Audism....continued on page 4

The AVLIC News...

Is published 3 times a year by the Association of Visual Language Interpreters of Canada © Copyright
All rights reserved. ISSN 1201-0928

Newsletter Editing Team

Sisko Huijgen-Bilker: Newsletter Coordinator
Carmelle Cachero: Layout & Design Editor
Suzie Giroux: Web Publisher
Miriam West: Submission Solicitor
Christie Reaume: Submission Vetter
Mary Warner: Submission Vetter
Patricia Conrad: Grammatical Proofreader
Chris Racine: Submission Vetter & Proofreader
Abigail Whitney: Layout Proofer
Misty Kehler: Layout Proofer
Cindy Haner: Board Liaison

Board of Directors

President Christie Reaume
1st Vice President Jocelyn Mark Blanchet
2nd Vice President Lysz Keallan
Past President Colleen Friel
Secretary Caroline Tetreault
Treasurer Cindy Haner
Evaluations Monique Bozzer
Member-at-Large Shelley Williams
Member-at-Large Jen Yim

Standing Committees and Coordinators

Membership Jane Pannell
Publications Sisko Huijgen-Bilker
Public Relations Vacant
Member Services Jean-Luc Pharand
Board Development Jocelyn Mark Blanchet
Health and Safety Vacant
Bylaws, Policy & Procedure Vacant
Board & Committee Development J. Mark Blanchet

Ad hoc Committees and Coordinators

AVLIC 2012 Debra Russell
..... Susan Tompkins
AVLIC 2014 Bonnie Heath
..... Terry Janzen
Educational Interpreting Issues Elaine Fong
Legal Settings Document Review Leslie Roach
Use of term "Certified Interpreter" Laura Henry

AVLIC Staff

AVLIC Administrative Manager Jane Pannell

AVLIC Office

110 - 39012 Discovery Way
Squamish, BC V8B 0E5 Canada
Email: avlic@avlic.ca

PLEASE NOTE: Submissions to the AVLIC News can be e-mailed to the Newsletter Coordinator at: publications@avlic.ca

The AVLIC News is published 3 times a year.
Deadline for submissions of articles and publication dates are as follows:

<u>Edition</u>	<u>Submission</u>	<u>Deadline</u>	<u>Release</u>
No 1	Winter-Spring	March 31	May
No 2	Spring-Summer	July 31	September
No 3	Fall-Winter	November 30	January

Editorial Policy:

The AVLIC News reserves the right to refuse to publish anything that is deemed racist, sexist, homophobic, or demeaning to another person, or organization. Articles may be edited for clarity and brevity, or omitted due to space considerations. The opinions in this newsletter reflect the author's views and do not necessarily represent the views of the AVLIC News or the Association of Visual Language Interpreters of Canada. The AVLIC News is available in English. All AVLIC Members are entitled to receive the AVLIC News 3 times a year.

Advertising Policy:

All advertising is subject to AVLIC's approval. Publication of advertisements does not constitute endorsement of standards of goods and services promoted. AVLIC does not accept responsibility for accuracy of the information supplied by the advertiser.

Advertising Rates:

	Business Card	Half Page	Full Page
1st time (regular rate)	\$ 55	\$ 100	\$ 200
2nd time (60%)	\$ 33	\$ 60	\$ 120
3rd time (40%)	\$ 22	\$ 40	\$ 80
4th time	FREE	FREE	FREE

Original design by Stargazer Design
On-line www.avlic.ca

Editorial Note

The *AVLIC News* Editorial team was thrilled to be inundated with submissions for this 2011 Winter/Spring issue of the *AVLIC News*. If the key to eliminating audism is the willingness to discuss its existence then this issue definitely opens that door. Submissions from members of the Deaf community, long standing members of AVLIC, as well as reflections from 2nd year AEIP students bring you some considerate and provocative readings. The challenges of audism are with us everyday regardless of our experience. However the answers to these challenges lie in working with, and along side, our Deaf colleagues. Insights from submitters respectfully bring to life living examples of audism through personal experience, study, and professional observations. Student reflections encourage us to be wary and to continually inspire learning.

Will this issue of the *AVLIC News* resolve the elusiveness of audism? Maybe not. Will it tell us how we can stop it? Perhaps not. What this issue will do is provide perspectives about what audism is and what it looks like so we can evaluate how it relates to our role as interpreters between the Deaf and hearing communities.

The discussion around audism opens here and it is hoped it will continue in your communities. In support of this objective, the 2011 Spring/Summer issue of the *AVLIC News* will continue the theme, bringing you a taste of the Supporting Deaf People 2011 Conference with the keynote address from Dr. Harlan Lane who spoke eloquently about “Ethnicity, Ethics and the Deaf-World”. How does one’s position on ethnicity relate to audism? Stay tuned!

Happy reading!
The Editorial Team

Theme for the next issue of the *AVLIC News*

This section of the *AVLIC News* is intended to provide inspiration for article submissions. Each issue features a theme; however submissions not related to the theme are always welcome. We particularly welcome article submissions from members of the Deaf community and AVLIC membership is not a requirement for anyone considering a submission. If you have suggestions for future themes, we also look forward to hearing from you.

Remember, if it is of interest to you, it is of interest to the *AVLIC News*!

“Pro - D in Cyberspace”

Deadline for submissions July 31, 2011

The “Supporting Deaf People Conference”, is just one example of a great on-line venue for professional development. Universities and colleges promote a growing selection of on-line programs and organizations move forward through the use of many internet mediums and tools. Even interpreter education programs are reaping the benefits of the technological world. If you were a participant in any cyberspace pro-d activity, such as an online workshop, a virtual classroom, or a video-conference discussion group, consider a submission to the *AVLIC News*. This issue is dedicated to introducing unique on-line forums and the topics that can provide new avenues for professional development.

Email submissions to publications@avlic.ca

community who treat them differently based on their livelihoods, and level of literacy.

Audism goes beyond systemic discrimination when derogatory attitudinal barriers that seize status from the Deaf community perpetuate it. Audism within the interpreting community is a concept that must be exposed, re-examined, and recast in a new light. There are many issues common to the interpreting community that present challenges and barriers to the Deaf community.

Issue #1 – Language Censorship:

The interpreting community has access to linguistic modification when facilitating an English to ASL translation that we, the Deaf ASL users, do not possess. During the translation process, the working interpreter is able to modify the English language using his or her own subjective judgment; the message is then relayed to the Deaf person who has no knowledge that the interpretation has been modified. Examples of such language censorship occur in situations that can potentially become heated between the ASL user and the Hearing non-signer. While the intention of the interpreter may be to ease the situation as a “community ally,” the manipulation of language is a power and control violation.

Issue #2 – Language Ownership:

The availability of linguistic and culturally appropriate resources within the academic environment is rare for ASL first-language users. Among the interpreting community, the vast availability of resources goes unnoticed and is taken for granted. This denial and ignorance of privilege belittles our linguistic ownership.

Issue #3 – Educational Insufficiency:

A personal experience of mine has highlighted the shortage of higher-educated interpreting professionals. During my master’s program, I struggled to retain quality interpreters who were able to facilitate communication of graduate-level course content. This issue was compounded by my already challenging course load and educational demands, which my hearing peers did not have to face.

In conclusion, linguistic rights are inherent to human rights, but we as a community have been denied these fundamental entitlements. Throughout the course of our lives, we will experience barriers that the majority

of Canadians will not face, let alone recognize. The approach to eradicating these barriers is not for the Deaf community to decide, but is rather a joint role and responsibility of our allies and the community at large.

References

Brueggemann, B. (1999). *Lend me your ear: rhetorical constructions of deafness*. Washington, DC: Gallaudet University Press.

Ravelli, B., Webber, M., & Patterson, J. (2011). *Sociology for everyone with mysoclab*. Toronto: Pearson Education Canada.

The Bridging Network

Fast Fact ...

***Currently AVLIC’s
membership consists of***

***647 Active Members
(this includes ASL/English,
Deaf Interpreters, and LSQ/French)***

54 COI

62 Student Members

11 Subscription Members



AVLIC 2012 Update

Registration Open Now Upcoming Fundraising Workshop

Hello everyone – greetings from AVLIC 2012! We were excited to host another fabulous professional development opportunity on March 19 in Edmonton. Sara MacFayden helped us understand cohesion in interpretation, and we had a very full house for this wonderful workshop! Association of Sign Language Interpreters of Alberta (ASLIA) hosted the Annual General Meeting and brunch that same weekend, and we are pleased to collaborate with them in bringing Sara to Edmonton.

As well, if you missed the registration announcement, please know you can now register by visiting our website at: www.avlic2012.com. There you will find details about the registration process and fees including, for a time-limited offering, the option of paying your conference fees by way of a payment plan.

Why not take advantage of 11 easy monthly payments over the next year, and eliminate having to pay your registration in one payment? Your monthly payments will be made automatically, with no need for you to keep track of due dates. Once your fees are paid in full, you will be sent an electronic receipt, and then you are ready to join us in Calgary for AVLIC 2012.

Doesn't this sound easy? Are you a student? You too can register for AVLIC 2012 at the student rate AND take advantage of the payment plan. All this is designed to fit your budget! For all of the details, please visit www.avlic2012.com.

Of course, you can always register and provide full payment. The “early bird” lump-sum registration fee is \$380.00 and is available until December 31, 2011.

We also want to publicly thank Saint John Deaf & Hard of Hearing Services Inc. (SJDHHS) for their generous contribution to supporting interpreting services at the conference. We are actively fundraising, and any and all contributions are welcome. Thank you to Lynn LeBlanc, executive director, for her constant support of the interpreting profession through her outstanding vision and leadership.

As well, stay tuned for more details as we plan for a nationwide professional development opportunity! It will be based on the highly successful “AVLISA Reads” model. Have we piqued your interest? Hope so – stay tuned!

We continue to focus on planning one of the best conferences ever. The AVLIC 2012 Planning Committee will meet in April to tour the conference venue and ensure that it meets your needs.

AVLIC 2012 is fast approaching. Avoid the lineups and register early for what will be a GREAT conference!

AVLIC 2012
3827 Point McKay Road NW
Calgary AB T3B 4V7

An Eye on Audism: In Search for Interpreters as Advocates – An Interview with Tiphaine Girault *Paula Bath, Aylmer QC*

(This interview was originally conducted in LSQ and has been translated into written English.) Interview developed and translated by Paula Bath

Audism, like racism, sexism, and homophobia, is not only a social issue but an academic imperative. Phonocentric ideologies are deeply embedded within the policies, discourses and environments that, as interpreters, we live and work with daily. Through the eyes of a consumer of interpreting services, we take a look at the lived experience of audism in this article.

Tiphaine, would you mind sharing a bit about who you are?
Yes. I live in Gatineau, Quebec, next to Ottawa, and am taking my M.A. in Communications. I work as a project coordinator for a Deaf organization in Quebec and am involved with a series of other projects. I have lived in Gatineau for 13 years and moved here from Paris, France, in 1998.

What is your first memory of a sign language interpreter?
While in France, I never used interpreters. It wasn't until I moved here with my sister (who is also Deaf) that I learned about them. My sister kept telling me repeatedly how fantastic it was to have an interpreter: less stress and less work for her. I was only 14 and did not want my classmates to see me as different; I wanted to fit in. At my sister's insistence, I decided to try it. My first interpreter used both oral communication and signs because I was just learning LSQ at that time. I didn't want the other students to see me as odd or strange, but I fell in love with understanding the information as it was delivered. I was liberated from the struggle of figuring out what was being said, and I could simply focus on my understanding of the information.

Now that you use both ASL and LSQ, with hearing and Deaf interpreters, what would you say is the "ideal" interpreter?
Firstly, interpreters must have a clear code of ethics. Without a clear code of ethics, the interpreter's decisions and behaviours can be haphazard. Most LSQ interpreters are not members of AVLIC and say they follow a "code of ethics," but the Deaf consumers and interpreters do not have an actual code of ethics in document form to both understand and work from. As a consumer, you never know what you are going to get. Secondly, interpreters need to advance their level of education. In my experience,

interpreters struggle with the advanced theories and intellectual density required for my courses. Interpreters definitely need to obtain higher levels of education to be able to interpret successfully at this level of complexity. Thirdly, an interpreter's attitude is of utmost importance; it's at the top of my list.

Can you explain what you mean by "interpreter attitude"?
Well, it is when the interpreter thinks of the Deaf person first. They think of the Deaf person's needs before their own. The interpreter's schedule, stress level, professional development desires and financial needs should not come first. For example, when interpreters ask us to be flexible and give them an opportunity to interpret in a particular setting, it doesn't become my responsibility to teach them how to fit into this setting. I have my own focus. This is not the time nor the place. Also, interpreters must create relationships with Deaf people outside of the job. It's through these relationships that confidence is born. Without them, we don't know who you are. We don't have confidence in your work, and we don't know how you will treat us.

The term and concept of audism is becoming more widely known and used. What do you think of audism in the context of sign language interpreters or interpreting?
Ok – well, to me, audism means disempowering the Deaf person by controlling them. I could give you dozens of examples of feeling "controlled." One time, I was a co-emcee for a very important event. I was following our script for the evening and moving to the podium to sign the closing when the interpreter voicing for me looked at me, shook her head no, and signed "The other emcee just closed, so you don't need to add your last comment; you're done." The moments following felt painfully slow. I stood there, out in front, exposed, with everyone's eyes on me. I wanted to make my last remarks, but my interpreter had stepped away from the mic. I pasted on a fake smile and just kept staring at the interpreter with my beady eyes, as if trying to tell her, "Get to the mic. I have something to say." That is what I mean by control. This was my stage and my script, and I had something to say. I mean, maybe the interpreter was struggling, nervous, or wanted to save her time or energy. But regardless, what it says to me is that my message is not important. Is what I have to say not important?

Do you see audism in the administration of interpreting services or interpreting companies?
Oh yes! When interpreters coordinate interpreting services, it can be problematic. What I have seen is that

the coordinator hires their friends and is concerned about their own professional reputation in the interpreting community – the Deaf client’s needs and preferences do not come first! One fellow university student had informed the coordinator of her interpreter preferences; however, she was told by the coordinator that she was too late, and other interpreters had already been confirmed, and their contracts had already been signed and could not be broken. This was all arranged without the Deaf student’s knowledge or consent. The coordinator went on to say something like, “Don’t worry – I know what’s best. I know these two interpreters, and you will be satisfied.” Well, when classes started, the Deaf student wasn’t satisfied, and the oppressive saga continued. It was immediately apparent that the interpreter was not able to keep up with the material and, when the student went back to the coordinator to complain and ask for a switch, she was told, “Sorry, I can’t do this because you have no proof that the interpreter can’t keep up. If you do this, interpreters will not want to work for the university.” Again, it’s about control and power: who has it and who does not. In this situation, the Deaf student clearly did not have power. Deaf people need to be in positions of power, to be valued and engaged in the provision of interpreting services. As full participants, Deaf consumers must have all the information and be included in decisions regarding the interpreting services that impact their lives.

Can you draw me a picture of what audism looks like?

Sure, but you should understand that as an artist I would like to have some time to think about it. But ok, let me try.



What does audism feel like to you?

It’s like endlessly feeling that you are never equal to everyone around you. It’s like being stuck in an endless spider web; you’re trapped and unable to get out. But after a while you become used to it, hardened by the oppression. In a way, it’s necessary to get used to it in order to move ahead and to move on in life.

Has any interpreter, that you know of, succeeded in eliminating audism?

No. Not yet. I know some people who try but they have not been able to penetrate the boundaries of audism. And sometimes their help can make things worse

You mean it feels like an oppressive systemic snowball?

Yeah. Exactly.

What would make a difference?

I just need people to listen to me, to respect me. Interpreters have the power to be allies and to advocate; that should be within their daily role. They are part of the hearing culture. They can sense and coordinate those dynamics through education and offering information so that the interaction works in everyone’s favour. Another point is: don’t advocate without Deaf people. A very close relationship between a Deaf person and an interpreter is required so the interpreter can act as a conduit for the Deaf agenda and what we want for ourselves.

Is there any question I didn’t ask you but you would like to answer?

I was wondering if AVLIC would be willing to develop specialized training for interpreters that deals with advocacy. I think that would be very beneficial. I feel a lot of work has been done on ethics and skills-based training, but I feel the next step is for interpreters to learn how to work as allies, advocates and researchers alongside the Deaf community. This must be done in a culturally responsible and respectful way, to more actively work as our allies. At the same time, I realize that for some reason in AVLIC’s history, LSQ interpreters disaffiliated. I can appreciate that this situation is complex, but if we look around today we can’t deny that LSQ Deaf consumers in Canada are suffering. We are envious of our ASL Deaf counterparts. We want the same professional standards and quality interpreting service that the ASL Deaf consumers experience. I hope that these two distinct communities (ASL and LSQ) can work together in a collaborative way: Can this relationship come back and be developed in a way that benefits all interpreters, the profession of interpreting and, most importantly, LSQ Deaf consumers? Thank you.

Audism and Me: Reflections from 2nd Year AEIP Students ASL-English Interpretation Program(2011), Red River College

Nicole Bartel, Nichole Giesbrecht, and Danae Lowes, Winnipeg MB

The following piece is a compilation of reflection papers written by three 2nd year ASL-English Interpretation Program students at Red River College as an assignment for their Ethics 2 course.

When we talk about judging a person based on their skin colour or ethnic background, we call it racism. When we talk about a person being discriminated against because of their gender, we call it sexism. It would seem only appropriate that we have a term for discriminating against a person who cannot hear, and for that we use the term “audism.” The attitude or belief that I am superior to someone because I am able to hear and they are not is considered an audist attitude.

Audism, in general, means the oppression of those that cannot hear. Audism has several aspects that affect not only Deaf communities and individuals but also has an impact on me, as a hearing person who plans to be an ASL-English interpreter in the near future. Audism is an important topic to understand, so that I can do my part to counteract it as an interpreter.

The term, audism, was first coined by a Deaf man, Tom Humphries, in 1975 to explain “the notion that one is superior based on one’s ability to hear or behave in the manner of one who hears” (Capital D Magazine, Vol. 1 (1), Humphries, 1977:12). This explains that hearing is seen as the dominant culture, and that all people should want to be hearing. A more in-depth definition of audism can be found on the Canadian Association of the Deaf website (<http://www.cad.ca/audism.php>) which states that prejudice and discrimination against deafness comes from non-deaf people, and that audism is a form of bigotry similar to sexism and racism. The website also shares two aspects that contribute to audism: the notions

that Deaf people need to be forced or encouraged to become like non-deaf persons and that hearing people have control over Deaf people.

Audism is discrimination that occurs on several levels that include individual, attitudinal, institutional and systemic levels. Personally, it is important for me to understand the definition and the aspects of audism, so that I can further reflect on the issue and see my place in it. I am a hearing person, and therefore trying to understand the discrimination against Deaf people from their perspective may be considered unrealistic. It may be unrealistic in the sense that I will probably never be faced with the kind of direct and damaging discrimination that they have faced. In order to understand such a concept, I have now adopted the approach of trying to learn as much as I can about the history of discrimination against Deaf people and the impact that non-deaf people have had on the Deaf community. Everyone, no matter how positively involved they are in the Deaf community, has the potential to be an audist.

I have grown up within a different culture and have been subconsciously taught that this culture of ours is the greatest, and everyone should be just like us. I can hear, and I grew up in a strong, hearing, majority culture that has surrounded me and formed my worldview. As a non-deaf person, I will never fully understand and may never fully fit into Deaf culture. Accepting this, and understanding my role within the Deaf community will make my future as a non-deaf person and an ASL-English interpreter a lot easier.

As a future ASL-English interpreter, I need to not only understand what audism is but also see how it has affected Deaf people. I am going to be in and around

the Deaf Community with my profession, and I do not want to oppress them in any, way either consciously or subconsciously. I want to be an ally to the Deaf community and not a hindrance. By actively wanting to understand audism and how it has affected the Deaf community, I show that I care and want to do my part to make a positive change. The more aware I am of audism, the more readily I can recognize it in other people and myself and try to change it. Often it is difficult to recognize audism and sometimes, especially as a student, I feel like one false move will send my reputation in the Deaf community spiraling into the direction of "audist." Understanding how the Deaf community will react to decisions I make regarding my career and my personal involvement in the community will give me a better chance of keeping up a good reputation. By good reputation, I am referring to being seen as ally. I want to be viewed as someone who is actively working to better understand the history and expectations of culturally Deaf people. I am still in the process of learning what my future role as an interpreter will look like, and what will be expected of me. I must be conscious of community perspectives when making decisions and interacting in the community. Showing this will allow the Deaf community to gain more trust in me as a hearing person, an individual and an interpreter. Trust is a very important factor in all relationships, so the more trust I gain, the more Deaf individuals will want me to work for them and believe that I am an ally.

If I can respect the role of Deaf people as my superiors when it comes to language and cultural role models, I believe that puts me in a position of vulnerability and humility, which will help me move away from what is arguably a predisposition to be audist. I need to make it obvious that I am open to feedback from the Deaf community.

I also need to understand their culture and how it compares to and is different from my own, because I do not want to be an oppressor to them, especially while I work as an interpreter to bridge this cultural and linguistic gap. I understand one side of the bridge, the hearing side, but I need to constantly be learning about issues that are affecting the Deaf Community.

Without reflection and self-analysis, I may still behave according to audist beliefs. I need to be aware of what I am doing and why I am doing it. I need to do what I can to reflect on my beliefs and tendencies so that I do not

behave in an audist way. In the future, I will be an ASL-English interpreter, and I do not want to be oppressing the consumers I am working with, so I need to continually reflect on audism and what it means to me.

Attempting to see all human beings as equals is difficult at the best of times. I believe that it is human nature to make judgments about differences. It will be crucial for me, as someone who is both professionally and socially involved in the Deaf Community, to maintain an ongoing self-checking process. It is critical that I never stop learning about Deaf history, culture and ASL. I understand that I am a flawed human being and I will make mistakes. I will strive to recognize when my actions or decisions have been inappropriate and take on the responsibility of rectifying my wrong doings.

I have never been Deaf and will conceivably never be Deaf. I am a hearing person. My intentions are to become an interpreter who is respectfully involved in the Deaf community, and to continue learning all I can about audism and how to effectively move away from it. This will not be an easy task, or one that even has a completion marker. It will be a process in which I will at times require assistance from colleagues, allies, and mentors. I will make mistakes and have to bear the humbling and educational process of cleaning up where I have made a mess of things.

In a perfect world, everyone would understand everyone else's history, culture and language, so that we could all move forward in a positive and peaceful manner, and really be able to let go of the hardships that we have faced in the past. However, in reality, the best I can do is to make a conscious, concerted effort to behave in a non-audist way, and hope that others are willing to follow my lead. I may never understand audism to its full depth, but I am aware that this type of discrimination is out there, and I will continue learning, empathizing and doing my best to make a positive impact on the future.

I can now try to grow into the interpreter I want to become, being on guard always with my thoughts which can be audist based. I need to be aware of audism and its effects on the Deaf community because this oppression is occurring in our society, and I want to do my part in counteracting audism by educating those around me in my culture as well as by reflecting on my behaviours and educating myself.

Overcharging as an Act of Audism

Bonnie-Lyn Barker and Monique Bozzer, Toronto ON

When we saw the theme for this issue of the *AVLIC News*, we thought, how timely! OASLI recently hosted a workshop called “Ethical Decision Making: A Practice Profession Approach,” led by Karen Malcolm. Discussions during that workshop included a look at examples of rates and fees that are being charged by some interpreters here in the Greater Toronto Area (GTA). Does a day rate of \$750.00 to provide service to a community-based organization seem excessive?

As ASL-English interpreters, we work between the Deaf and non-deaf communities. We share the values of the majority (hearing) culture, but we are also a part of the linguistic and cultural minority in which the Deaf community resides. We understand the collective nature of this particular minority and value it, for it is that collective nature that aided us in developing our skills and therefore our careers.

Deaf people have long been advocates for quality interpreters, more in-depth interpreter education programs and improved interpretation standards. The community’s support of interpreters through early American Sign Language classes to interpreter programs and beyond is a testament to their interest in the field of interpreting. The motivation, in part, is that the quality and quantity of interpretation services will increase, not just for interpreters, but for members of the Deaf community at large. The hope is that their support will bring them closer to full participation in majority society: “[a] society where all people are respected; have full access to communication; and are able to participate without social, economic, or emotional barriers” (Canadian Hearing Society, 2011).

The Deaf community is considered to be collective in nature, and interpreters strive to be allies of that community; therefore, our behaviours and actions benefit from an examination through the lens of an ally.

“A great number of professionals – audiologists, interpreters, educators, speech-language pathologists, and medical practitioners – have enormous amounts of power and influence. How that influence is exercised over the lives of people who are Deaf, and Deaf children and their parents is important and the information they disseminate needs to comprise the facts fully and be in the best interests of the individual” (Malkowski, 2009).

Audism can be active or passive in nature. The active audist is relatively easy to identify so we do not need to review that here. We like to think that those who are members of the national professional association (AVLIC) are not acting in an audist manner intentionally, so that leaves us with a consideration for passive audism. “A passive audist is an individual who has not given much thought to their actions concerning Deaf people, hearing people, or signed languages” (Wikipedia, 2011).

For some, the principles that guide our decisions about fees for service seem to be in direct opposition to the ally model and, at times, audist in nature. In western majority culture, if you operate a business you are free to charge what the market can bear. However, this is not the behaviour of an ally, particularly when you consider the employment rate of Deaf people.

“In Ontario alone, up to 85% of [D]eaf, deafened, and hard of hearing Ontarians are un- or under-employed. Only 20.6% of Deaf Canadians are fully employed (compared with 61% of all Canadians) and 37.5% are unemployed (compared to 8% of all Canadians)” (Malkowski, 2007).

We are largely an unpoliced field and, although we strive toward professional standards, there are a few who view the call to interpreting as an opportunity mainly for financial gain. Interpreters should be allowed to earn a decent wage based on experience, Certificate of

Interpretation (COI) status and other accreditations, education, and specializations. When events or activities are offered to the public, Deaf individuals should be able to participate. If interpreting services, which make those activities accessible, cannot be secured because the fees being charged are exorbitant, then the service that was intended to break down barriers has become a barrier itself.

The AVLIC Code of Conduct and Professional Guidelines states:

5.1.1 Members will refrain from any unfair competition with their colleagues, including but not limited to: (a) engaging in comparative advertising; (b) willfully undercutting; or (c) artificially inflating fees during times when market demand exceeds supply.

5.3.1 Members will bill only for services provided. Members will negotiate fees, including cancellation policies, preferably in writing or contract form before service is provided. Members will be sensitive to professional and community norms when establishing fees for services (AVLIC 2000).

At the OASLI Ethics workshop, participants identified the following types of questionable business practices they have encountered within our community:

Additional fees charged for:

- Filling a request at the last minute
- After sunset (evening/overnight hours) bookings
- Consultation/booking services
- Lack of preparation materials

Unwarranted cancellation of service, including:

- Two-week cancellation of service if preparation not received
- Cancelling previously booked appointments when offered alternate work at better/higher pay

As a field, what can we do at the provincial and individual levels to reduce some of these questionable business practices?

- Encourage conversations at the Affiliate Chapter level to set “range of fees” guidelines for Deaf and hearing communities to access;
- Post those ranges on Affiliate Chapter websites for all to see;

- Include COI status and other accreditations, experience, education and specializations within the guidelines;
- Educate those booking interpretation services by referring them to these guidelines. This practice shows them where the information is, and also exposes them to other educational materials on our Affiliate Chapter sites;
- As Affiliate Chapter members, charge rates within the posted range of fees and advertise this when quoting for jobs;
- Take pride in letting people know you adhere to the guidelines!

The ramifications of the overcharging practice for the Deaf community and the field of interpreting are felt in different ways in different communities. New legislation in Ontario is being rolled out, and the Accessibility for Ontarians with Disabilities Act (AODA) and other laws regarding accommodation are becoming better understood by the general public. Opportunities for interpreters to overcharge because “the law is on their side” will be increasingly frequent, and more agencies with good intentions could be held hostage to this practice. As a field, we need to be prepared to guide and educate those who book interpretation services about fair market prices: prices that reflect skills and credentials within reasonable and just ranges, and prices that allow interpreters to earn a decent living and that permit Deaf Canadians to have access to all aspects of society.

Let’s work together towards becoming true allies to the Deaf community and take a stand against audism, regardless of whom it comes from or in what form.

AVLIC. (2000). Code of Ethics and Guidelines for Professional Conduct. Retrieved March 22, 2011, from <http://www.avlic.ca/resources.php?coe>

Canadian Hearing Society. (2011). Vision Statement. Retrieved March 21, 2011, from <http://www.chs.ca/>
Malkowski, G. (2007). Audism. Canadian Hearing Report on Andrew John Publishing. Retrieved from <http://www.andrewjohnpublishing.com/CHR/CHR203-4/3-4audism.html>

Wikipedia. (April 2009). Audism. Retrieved March 19, 2011 from <http://en.wikipedia.org/wiki/Audism>

REMEMBERING CAROLINE ASHBY

The BC interpreting and Deaf communities are being buffeted by sadness once again. It is with regret that we forward along news of the sudden passing of Caroline Ashby on March 16, 2011.

With more than 30 years of experience and service in the field of interpreting, Caroline will be very much missed. Her contributions to our profession, often made silently and without the want of recognition, have taken many forms over the years, and are appreciated by us all.

Most recently, Caroline was a mainstay for Leona Parr-Hamel throughout her illness, serving as the person who was able to keep the rest of the community apprised of what was happening in a gentle reflective way. Caroline was a quiet but immovable advocate for many in our Deaf community. The twinkle in her eye, her ready smile, and her willingness to support will be remembered... Caroline will be greatly missed.

She is survived by her mother Marilyn, brothers Ted (Brenda) and Glenn and many friends. There will not be a memorial service, as per Caroline's wishes.

As our pillars crumble, may the strong foundation laid by them sustain us into the future.

Jessica Siegers, WAVLI President



Caroline and Leona

Remembering Caroline Ashby



The BC Deaf and interpreting communities are once more reeling from the loss of a treasured and loved colleague and friend. Caroline Ashby passed away suddenly on March 16th, 2011.

Caroline began learning sign language before she finished high school and entered the Vancouver Community College (VCC) program immediately after. She entered the field of interpreting while still in her teens and had made it her life. She could always be depended upon to be where she was needed and, indeed, without her support WAVLI, and Medical Interpreting Services (MIS) in particular, would never have been the same. She was a kind-hearted soul who was always the one to appear with flowers for a grieving family, a gift for a birthday others forgot, a card of support during hard times and a kind word or deed for someone in need. She was a relentless supporter of the underdog. She fought for what she believed was right and did not back down even when the personal toll was high. Caroline's contributions were made quietly and humbly, with never an expectation of recognition.

Caroline was also a formidable Scrabble player (she even kept a set in her trunk in case the opportunity for a game would arise) and had friends in Canada, the US and Australia who loved to challenge her skills. She loved to travel and explore and spend time with her many friends. Caroline was a computer wizard. She dragged many of us kicking and screaming into the 21st century, and spent untold hours guiding others through the mysteries of computers and the Internet. She kept many a bored child in a waiting room engrossed in the games she downloaded to her Palm specifically for that purpose. She always gave unselfishly of herself to others.

Caroline was a mentor, a role model and a person others looked up to and admired. For more than three decades, Caroline has been one of the champions in our community and will be truly missed.

As so aptly put by Jessica Siegers, President of WAVLI: "As our pillars crumble, may the strong foundation laid by them sustain us into the future."

The author likes to stay anonymous.

CANADIAN EVALUATION SYSTEM

*Respectfully submitted by AVLIC Director of Evaluations
Monique Bozzer, on behalf of the Evaluations Committee and the
AVLIC Board of Directors*

Phase One: Written Test of Knowledge Update

The WTK is being revised and updated to reflect current practices, to utilize current study materials and documents and to reflect organizational changes to AVLIC and other associations referenced in the test (ie. RID). A team of consultants contracted by AVLIC has been working for several months now on the revision and the pilot for the new version are expected during the November offering. Please stay tuned for updates on the progress and details of the piloting process.

The June offering of the WTK will be happening across the country. Look for an update on this offering in the next issue of the AVLIC News.

The deadline for the November offering of the WTK is September 1, 2011. Please remember if you wish to write the WTK during a time other than the regular June or November offerings, scheduling the test requires a minimum of five people. The application form can be found at www.avlic.ca/ces_wtk_application_form.html. Please contact avlic@avlic.ca for further details.

Phase Two: Workshops Update

In February/March 2010 WAVLI hosted a CES – Interpretation of Narratives workshop that was attended by eleven (11) participants (two from out of province!).

Thanks go to Brianne Braun, part of WAVLI's Professional Development team for organizing, Deloris Piper, for facilitating, and to the feedback specialists for all their work to review the samples submitted by the registrants. In May 2011 OASLI will also be hosting an offering of the CES – Interpretation of Narratives workshop. This workshop is so highly sought after it has reached capacity. Best wishes to all the registrants on a successful professional development opportunity!

Remember, if you're interested in hosting either of the CES workshops (Interpretation of Narratives or Interpretation of Interactive Interviews), gather a minimum of six colleagues and contact your Affiliate Chapter's professional development team to get the process underway. Further inquiries can be made to avlic@avlic.ca.

Phase Three: Test of Interpretation – Certificate of Interpretation

This year's offering of the Test of Interpretation (TOI) was in March 2011 – offered in eight (8) locations across Canada. Review of the interpretations collected from the registrants is underway by the ASL and Message Equivalency teams and results will be shared with the registrants sometime this summer. Look for an update on the results in the next edition of the AVLIC News.

Congratulations to the Following Successful WTK Registrants

There was a special offering of the WTK hosted in London, Ontario in January, 2011 and we are pleased to congratulate the following successful registrants:

- Jodie Chibi
- Courtney Cockburn
- Angela Core
- Christina Gordon
- Gail Kemp
- Lesley Sawchyn
- Shelley Sinclair

UPCOMING CES OFFERINGS

Written Test of Knowledge (WTK)

November 2011

deadline for applications:

September 1, 2011

FROM YOUR BOARD...

Respectfully submitted by AVLIC president Christie Reaume, on behalf of the Board of Directors and committee coordinators

What excitement the springtime holds! With the new membership year underway with such success – over 700 members signed up by the registration deadline – there are many events to look forward to. The 2011 non-conference Annual General Meeting will be hosted by WAVLI at Douglas College, New Westminster, B.C., on Saturday, July 9, 2011 from 9am to 5pm. Accompanying the AGM are other meetings such as the Affiliate Chapters' Presidents' meeting (Friday, July 8, 2011 from 9am to 5pm); the AVLIC Board of Directors' meeting (Friday, July 8, 2011 from 9am to 5pm); get together Saturday night, after the AGM; and the AVLIC Board of Directors' post-AGM meeting (Sunday, July 10, 2011 from 9am to 2pm).

Also on the horizon is the completion of some diligent work by various committees and contractors. More details will be forthcoming as the projects come to a close, but a quick recap of expected work is: the revision of the Canadian Evaluation Systems' Written Test of Knowledge (WTK); revision of the Interpreting in Legal Settings document; additional discounts for AVLIC members negotiated by the Member Services committee; and on-going fundraising efforts by the AVLIC 2012 committee – to name a few.

Here is a more detailed outline of the work being done by our committees towards their mandates this term:

- 2012 Conference Planning Committee (Calgary): Check out the conference website for updates and announcements at www.avlic2012.com. Consider signing up for the easy monthly payment plan by July 2011 because with the theme “Creativity & Collaboration: Shaping our Future” it is sure to be a fantastic conference you won't want to miss! See their full report printed in this edition of the AVLIC News.
- 2014 Conference Planning Committee (Winnipeg): Initial work has begun to plan the conference. The 2014 committee will be conferring with the 2012 committee to ensure successes from 2012 are

repeated in 2014.

- Board & Committee Development: The upcoming focus will be on future board and committee member succession. While it might seem like the current term has only just begun, the committee will be working to ensure there is a full slate of interested members for the 2012 - 2014 term. Committee members are always welcome for the current term too; please contact Jocelyn Mark Blanchet, board liaison, at vicepresident@avlic.ca if you're interested.
- Bylaws, Policies & Procedures Committee: Major edits have been underway to update all documents to reflect the new Vision, Mission & Core Values and strategic plan. The new committee coordinator, Chris Racine, along with committee members, has been working overtime to ensure that AVLIC documents are up to date. They have also been working to review proposed motions for the July 2011 AGM for compliance with current ratified motions. The goal of this work prior to the AGM is to make for smoother additions should motions be ratified by members
- Dispute Resolution Process Committee: No update at this time.
- Educational Interpreting Issues Committee: No update at this time.
- Evaluations Committee: Ongoing work continues on all aspects of the Canadian Evaluation System, including the investigation of remote offerings of CES workshops, evaluation of the professional development opportunities undertaken by current COI holders in an effort to assess potential components of a Phase 4 Certification Maintenance phase and overseeing the revision of the Written Test of Knowledge (WTK). See details of CES offerings in the full article submission in this edition of AVLIC News.
- Health & Safety Committee: Welcome to the new committee coordinator, Karen Fran! With a coordinator now in place, continued work on the important issues of health & safety for all members can

resume.

- **Legal Settings Document Review Ad Hoc Committee:** The work of the consultant is well underway and the committee is preparing to review the updated document prior to its expected publication date later this year.
- **Member Services Committee:** This committee continues to be hard at work contacting businesses to ensure that AVLIC members get the most out of their membership benefits. The most recent discount negotiated was with Choice Hotels for a reduced rate on stays at any of their hotel chain members. For more details on this and other benefits, see the Member Only Benefits page on the AVLIC website (www.avlic.ca/member.php?benefits).
- **Public Relations Committee:** With the new committee coordinator getting caught up on the mandate of the committee, plans are being made for projects the PR committee will address over the remainder of this term.
- **Publications Committee:** In addition to the work on the AVLIC News, this committee is investigating how to make the news of the association more accessible to the membership.
- **Use of the term "Certified Interpreter" Ad Hoc Committee:** No update at this time.

In addition to the significant contributions by the committees, listed above, the Board of Directors has been working on a number of other projects. Some of these include preparing for the non-conference AGM, Affiliate Chapter Presidents' meeting and Board of Directors' meeting (detailed above); liaising with stakeholder groups and organizations of the Deaf; corresponding with members regarding local issues; preparing to welcome the new graduates from interpreter training programs into the field; reviewing the need for additional policies and procedures for the day to day operation of AVLIC business; processing membership renewals; and processing of membership applications from potential members who do not readily meet the newly ratified membership criteria (i.e. non-graduates of Interpreter Education Programs). This has been another busy few months for the Board, but we continue to look forward to the work ahead!

While the AVLIC Board very much hopes to maintain a positive outlook on all the work completed and underway, we would be remiss in not taking a few moments to acknowledge some sad situations that have happened as

of late. It is with great regret that we think of the loss of two members, colleagues and friends from our B.C. community: Leona Parr-Hamel and Caroline Ashby.

You would have been able to read of the passing of Leona in the last edition of the AVLIC News and we know our members in B.C. continue to miss her boisterous and infectious laugh. It is with great regret that we acknowledge the passing of Caroline, within months. Caroline was a member who worked behind the scenes, often unrecognized, to support interpreters new and experienced as they worked to better their skills. Our heartfelt condolences to the families of Leona and Caroline, to their friends left behind and to the consumers who benefited from their skill and wisdom in interpreting over the years.

We would also like to recognize our thankfulness that a recovery is underway for our friend Kirk Ferguson-Ulrich. As you may know, Kirk suffered a stroke earlier this year. He has asked us to pass on the message that he is unable to reply to you all, but he wants you to know that for now he is very focused on rest and recovery. He will continue to be off work for quite some time, while he makes this transition to a less busy life, filled with gardening, a bit of travel, and visits with friends and family. Kirk, take the time to get back to health and we look forward to seeing you in Calgary in 2012!

Upcoming Board Meetings

July 2011
Presidents' meeting, Board meeting and non-conference AGM in
Vancouver, B.C.

January 2012
Board of Directors' meeting in
Saint John, New Brunswick

July 2012
Conference, Presidents' meeting, Board meeting and AGM in
Calgary, Alberta

Summer 2014
Conference, Presidents' meeting, Board meeting and AGM in
Winnipeg, Manitoba

Ontario Association of Sign Language Interpreters (OASLI) Report

Submitted by: Courtney Cockburn, Vice President

2010 -2011 Board of Directors

Past President:	Vacant
President:	Glenda Messier
Vice President:	Courtney Cockburn
Secretary:	Carolyn Lesonsky
Treasurer:	Heather O'Shea
Member at Large:	Courtney MacLean
Web Communications:	Katherine McFadden
Public Relations:	Vacant
Membership:	Lesley Roach
Professional Development:	Melissa Farias

ACTIVITIES TO DATE

- i) Hosted a workshop on February 28th: "Ethics Professional" by Karen Malcolm
- ii) Secured a part time bookkeeper
- iii) Invested \$10,000 surplus from 2006 AVLIC Conference into five individual \$2000 GICs (1-year, 2-year, 3-year, 4-year, 5-year). One matures every year for the next five years.
- iv) Applied an alternate payment option for the first-time email money transfer

ONGOING ACTIVITIES

- i) Updating OASLI website, including an addition of ASL clips
- ii) Developing a position paper on discrimination and audism in partnership with The Canadian Hearing Society (CHS)
- iii) Recruiting a PR director
- iv) Recruiting committee members and external representatives
- v) Developing a policy on workshop registration cancellations

FUTURE INITIATIVES

- i) Investigate possible member incentive programs to overcome apparent volunteer fatigue
- ii) Establish Ontario Association of the Deaf (OAD) representation on our board
- iii) Establish OASLI representation on the OAD board
- iv) Host:
 - a. A CES workshop on May 28th and 29th in London, ON

- b. Next board meeting on April 16th at 10:00am at George Brown College
- c. OASLI's AGM on June 18, 2011 at the Bob Rumball Association for the Deaf (BRAD) in Milton, ON with Sylvie Lemay, PD presenter
- v) Revamp the OASLI directory to make it more user friendly
- vi) Collaborate with Elections Ontario to provide a more accessible elections experience for Deaf and Hard of Hearing Ontarians.

Newfoundland Association of Visual Language Interpreters (NAVLI) Report March, 2011

Submitted by Sheila Keats, President

- i) NAVLI donated \$500 to the Newfoundland School for the Deaf (NSD) reunion in the form of a Dingo prize.
- ii) Made contact with Dept. of Education about having their PD made accessible to all NAVLI interpreters so that everyone could take advantage of opportunities.
- iii) In contact with Nigel Howard about coming to Newfoundland to do a Deafhood workshop with the Deaf community.
- iv) Board meeting on Feb. 10/11
- v) Deaf community had expressed interest in having some cooking classes interpreted. We are in the process of doing this instead of a Silent Supper.
- vi) AGM will be on April 11/11.
- vii) Mentored a student from Douglas College.

Association of Visual Language Interpreters of New Brunswick (AVLI-NB) Report

Submitted by Bonita Squires, Vice President

Board Events 2010-2011

ACTIVITIES TO DATE

- i) Co-Hosted three "Bridging the Gap" Skip-Bo tournament fundraisers alongside the local Deaf associations in our three main communities – Moncton (May 2010), Saint John (October

- 2010) and Fredericton (March 2011)
- ii) Provided volunteers to serve food at the Eastern Bowling Association of the Deaf (EBAD) tournament on May 21st and 22nd, 2010
 - iii) Hosted a fundraiser workshop on composting and gardening by a member of the Deaf community entitled “Dirt & Dessert” on June 27th, 2010
 - iv) Created
 - a) A Facebook page for AVLI-NB
 - b) A new interpreter recruitment display board with the design help of a local artist
 - c) A new membership recruitment display board
 - v) Interpreters Allison Belliveau and Beth Lachance represented AVLI-NB in a panel of presenters at an Atlantic Provinces Special Education Authority (APSEA) workshop on August 24th, 2010
 - vi) Bottled and labeled local un-pasteurized honey with herbal infusions as a fundraiser
 - vii) Co-presented (by Ginnie Black, president) with MAPSLI to Halifax AEIP students on March 29th, 2011
 - viii) Hosted a Repetitive Strain Injury workshop led by a researcher from UNB in Fredericton on April 9th, 2011
 - ix) Volunteered at the Deaf Wellness Conference hosted by Saint John Deaf & Hard of Hearing Society Inc. and South-east Deaf and Hard of Hearing Society in Saint John, NB June 15 to 19, 2011

ONGOING ACTIVITIES

- i) Keeping our membership-only blog, entitled “AVLI-NB Journey”, up-to-date with upcoming events and relevant to the interests of our members
- ii) Developing our Bridging the Gap initiatives to bring interpreters and the New Brunswick Deaf communities together
- iii) Creating more PR materials and organizing an interpreter recruitment event at St. Thomas University and at The University of New Brunswick (Hope to encourage students from these two institutions to enter into interpreter training programs)

FUTURE INITIATIVES

- i) Develop a Student Interpreter Bursary application

Westcoast Association of Visual Language Interpreters (WAVLI) Report

Submitted by Jessica Siegers, President

March 18, 2011

ACTIVITIES TO DATE

- i) Attended Governance Training with the other Chapter Presidents – July 2010. Started to apply the Governance Training to WAVLI Board processes
- ii) Attended the 2010 AVLIC AGM and Conference in Ottawa
- iii) Held a Special Meeting for WAVLI in Fall 2010
- iv) Attended the WAVLI 20th Anniversary Gala
- v) Worked in tandem with AVLIC IRP members on several different complaints that have arisen in BC against WAVLI members
- vi) Searched for a new Professional Standards Chair – and appointed Robyn Albert to the position
- vii) Reviewed and provided feedback re: WAVLI.COM

ONGOING ACTIVITIES

- i) Corresponding with George Bryce re: Title Protection and WAVLI Files/Bylaws, etc
- ii) Continuing involvement with AVLIC Board as we strive to increase the flow of information from provincial to national levels and back again
- iii) Applying governance training to WAVLI Board processes by meeting with all Board members and Committee Chairs to institute a WAVLI Year Plan

FUTURE INITIATIVES

- i) Investigate the possibility of a Fall WAVLI meeting on Vancouver Island
- ii) Investigate the technological needs of WAVLI to see if an Ad Hoc Technology Committee is warranted at the board level
- iii) Seek guidance from other professional organizations on where and how AGMs are run to accommodate a diverse population over a large province

Manitoba Association of Visual Language Interpreters (MAVLI) Report

Submitted by Jan Saunders, Past President

Board member activities 2010-2011

New Board 2011/2012 elected at our AGM, March 26, 2011

President - Mandy Macdonald

Vice President - Brenda Rutherford

Treasurer - Dianna Raising

Secretary - Josie Vitucci

Membership - Julie Hoas

E-Bulletin - Kristi Dorian

Public Relations - Jodi Knox and Blake Morris

Professional Development - Christina Morden and Scotty Dure

MEC - Erica Weselowski and Jenn Ford

Fundraising - Darla Stewart and Kristina Vnuk

AEIP Rep - (to be appointed in the fall)

ACTIVITIES TO DATE

- i) Attended the President's meeting and AVLIC conference in Ottawa
- ii) Attended numerous workshops at the conference – "Palliative Care and the Deaf," "Audism," "Coaching and Mentoring," "Mentoring Relationships and their Impact on the Mentor/Mentee," "Legal Interpreting," "Interpreting in the Classroom," and "CES Evaluation and Accessibility"
- iii) Took part in Board Governance Training
- iv) Submitted the bid along with the co-chair for AVLIC 2014
- v) Launched the MAVLI Mentorship Program on Facebook
- vi) Hosted the MAVLI Mentorship Get Together
- vii) Hosted two Professional Development opportunities the "Cooking up a Better Interpretation" presented by Hubert Demers and "Learning and Applying Linguistic Tools to Better Understand Vocabulary and Grammar in ASL" presented by Dr. Erin Wilkinson
- viii) Met with special area groups (SAG) team in preparation for SAG Day 2010
- ix) Distributed the Fall and Winter E-Bulletin
- x) Sent formal letter to MAVLI member regarding

- xi) FCC Filing
- Hosted AVLIC Board meeting in Winnipeg January 29, 30, 2011
- xii) Organized dinner plans for AVLIC Board at Johnny G's
- xiii) Hosted "Performances in ASL and English" a social evening for AVLIC Board and Deaf community
- xiv) Arranged a fundraiser at Patricia's Dance Studio and Swing Club "Salsa N Swing"
- xv) Participated in the Designing a Curriculum (DACUM) process for AEIP Review at Red River College (RRC)
- xvi) Communicated with the AVLIC 2012 planning committee
- xvii) Held MAVLI'S AGM March 26, 2011
- xviii) Arranged for a MAVLI donation of \$25.00 to AVLIC 2012 fundraising efforts
- xviiii) Arranged and booked meeting rooms for 2011/2012 Board meetings

ONGOING ACTIVITIES

- i) Working with Co-chairs for AVLIC 2014

FUTURE INITIATIVES

- i) Plan a retreat for incoming and outgoing board members
- ii) Invite Dr. Wilkinson to present a workshop in the fall
- iii) Meet with SAG Day planning committee 2011
- iv) Work with Manitoba Education to facilitate a presentation by Dr. Deb Russell at SAG 2011

Association of Sign Language Interpreters of Alberta (ASLIA) Report

Submitted by Jen Gebring, President

March 31, 2011

ACTIVITIES TO DATE

- i) Hosted:
 - a) Social event at Crank Pots pottery studio (January 2011)
 - b) Annual Brunch for members (March 2011)
 - c) Silent Auction Fundraiser (March 2011)
 - d) Annual General Meeting with a Special

Meeting for Bylaw changes (March 2011)

- ii) Co-hosted:
 - a) Dinner lecture with the AVLIC 2012 Committee (December 2010)
 - b) A workshop with the AVLIC 2012 Committee- Connecting the Chunks: Going for Cohesion in your Interpretations with Sara MacFayden, C.O.I, M.Ed. (March 2011)
- iii) Registered our organization under a new name: Association of Sign Language Interpreters of Alberta, ASLIA
- iv) Participated in the Alberta Deaf Sports Association's High Five Cup (volleyball tournament)
- v) Developed and distributed the Winter 2011 ASLIA newsletter

ONGOING ACTIVITIES

- i) Representing ASLIA within the community, Lakeland College Advisory Committee, Deaf and Hard of Hearing Society (DHHS) Advisory Committee, Edmonton Association of the Deaf events and meetings, Alberta Association of the Deaf events and meetings
- ii) Providing opportunities for members to share ideas and feedback with the president
- iii) Forwarding updates and minutes summaries to members
- iv) Maintaining the association's website and online directory
- v) Binding past board meeting minutes and newsletters for archiving
- vi) Updating the Suggested Fee Grid for Community Interpreters
- vii) Completing the Protection of Title Application process
- viii) Liaising with the AVLIC 2012 Committee

FUTURE INITIATIVES

- i) Send ASLIA president to the AVLIC Presidents' Meeting and AGM in July 2011
- ii) Update/amend policy and procedures and other documents to reflect the organizations new name
- iii) Develop a new ASLIA website
- iv) Offer web access to ASLIA meetings and professional development
- v) Establish a Protection of Title Processing Committee
- vi) Establish an Occupational Health and Safety Committee

Sign Language Interpreters of the National Capital (SLINC) Report

Submitted by Brenda Jenkins, President

April 1st 2011

President: Brenda Jenkins
Vice-President: Meg Reket
Past-President : Josée-Sarah Bower
Secretary : Kathleen Henderson and Karen Hennig
Treasurer: Karen Hennig
Membership Coordinator: Josee-Sarah Bower
Public Relations: Cindy Nevins

ACTIVITIES TO DATE:

- i) Developed a standardized e-mail response to SLINC enquiries while a co-written document is being developed.
- ii) SLINC has revised the meeting format to two general meetings per year. One in the fall and the AGM in the spring. The board of directors will meet a minimum of three times per year to plan the two general events.
- iii) The bylaws were completely revised to incorporate the changes with SLINC and AVLIC.
- iv) SLINC revised a new Operational and Guideline Procedure document.
- v) SLINC's was present at Mayfest 2010.
- vi) Launched SLINC's new website in 2010. Ongoing updates reflected when needed.

ONGOING ACTIVITIES:

- i) Working with the Bylaw and Operational Procedures & Guidelines Committee to ensure that SLINC is operating effectively and efficiently
- ii) Prepare for the SLINC AGM on April 8th, 2011 as well as the elections for the 2011-2012 Board.
- iii) Plan an upcoming Professional Development workshop with Bonnie-Lyn Barker "The Speaker in the Speak" on April 9th, 2011.

FUTURE INITIATIVES

- i) Coordinate Board and General meetings for the year 2011/12 within the new structure of board.
- ii) Plan the 2011 SLINC AGM.

*AVLIC wishes to congratulate
all the recent Grads from the
Interpreter Education Programs
across Canada!*

Class of 2011

Douglas College

*Katt Campbell
Janelle Cowhig
Tyler Churchman
Sam Garcia
Robyn Gerris
Heidi Jantz
Trevor Leyenhorst
Trish MacAuley
Marissa MacIsaac
Barbie Murphy
Maria Primeau
Krista Simms
Katherine Weibe
Sabrina Wong*

George Brown College

*Haley Ball
Sara Bettencourt
Chris Corsini
Andrew Ellis
Maggie Harkins
Renee Legacy
Vera Patterson
Catriona Revell
Robyn Sauks
Paula Szkaley*

Nova Scotia Community College

*Desirée Beaulieu
Rebecca MacDonald
April Myziuk
Sara Morey
Jennifer Randell*

Red River Community College

*Shaina Cudmore
Laura Pauls*