



Registry of Interpreters for the Deaf, Inc.

Approved Minutes – Motion 2008.05 – April 4, 2008

20th National Conference of the Registry of Interpreters for the Deaf
Business Meeting
Called to order August 6, 2007
San Francisco, California
8:05 a.m.

The meeting was called to order by President Angela Jones, who presided over the meeting. Announcements were made. The following awards were distributed: Silver Scribe Award - New Jersey RID for more than 150 members, Long Island RID for less than 150 members; Outstanding Web Design Award - Virginia RID for more than 150 members, Long Island RID for less than 150 members; Daniel Pokorny Award - Cynthia Long and Sandra Piscitelli; Elizabeth Benson Award - Sandra Keegan and Emily lehle; Judie Husted Award – Belinda Montgomery of Region II; Marie Philip Award – Marvin (posthumously) and Teresa Marshall; RID-CIT Mary Stotler Award – Anna Witter-Merithew. A video of the 2007 convention of the World Association of Sign Language Interpreters was played. Awards were given to a past board member, Suzanne Piper, and outgoing board members Bruce King, Glendia Boon and Jimmy Beldon. The president gave an award to Clifford Hanks. An award was given to outgoing President Angela Jones. The President's Award was given to Richard Laurion. The president then gave a state of the association presentation. The incoming president, Cheryl Moose, gave a few remarks. Co-Parliamentarians Gerald “Bummy” Burstein and Elizabeth “Libby” Pollard made remarks related to parliamentary procedure. Procedures for the meeting were then elaborated. Dan Langholtz, credentials chair, announced that a quorum was present. The standing rules were approved by acclamation. The Minutes Review Committee, composed of the following: Region I – Bram Weiser; Region II - Jenifer McGilligan; Region III - Susan Gordon; Region IV - Kathy Stewart; and Region V - Helen Porter. The minutes of the 2005 Conference business meeting were approved by acclamation.

R2007.01 (Was resolutions A-M)

To accept all Resolutions “in toto.”

Steven Hess

Resolution Carries

Resolution A.

Whereas, The National Conference Committee, conference staff and national office staff has organized a conference with many CEUs, many participants, engendered significant deaf community involvement, employed the concept of deaf and hearing co-chairs, better employed

the concept of cultural diversity, and organized a truly enjoyable and educational conference; now, therefore be it

Resolved, That the membership of the Registry of Interpreters for the Deaf do hereby express full support and congratulations to the National Conference Committee, conference staff and national office staff for their outstanding work.

Board of Directors

Resolution B.

Whereas, The RID Conference costs a great deal to conduct (now approaching one million dollars), and;

Whereas, Registration fees rarely cover the costs of conducting a conference, and;

Whereas, Sponsors have many demands for their limited funds; now, therefore be it

Resolved, That the membership of the Registry of Interpreters for the Deaf do hereby express their sincere appreciation and gratefulness for the generosity of the sponsors of the 2007 RID Conference.

Board of Directors

Paramount Sponsors - (\$25,000) - CSD (badge sponsor), Visual Language Interpreting

Premier Sponsors - (More than \$10,000) - Sorenson Communications, Hands On Video Relay Service, Snap!VRS

Platinum Sponsors - (\$5,000) - Birnbaum Interpreting Services, National Consortium of Interpreter Education Centers, American Sign Language Services, Inc.

Gold Sponsors - (\$2,500) – Interprettek, Sign Language Associates, Sign Language Connection, Communication Access Ability Services, Administrative Office of the Courts/Court Interpreters Program

Silver Sponsors - (\$1,000) - ASL Interpreter Referral Service, Inc., InterpreterQuest, LLC, Interpreting and Consulting Services, Inc., DO IT Center, Sign Talk, Inc., Ohlone College, Conference of Interpreter Trainers

Bronze Sponsors - (\$500) - Sign Language Specialists, Professional Sign Language Interpreting, Inc., Sign Language Resources, Inc. (Scholarship Sponsor), Region I Presidents Council, Sacramento Valley RID, Long Island RID, New York City Metro RID

Resolution C.

Whereas, The educational aspects of the RID Conference have continued to improve in recent years; and;

Whereas, Speakers and Presenters have given more of their time to provide a wider range and deeper depth of topics; now, therefore be it

Resolved, That the membership of the Registry of Interpreters for the Deaf do hereby express their sincere appreciation for the speakers and presenters of the 2007 RID Conference.

Board of Directors

Resolution D.

Whereas, The role of the Board of Directors is to govern the organization by making broad policy decisions; and,

Whereas, The members of the Board of Directors serve with no pay, and often without complete reimbursement for expenses; and;

Whereas, Board members devote countless hours in the desire to advance the profession; and;

Whereas, The Board of Directors has sought to advance the profession and, in doing so, faced difficult and unpopular decisions; and,

Whereas, Progress has been made by the profession during the service of the current Board of Directors; now, therefore be it

Resolved, That the membership of the Registry of Interpreters for the Deaf do hereby express their sincere appreciation for the service of the members of the 2007 RID Board of Directors. Ben Hall and Richard Laurion.

Resolution E.

Whereas; The members of the RID national committees serve with no pay, and often without complete reimbursement for expenses; and;

Whereas, Committee members devote countless hours in the desire to advance the profession, and;

Whereas, Tremendous progress has been made by the profession during the service of the current committee members; now, therefore be it

Resolved, That the membership of the Registry of Interpreters for the Deaf do hereby express their sincere appreciation for the service of the members of the 2005 - 2007 RID committees.

Board of Directors

Resolution F.

Whereas, Conference Support Staff members serve long hours with no pay and little compensation for food and travel, and;

Whereas, Conference Support Staff members work from very early in the morning until very late in the night, and;

Whereas, Conference Support Staff members are a large part of the success of the National Conference; now, therefore be it

Resolved, That the membership of the Registry of Interpreters for the Deaf do hereby express their sincere appreciation for the service of the 2007 RID Conference Support Staff members.

Board of Directors

Resolution G.

Whereas, The staff of the RID national office often work long hours, and;

Whereas, Pay has improved in recent years, members are compensated at levels no more than the 50th percentile of comparable association salaries in the Washington, DC. metropolitan area, and;

Whereas; Many areas of member service have improved dramatically in recent years; now, therefore be it

Resolved, That the membership of the Registry of Interpreters for the Deaf do hereby express their sincere appreciation for the service of the staff members of the National Office of RID.

Board of Directors

Resolution H.

Whereas, Conference Interpreters work under very difficult conditions with their peers watching every aspect of their work, and;

Whereas, Conference Interpreters work from very early in the morning until very late in the night, and;

Whereas, Conference Interpreters are a large part of the success of the National Conference; now, therefore be it

Resolved, That the membership of the Registry of Interpreters for the Deaf do hereby express their sincere appreciation for the service of the 2007 RID Conference Interpreters.

Board of Directors

Resolution I.

Whereas, Suzanne Piper served on the RID Board of Directors as Region II Representative from 2004 to 2006; and;

Whereas, Suzanne Piper served tirelessly and admirably; and;

Whereas, The association experienced great growth and progress during that period; now, therefore be it

Resolved, That the membership of the Registry of Interpreters for the Deaf do hereby express their sincere appreciation for the service of Suzanne Piper to the association and to the profession.

Board of Directors

Resolution J.

Whereas, Angela Jones served on the RID Board of Directors as Region V Representative from 1998 to 2003; and as president of the association from 2003 to 2007;

Whereas, Angela Jones served tirelessly and admirably; and;

Whereas, The association experienced great growth and progress during that period; now, therefore be it

Resolved, That the membership of the Registry of Interpreters for the Deaf do hereby express their sincere appreciation for the service of Angela Jones to the association and to the profession.

Board of Directors

Resolution K.

Whereas, Bruce King served on the RID Board of Directors as Region III Representative from 2003 to 2005; and as the first treasurer of the association from 2005 to 2007;

Whereas, Bruce King served tirelessly and admirably; and;

Whereas, The association experienced great growth and progress during that period; now, therefore be it

Resolved, That the membership of the Registry of Interpreters for the Deaf do hereby express their sincere appreciation for the service of Bruce King to the association and to the profession.

Board of Directors

Resolution L.

Whereas, Glendia Boon served on the RID Board of Directors as Member at Large from 2003 to 2007; and

Whereas, Glendia Boon served tirelessly and admirably; and;

Whereas, The association experienced great growth and progress during that period; now, therefore be it

Resolved, That the membership of the Registry of Interpreters for the Deaf do hereby express their sincere appreciation for the service of Glendia Boon to the association and to the profession.

Board of Directors

Resolution M.

Whereas, Jimmy Beldon served on the RID Board of Directors as Member at Large from 1999 to 2003; and as Vice President from 2003 to 2007;

Whereas, Jimmy Beldon served tirelessly and admirably; and;

Whereas, The association experienced great growth and progress during that period; now, therefore be it

Resolved, That the membership of the Registry of Interpreters for the Deaf do hereby express their sincere appreciation for the service of Jimmy Beldon to the association and to the profession.

Board of Directors

[C2007.01 \(Was motion A.\)](#)

To encourage the RID Board to emphasize to any current committees investigating interpreter shortages to include research on certified deaf interpreters. Region I

Motion carries strongly – no count necessary.

C2007.02 (Was motion B.)

To recommend that the RID Board of Directors implement language in applicable governing documents recognizing a presidents council for each region consisting of each state affiliate chapter president. Region III

Amendment by Hartmut Teuber to have the Bylaws Committee consider ways to incorporate president's councils into the governing system of RID did not have a second and died.

Motion carries strongly – no count necessary.

Motion C.

To encourage national office staff to establish an e-mail discussion group for all local test administrators (LTAs) for the purpose of enhancing and building best practices and strategies for testing procedures nationally. Region III

Rationale: There is currently no sharing of best practices for LTAs, leading to possible burnout and retention issues. With the success of the webmaster Yahoo group, the RID AC Presidents' Yahoo group, and the Region III Presidents Council Yahoo group, having a group specific to LTAs would encourage standardization of practices and more support to and from LTAs. This may also lead to improved scheduling and administration of certification tests in the nation.

Motion declared moot since a Yahoo group has already been established for the group.

C2007.03 (Was motion D.)

To refer motions E - S to the Strategic Challenges/Bylaws Review Task Force. RID Board of Directors

Amendment: *Strike out letter "T" and replace with "S".* --- Steven Hess

Amendment carries strongly – no count necessary.

Amendment ...to add "and that said task force prepares motions to be voted on by the membership at the 2009 RID conference." —Stephanie Feyne

Amendment failed 204 to 209.

Amendment ... "remove motions O, P, Q from motion D." — Margaret Ransom Cobb

Point of order was made to remove motions O.-Q. from the motion should be ruled out of order since the motions were dependent upon each other and could not be voted upon individually.

Chair ruled amendment out of order

Amendment ... "collapse motions O, P, Q into one." --- Margaret Ransom Cobb

Chair rules amendment out of order since the motions exist as a part of motion D.

Motion to call the question – Bern Jones – carried strongly – no count necessary.

Motion carried as amended 305 to 127.

Point of order was made after C2007.03 was passed, indicating that certification issues, contained in the motions, should be voted on only by certified members. --- By Jo Ann Kranis.

The point was ruled to be inapplicable since the votes were on categories of membership and definitions thereof, not to certifications themselves.

Rationale: The items in the motions noted above were identified in 2006 by the RID Board of Directors as among the five top strategic challenges facing RID. The wording of one of those specific strategic challenges from the board document is as follows:

Clearly defined membership, voting, and credential categories.

In early 2007, the board of directors passed the following motion to address this and the other challenges:

"To establish and fund an RID Strategic Challenges/Bylaws Review Task Force to complete a thorough review of RID strategic challenges and Bylaws and to report back to the board with recommendations for changes no later than April 1, 2009. The board further directs the executive director to include adequate funding in the fiscal year 2008 and 2009 budgets to support no less than one face-to-face meeting of the task force per year and sufficient conference calls to complete their assignments on a timely basis. The task force will work with the board, the national office and the membership."

The board also identified the various stakeholders for this as well as the other strategic challenges. We believe that a thorough and comprehensive review of the aforementioned issues and others can be addressed by this task force, who will engage the full membership in discussion of the topics, and undertake a thoughtful and deliberative examination of these important topics, which will result in the best possible approach for the profession and the association on how to solve these challenges.

Accordingly, the RID Board of Directors recommends that these issues be referred to the Strategic Challenges/Bylaws Review Task Force.

Motion E.

That RID revise the organizational bylaws and all other governing documents to reflect the following:

Replace RID membership category of "certified" with RID membership category of "credentialed."

Steve Fitzmaurice and Lisa Schaefermeyer

Referred to the Strategic Challenges/Bylaws Review Task Force by virtue of C2007.03.

Rationale: RID uses the term certified for three different purposes:

1. As a certification system;
2. As a membership category; and
3. As a voting right.

With the inclusion of other evaluation systems being recognized as "certified" members of RID, this creates numerous misunderstandings among the interpreting profession and the general public.

Case in point, the subtle difference between being an "RID certified interpreter" and a "certified member of RID" is a semantic variance that is frequently misunderstood. This issue first came to

the forefront when NAD certified interpreters were invited to join RID as certified members. At that time, NAD certified interpreters were identified as RID certified interpreters. Although this is not the case, they were not in fact certified by RID, this misunderstanding persists to date. The albeit slight difference is that these interpreters are certified members of RID not RID certified. This confusion stems from RID's use of 'certified' as both a certification label and as a membership category.

To further this issue, NAD certified interpreters, by virtue of being certified members of RID, are now able to vote on RID certification issues. This right has historically been used to delineate that RID certified interpreters, meaning members who have successfully completed an RID certification evaluation, should have a strong voice in changes to the certification system. This methodology essentially separated those that have undergone the RID certification system from those that have not. Given this intent, NAD interpreters, now considered certified members of RID, have been afforded the right to vote on issues concerning a certification system they have not experienced. This issue stems from RID's use of certified as a certification system, as a membership category and as a voting right.

This issue is not restricted to NAD however, nor is this rationale meant to point fingers. Yet, with the inclusion of ACCI interpreters and EIPA 4.0 + interpreters into the RID system, these issues continue to plague the organization and in fact become more pronounced.

Organizationally, the membership has difficulty with these variances in using 'certified.' Perhaps more detrimentally, the general public is also confused.

One way to alleviate this problem, is by RID changing the terminology of membership categories from 'certified' to 'credentialed.' This will serve to provide clarification of the issue. For example, an individual would become an "RID Credentialed Member" holding RID, and/or NAD, and/or ACCI, and/or EIPA, and/or other assessments systems that RID may decide to recognize in the future. To further provide exactness, only "RID certified" interpreters would be granted the right to vote on certification issues.

For example, Jane Doe, is a credentialed member of RID holding RID certification. Jane would be granted the right to vote on RID certification issues. On the other hand, John Public, is a credentialed member of RID holding NAD certification. John would not be eligible to vote on RID certification issues.

This motion and its sister companion serve to provide clarity to what certification means. It serves to eliminate the confusion between the certification system, the membership category, and the issue of voting rights. It serves to unify the organization and provides a common definition for purposes of organizational discussion. Finally, it serves to inform the membership and the public on what it means to be a member of RID and the rights, privileges, obligations, and responsibilities therein. To encourage the RID Board to emphasize to any current committees investigating interpreter shortages to include research on certified deaf interpreters.

Motion F.

That RID revise the organizational bylaws and all other governing documents to reflect the following:

Replace "Meetings, referenda and elections pertaining to evaluations, certifications and standards/ethics may only be voted upon by active certified members."

With: "Meetings, referenda and elections pertaining to evaluations, certifications and standards/ethics may only be voted upon by members certified by RID."

Steve Fitzmaurice and Lisa Schaefermeyer

Referred to the Strategic Challenges/Bylaws Review Task Force by virtue of C2007.03.

Rationale: RID uses the term certified for three different purposes:

1. As a certification system;
2. As a membership category; and
3. As a voting right.

With the inclusion of other evaluation systems being recognized as “certified” members of RID, this creates numerous misunderstandings among the interpreting profession and the general public.

Case in point, the subtle difference between being an “RID certified interpreter” and a “certified member of RID” is a semantic variance that is frequently misunderstood. This issue first came to the forefront when NAD certified interpreters were invited to join RID as certified members. At that time, NAD certified interpreters were identified as RID certified interpreters. Although this is not the case, they were not in fact certified by RID, this misunderstanding persists to date. The albeit slight difference is that these interpreters are certified members of RID not RID certified. This confusion stems from RID’s use of ‘certified’ as both a certification label and as a membership category.

To further this issue, NAD certified interpreters, by virtue of being certified members of RID, are now able to vote on RID certification issues. This right has historically been used to delineate that RID certified interpreters, meaning members who have successfully completed an RID certification evaluation, should have a strong voice in changes to the certification system. This methodology essentially separated those that have undergone the RID certification system from those that have not. Given this intent, NAD interpreters, now considered certified members of RID, have been afforded the right to vote on issues concerning a certification system they have not experienced. This issue stems from RID’s use of certified as a certification system, as a membership category and as a voting right.

This issue is not restricted to NAD however, nor is this rationale meant to point fingers. Yet, with the inclusion of ACCI interpreters and EIPA 4.0 + interpreters into the RID system, these issues continue to plague the organization and in fact become more pronounced.

Organizationally, the membership has difficulty with these variances in using ‘certified.’ Perhaps more detrimentally, the general public is also confused.

One way to alleviate this problem, is by RID changing the terminology of membership categories from ‘certified’ to ‘credentialed.’ This will serve to provide clarification of the issue. For example, an individual would become an “RID Credentialed Member” holding RID, and/or NAD, and/or ACCI, and/or EIPA, and/or other assessments systems that RID may decide to recognize in the future. To further provide exactness, only “RID certified” interpreters would be granted the right to vote on certification issues.

For example, Jane Doe, is a credentialed member of RID holding RID certification. Jane would be granted the right to vote on RID certification issues. On the other hand, John Public, is a credentialed member of RID holding NAD certification. John would not be eligible to vote on RID certification issues.

This motion and its sister companion serve to provide clarity to what certification means. It serves to eliminate the confusion between the certification system, the membership category, and the issue of voting rights. It serves to unify the organization and provides a common definition for purposes of organizational discussion. Finally, it serves to inform the membership and the public on what it means to be a member of RID and the rights, privileges, obligations, and responsibilities therein.

Motion G.

To change the RID Bylaws as noted below: (Proposed additions/changes are underlined, strikethroughs are noted as such)

Article III, Membership

Section 1. Categories of Membership:

This corporation shall have the following categories of non-transferable membership:

A. Voting Members

1. Certified Member: RID

Article III, Membership

Section 2. Eligibility:

A. Certified Member: RID: Any interpreter or transliterator of American Sign Language and/or English who holds valid certification accepted by the RID obtained by passing a test developed and administered by RID.

Karen Beth Staller and Nancy Sullivan

Referred to the Strategic Challenges/Bylaws Review Task Force by virtue of C2007.03.

Rationale: To make the clear distinction that the individual has passed a test developed and administered by the national Registry of Interpreters for the Deaf.

Motion H.

To change the RID Bylaws as noted below: (Proposed additions/changes are underlined, strikethroughs are noted as such)

Article III, Membership

Section 1. Categories of Membership:

This corporation shall have the following categories of non-transferable membership:

A. Voting Members

2. Certified Member: NAD (New category)

Article III, Membership

Section 2. Eligibility:

B. Certified Member: NAD: Any interpreter or transliterator of American Sign Language and/or English who holds valid certification, obtained by passing a test administered by the National Association of the Deaf, at Level III, IV or V, having become an RID member prior to June 30, 2005 OR who holds valid certification, administered by the American Consortium of Certified Interpreters, at Level III, IV or V, having become a member of RID prior to June 30, 2007.

Karen Beth Staller and Nancy Sullivan

Referred to the Strategic Challenges/Bylaws Review Task Force by virtue of C2007.03.

Rationale: To make the clear distinction that the person in this category passed a test developed and administered by the National Association of the Deaf or American Consortium of Certified Interpreters.

Motion I.

To change the RID Bylaws as noted below: (Proposed additions/changes are underlined, strikethroughs are noted as such)

Article III, Membership

Section 1. Categories of Membership:

This corporation shall have the following categories of non-transferable membership:

A. Voting Members

3. Certified Member: Senior Citizen

Article III, Membership

Section 2. Eligibility:

C. Certified Member: Senior Citizen. Any interpreter or transliterator of American Sign Language and/or English who holds valid certification accepted by RID obtained by passing a test developed and administered by RID and/or valid certification obtained by passing a test developed and administered by the National Association of the Deaf, at Level III, IV or V, having become an RID member prior to June 30, 2005 and/or who holds valid certification obtained by passing a test developed and administered by the American Consortium of Certified Interpreters, at Level III, IV or V, having become a member of RID prior to June 30, 2007 and is 55 years of age or older.

Karen Beth Staller and Nancy Sullivan

Referred to the Strategic Challenges/Bylaws Review Task Force by virtue of C2007.03.

Rationale: To make the clear distinction that the person in this category has passed a test developed and administered by the national Registry of Interpreters for the Deaf or the National Association of the Deaf and is 55 years or older.

Motion J.

To change the RID Bylaws as noted below: (Proposed additions/changes are underlined, strikethroughs are noted as such)

Article III, Membership

Section 1. Categories of Membership:

This corporation shall have the following categories of non-transferable membership:

A. Voting Members

4. Certified Member: Limited (New category)

Article III, Membership

Section 2. Eligibility:

D. Certified Member: Limited. Any interpreter or transliterator of American Sign Language and/or English, who does not hold valid RID or NAD certification as defined in Sections 2A and 2B, but holds a valid credential obtained by taking a test or assessment developed and administered by an entity other than RID or NAD, the acceptance of which has been voted upon, prior to the commencement of Limited membership, by individuals in the Certified Member: RID, Certified Member: NAD and Certified Member: Senior Citizen categories of membership. Members who join RID in the Limited category must pass the most recently developed RID generalist performance test within five years of becoming a Limited member of RID. If this is not achieved, Limited membership will automatically cease and the individual must re-join RID in the category that most appropriately reflects their status as an interpreter.

Karen Beth Staller and Nancy Sullivan

Referred to the Strategic Challenges/Bylaws Review Task Force by virtue of C2007.03.

Rationale: Becoming a certified member of the national Registry of Interpreters for the Deaf should be the goal of every person who truly aspires to work seriously in a career as an interpreter for people who are d/Deaf, hard-of-hearing and deaf/blind. To this end, it is important that the impetus for any endeavor to enroll a group of people into this category of membership is not simply to increase the membership rolls or dues revenue of the organization. Therefore, the goals of this motion are to:

- 1) make the clear distinction that the person in this category has passed a test or assessment developed and administered by an entity other than the national Registry of Interpreters for the Deaf or National Association of the Deaf;
- 2) assure that members of the Certified Member: RID, Certified Member: NAD and Certified Member: Senior Citizen categories of membership have a say in who may be conferred with the title of certified member;
- 3) preclude any one entity or group of people from opening up enrollment in the certified member category of membership; and
- 4) prevent a member from taking advantage of a category that requires no education. This makes it possible to remain in such a category for years or, literally, decades. One of the goals of RID is to certify interpreters. Another is to make sure working interpreters are well educated and current on developments in the field. Having a membership category in which interpreters can work and are not mandated to accrue educational credits or attain further certification is counterproductive to both those goals.

Motion K.

To change the RID Bylaws as noted below: (Proposed additions/changes are underlined, strikethroughs are noted as such)

Article III, Membership

Section 1. Categories of Membership:

This corporation shall have the following categories of non-transferable membership:

A. Voting Members

5. Associate Member (pre-certified)

Article III, Membership

Section 2. Eligibility:

E. Associate Member (pre-certified): Any individual who is actively engaged in the interpretation of American Sign Language and English and/or the transliteration of English, but who does not hold valid certification accepted by the RID and does not meet the eligibility requirements for Sections 2A, 2B, 2C or 2D, under Article III, Membership.

Karen Beth Staller and Nancy Sullivan

Referred to the Strategic Challenges/Bylaws Review Task Force by virtue of C2007.03.

Rationale: To make the clear distinction that the individual in this category is involved in the practice of interpreting and/or transliterating, but has not yet passed a test developed and administered by any entity.

Motion L.

To change the RID Bylaws as noted below: (Proposed additions/changes are underlined, strikethroughs are noted as such)

*Article III, Membership
Section 3. Voting Rights:*

B. (Replace this section in its entirety with the following sub-sections:)

1) Certified Member: RID. Each member of this category shall be entitled to one vote in meetings, referenda and elections.

2) Certified Member: NAD. Each member of this category shall be entitled to one vote in meetings, referenda and elections.

3) Certified Member: Senior Citizen. Each member of this category shall be entitled to one vote in meetings, referenda and elections.

4) Certified Member: Limited. Each member of this category shall be entitled to one vote in meetings, referenda and elections with the exception of referenda pertaining to evaluation, testing, certification, certified membership and standards/ethics.

5) Associate Member. Each member of this category shall be entitled to one vote in meetings, referenda and elections with the exception of referenda pertaining to evaluation, testing, certification, certified membership and standards/ethics.

Karen Beth Staller and Nancy Sullivan

Referred to the Strategic Challenges/Bylaws Review Task Force by virtue of C2007.03.

Rationale: To make it clear which category has what voting rights, so that they do not have to be deduced from a comprehensive statement. This will also make it easier to make future revisions to voting rights for a particular category of membership.

Motion M.

To change the RID Bylaws as noted below: (Proposed additions/changes are underlined, strikethroughs are noted as such)

*Article III, Membership
Section 2. Eligibility:*

Associate Member (pre-certified):

Karen Beth Staller, Janet Ann Muir and Daniel Swartz

Referred to the Strategic Challenges/Bylaws Review Task Force by virtue of C2007.03.

Rationale: An individual either IS certified or IS NOT certified. Someone who is working towards but has not yet earned his/her PhD simply DOESN'T HAVE a PhD. S/he may be "in a graduate program" or "working towards his/her doctorate" or a "doctoral candidate", but the s/he is not called pre-PhD. An interpreter who has not yet earned certification simply DOESN'T HAVE certification.

Motion N.

To change the RID Bylaws as noted below: (Proposed additions/changes are underlined, strikethroughs are noted as such)

*Article III, Membership
Section 2. Eligibility:*

Article III. Membership

Student Member: Any pre-certified individual currently enrolled in a course of study in interpretation of American Sign Language and English and/or the transliteration of English.

Karen Beth Staller, Janet Ann Muir and Daniel Swartz

Referred to the Strategic Challenges/Bylaws Review Task Force by virtue of C2007.03.

Rationale: An individual either IS certified or IS NOT certified. Someone who is working towards but has not yet earned his/her PhD simply DOESN'T HAVE a PhD. S/he may be "in a graduate program" or "working towards his/her doctorate", but the candidate is not called pre-PhD. An interpreter who has not yet earned certification simply DOESN'T HAVE certification.

Motion O.

That the following amendments to the RID Bylaws be made: (Proposed additions/changes are underlined, strikethroughs are noted as such)

Article III., Membership Section 1. Categories of Members:

This corporation shall have the following categories of non-transferable membership:

A. Full Voting Members

- 1. Certified Member: RID*
- 2. Certified Member: NAD*
- 3. Certified Member: Senior Citizen*

B. Limited Voting Members

- 1. Certified Member: EIPA K-12*
- 2. Certified Member: Limited*
- 3. Associate Member*

C. Non-Voting Members. (no changes in this section)

Margaret Ransom Cobb and Tracy Clark

Referred to the Strategic Challenges/Bylaws Review Task Force by virtue of C2007.03.

Rationale: History: Prior to 2003, certified member of RID could only have meant one thing – a member of RID who holds a valid RID certificate. Because of events that have transpired over the past 4 years, this is no longer the case. It is important that the membership understand that the inclusion of NAD certified members, at the specified levels, was the result of a long collaboration between NAD and RID. This collaboration also resulted in the development of new standards for one National Interpreter Certification system and the cessation of testing and certification of interpreters by NAD.

While the decision to include NAD certified interpreters was brought to the membership for a vote, (ACCI was accepted at a later time, having been subsumed by NAD) the subsequent decision regarding EIPA was not brought to the membership for a vote. The inclusion of NAD certified members was never presented to the membership of RID as a “new model” or a “precedent” for the inclusion of future groups of interpreters who do not hold RID certification or NAD certification at the specified levels. However, this previous vote of the membership has been cited as precedent for the subsequent inclusion of those transliterators and interpreters holding an EIPA credential at a level of 4.0 or higher, without a membership vote. The language of the current bylaws with regard to “certificates accepted by RID” implies that the membership will be involved in determining which credentials will be accepted by RID in the future. RID is its members. We do not believe that the language of “accepted by RID” should be interpreted to mean that the board of directors may accept a credential on behalf of RID without a vote of the membership. This language is ambiguous.

At the RID Business Meeting in 2005, a motion regarding the inclusion of EIPA credential holders in RID was brought to the floor. However, because there was no time left to complete all of the motions brought to the floor, this was referred back to the board for further action. The motions presented at the San Antonio Business Meeting in 2005 were never disseminated in their entirety to the membership. We believe that the intent of the membership was that the motion regarding the EIPA be brought forward as a referendum at some later time. The board chose to pursue another path.

Intent:

- To state clearly, for the benefit of the membership and the public, that there are multiple credentials now represented by the term, “Certified Member” and that membership category of certified member of RID is not synonymous with RID certification as a credential.
- To establish a unique category of certified members, holding a credential obtained outside of RID’s testing and certification system, in acknowledgment of the contractual obligation RID has entered into with regard to the EIPA 4.0 or higher credential.
- To remove the ambiguous language of “accepted by RID” from the Bylaws.
- To create a new category of membership that allows for the inclusion of future interpreters and transliterators with credentials obtained through an outside entity.

Motion P.

That the following amendments to the RID Bylaws be made: (Proposed additions/changes are underlined, strikethroughs are noted as such)

Article III., Membership Section 2. Eligibility:

A. Certified Member: RID: Any interpreter or transliterator of American Sign Language and/or English who holds a valid certificate obtained by passing an RID developed and administered test.

B. Certified Member: NAD: Any interpreter or transliterator of American Sign Language and/or English who holds a valid NAD certificate, Level III, IV or V, having become an RID member prior to June 30, 2005 OR who holds a valid ACCI certificate, Level III, IV or V, having become a member of RID prior to June 30, 2007.

C. Certified Member: Senior Citizen. Any interpreter or transliterator of American Sign Language and/or English who holds a valid RID certificate obtained by passing an RID developed and administered test, OR a valid NAD certificate, Level III, IV or V, having become an RID member prior to June 30, 2005 OR who holds valid ACCI Certification, Level III, IV or V, having become a member of RID prior to June 30, 2007 and is 55 years of age or older.

D. Certified Member: EIPA K-12. Any interpreter or transliterator of American Sign Language and/or English who holds a valid credential through the Educational Interpreter Performance Assessment (EIPA) with a score of 4.0 or higher as a K-12 interpreter or transliterator, subject to the terms and conditions of the agreement between RID and EIPA/Boys Town, and does not meet the eligibility requirements as defined in Sections 2A, 2B or 2C, Article III, Membership.

E. Certified Member: Limited. Any interpreter or transliterator of American Sign Language and/or English who does not hold a valid certificate from RID or NAD, as defined in Sections 2A and 2B, under Article III, but who holds a valid credential obtained through a test or assessment developed and administered by an outside entity, which credential has been approved by a vote of Certified Members: RID, Certified Members: NAD and Certified Members: Senior Citizen.

E. Associate Member (pre-certified): Any individual, credentialed or non-credentialed, who is actively engaged in the interpretation of American Sign Language and English and/or the transliteration of English, and does not meet the eligibility requirements for Sections 2A, 2B, 2C, 2D or 2E, under Article III, Membership.

F. Certified Member: Inactive (no changes to current language)

G. Certified Member: Retired (no changes to current language)

H. Student Member

I. Supporting Member (change Section numbers to 2F, 2G or 2H, under Article III, Membership.)

J. Organizational/Institutional Member (no changes to current language)

Margaret Ransom Cobb and Tracy Clark

Referred to the Strategic Challenges/Bylaws Review Task Force by virtue of C2007.03.

Rationale: History: Please refer to the history in motion O.

Intent: • To make clear the distinctions among the eligibility requirements for:

- 1) the renewable category of membership, Certified Member: RID,
- 2) the renewable category of membership with a "sunset clause", Certified: NAD, and
- 3) the renewable age-related category of membership, Certified Member: Senior Citizen.

• To state clearly that the renewable category of membership, Certified Member: NAD, had an "open enrollment" season that was time- limited. This is now a "closed set" membership category and there will be no additional members joining in this category after June 30, 2007.

- To state clearly the criteria for the inclusion of those holding an EIPA credential and to acknowledge that RID is contractually bound to accept these members as Certified Members under the terms and conditions of the contract.
- To create a membership category that would allow for the inclusion of future groups of interpreters and transliterators holding credentials from entities outside of RID, but only after the approval of such credentials by a vote of the Certified Members: RID, NAD and Senior Citizen.

Motion Q.

That the following amendments to the RID Bylaws be made: (Proposed additions/changes are underlined, strikethroughs are noted as such)

Article III., Membership Section 3. Voting Rights:

B. (replace this section in its entirety with the following sub-sections)

1) Certified Member: RID. Each member of this category shall be entitled to one vote in meetings, referenda and elections.

2) Certified Member: NAD. Each member of this category shall be entitled to one vote in meetings, referenda and elections.

3) Certified Member: Senior Citizen. Each member of this category shall be entitled to one vote in meetings, referenda and elections.

4) Certified Member: EIPA K-12. Each member of this category shall be entitled to one vote in meetings, referenda and elections with the exception of referenda pertaining to evaluation, testing, certification, certified membership and standards/ethics.

5) Certified Member: Limited. Each member of this category shall be entitled to one vote in meetings, referenda and elections with the exception of referenda pertaining to evaluation, testing, certification, certified membership and standards/ethics.

6) Associate Member. Each member of this category shall be entitled to one vote in meetings, referenda and elections with the exception of referenda pertaining to evaluation, testing, certification, certified membership and standards/ethics.

Margaret Ransom Cobb and Tracy Clark

Referred to the Strategic Challenges/Bylaws Review Task Force by virtue of C2007.03.

Rationale: History and Intent: With a growing number of voting membership categories and with a growing number of credentials represented by voting members, it has become necessary to clearly and distinctly articulate the voting rights of each category of membership, so that there is no confusion about which member holds which voting rights.

Furthermore, the reasoning behind the limitation of voting rights on certain issues has always been that voting on matters of testing, certification, ethics and professional standards should be reserved for those who have had direct experience with RID's stance on each of these issues. For that reason, full voting rights have been limited to those who have actually gone through an RID test or a test that is essentially similar to an RID test, as in the case of the NAD test, and for those who have been held accountable to the RID Code of Ethics and the current NAD-RID Code of Professional Conduct. Since members who hold ONLY a credential obtained outside of RID or NAD do not have direct experience with such testing and certification and have not, necessarily,

been held to the RID Code of Professional Conduct and whose credential may, in fact, hold them to a different code of professional conduct, it is appropriate that these members' voting rights should be limited in these matters.

Finally, since the meaning of "Certified Member" has been substantially changed since 2003 and since some of the changes have amounted to changes in what is deemed to be Certification as well as Membership, we believe it is important to limit the voting rights on issues pertaining to certified membership to those who are Certified Members: RID, NAD and Senior Citizen.

Motion R.

To amend Article III, Section 1, by adding a voting membership category, "Certified: Limited Voting Rights"; and Section 2, by distinguishing this new category as RID Certified Members who have not been awarded certification; and Section 3, by defining voting rights.

*Association Bylaws
Article III Membership*

Section 1. Categories of membership

A. Members with full voting rights

- 1. Certified Member*
- 2. Certified Member: RID*
- 3. Certified Member: NAD*

B. Members with Limited voting rights

- 1. Certified Member: Other*
 - a. Certified Member: EIPA at 4.0 and above (K-12)*
 - b. Certified Member: ACCI*
- 2. Associate Member*

C. Non-voting Members

(NOTE: The rest of the member categories remain the same, but with new numeration)

Section 2 – Eligibility

A. Member with Full Voting Rights: Any interpreter or transliterator of American Sign Language and/or English who holds current certification accepted by the RID awarded by RID and or the NAD (at level III or above)

B. Member with limited Voting Rights:

1. Certified member: Other – An RID member interpreter or transliterator of American Sign Language or English whose skills have been assessed to be at an acceptable level by an association contractually recognized by the RID as a "certified member" but who has not been awarded either RID or NAD certification.

2. Associate member: Any individual who is actively engaged in the interpretation of American Sign Language and English and/or the transliteration of English but who does not hold valid certification accepted by the RID

NOTE: The rest of the member eligibility remains the same except for the cascading change in lettering.

Section 3. – Voting rights and Requirements

- B. Each voting member of this corporation shall be entitled to one vote in meetings, referenda and elections. Meetings, referenda and elections pertaining to evaluations, certifications and standards/ethics may be voted on only by active Certified members. (replace this section in its entirety with the following sub-sections)*

B. Voting rights and requirements are as follows:

- 1) Member with full voting rights. Each member of this category shall be entitled to one vote in meetings, referenda and elections on all topics.*
- 2) Member with limited voting rights. Each member of this category shall be entitled to the same voting privileges as delineated in section 3B 1 (certified member with full voting rights) with the exception that members of the category may not vote on issues pertaining to evaluation, testing, certification, certified membership and standards/ethics.*

C. Non-voting members

NOTE: The rest of the member categories remain the same except for the cascading change in numeration)

Stephanie Feyne and Shelley Lawrence

Referred to the Strategic Challenges/Bylaws Review Task Force by virtue of C2007.03.

Rationale: The distinction of "Certified Member" of RID means not only that the interpreter has to abide by the Code of Conduct and comport him or herself as a professional and continue one's education in the field, but also that this member of RID has additional rights in voting on association business. In an attempt to maintain the integrity of voting on issues regarding certification, standards, testing and ethics, and to prevent any appearance of partiality, the new category of Certified Member: Limited Voting Rights is offered. This is meant to include any certified member of RID who has not been awarded certification by RID or NAD.

Under this proposed Bylaws amendment, RID members in the category "Certified Members: Limited Voting Rights" would retain the voting rights afforded to certified members of RID with the exception that this member category may not vote on issues pertaining to evaluation, testing, certification, certified membership, standards and ethics.

The intent is not to slight new certified members of RID who have met a certain level of skill but not been awarded certification. It is, rather, a motion to maintain the standards of a professional association. In this way, when outside agencies (including states, educational authorities, interpreting programs, etc.) question the validity and integrity of RID's standards, our association will be able to aver that only interpreters who have attained certification have voted on issues of evaluation, testing, certification, certified membership, standards and ethics. This keeps us in alignment with other professional certifying associations.

Members who fall under the rubric of "Certified Members: Limited Voting Rights" would maintain all other benefits, privileges, rights and responsibilities of Certified members including, but not limited to, recognition of certified member status on RID cards, the ability to vote on all other issues, participation on committees, member section participation, and continuing education mandates. The label would be utilized solely to distinguish voting privileges.

Motion S.

That all voting members of RID be mandated to behave in accordance with the RID professional Code of Conduct AND to continue their education in the field of interpretation and/or transliteration, regardless of certification status.

Stephanie Feyne and Shelley Lawrence

Referred to the Strategic Challenges/Bylaws Review Task Force by virtue of C2007.03.

Rationale: Currently, only certified members are obliged to behave ethically and to continue their professional education in the field of interpretation, yet both certified and associate members perform interpreting duties. This motion creates the same professional standards for all working interpreters who are voting members of RID, regardless of certification status.

This motion creates requirements for all voting members, both certified and associate, to be bound by our Code of Conduct and obligated to comport ourselves as professionals, and to continue our professional education. In this way, we can represent that RID members who are working interpreters/transliterators behave professionally and aspire to the highest level of expertise, by continuing their education in the field.

It is extremely important that RID uphold standards for all working interpreters. Voting members who have not been found to have the minimum entrance skills by virtue of attaining a certificate of interpretation should also be bound by the same requirements as voting members who have. By accepting this action, we can assure our consumers, both Deaf and hearing, that RID maintains high standards for all working interpreters.

C2007.04 (Was motion T.)

Substitute motion – “That RID develop a set of guidelines for including for membership and/or conferring of certified status, individuals who hold credentials from any entity other than RID; that these guidelines be approved by majority vote of the certified membership of RID; and that RID wait until the implementation of these guidelines prior to entering into further discussions, agreements, contracts or in any way incorporating non-RID/NAD certificates into our organization.”

Deborah Matthews Arment and JoAnn Kranis

Substitute motion carries strongly – no count necessary.

Rationale: In the past few years, the boards of directors have granted certified member status to a few groups of individuals holding certificates from outside organizations. The first was to the holders of National Association of the Deaf (NAD) certificates. Although this may have led to questions about these members voting on issues of RID certification, it was largely seen as a peace effort between the RID and NAD as our two organizations share a common ancestry. This decision was not a unanimous one but, on a good note, many of the NAD certified RID members have proceeded through RID's testing system and now have more than the single certificate with which they joined.

We have recently accepted as certified members interpreters who have been tested or assessed by other outside organizations. In at least one case, these credentialed individuals have had their skills in a specialty area assessed but have never been awarded or earned a generalist certificate, which RID requires before one attains a specialty certificate. These outside organization do not share our Code of Professional Conduct.

For the new group of “Certified Members” there are many questions left unanswered: There are variations in codes of ethics and all "certified" members of RID are expected to adhere to the NAD-RID Code of Professional Conduct. What happens when this is in conflict with the code of

the credentialing organization, or the employment attained by virtue of that credential? What does this mean to our organization? What does this mean to our current associate members who do not have the same rights and responsibilities and also don't have a generalist certificate? Are these newly credentialed members who may not be familiar with us as an organization invited to serve on committees, if so, in what capacity? Can they serve as local test administrators for tests which they have not taken and passed? Can these individuals vote on the issues of RID certification when they have not demonstrated a minimum standard of competence to serve the general population?

We have grown very large, very fast. While there is a belief and trust that decisions in this ever-growing organization are made with good intentions, all ramifications need to be considered. Taking some time to consider these in a more comprehensive, long-range approach would place us in a stronger position as we move forward.

We are not sure of the actual dollars involved, but would require the establishment of a committee to develop the guidelines. These guidelines would then be presented to the certified membership for a vote.

Original motion T. - "That there be a moratorium on all efforts to include for membership in RID or recognize those who hold credentials from outside RID as certified members until such time that a set of guidelines for doing so is presented to the membership and approved by a vote of the Certified Members: RID and NAD."

Deborah Matthews Arment and JoAnn Kranis

Amended motion carries strongly – no count necessary.

C2007.05 (Was motion U.)

That all non-confidential motions and resolutions of the meetings of the board of directors shall be posted, in their entirety, including disposition, (including a delineation of each board member's vote) on the RID Web site within 15 days of the close of the board meeting and shall be published in the next publishing of the VIEWS following the meeting. Furthermore, all biennial conference business meeting motions and resolutions shall be posted, in their entirety including disposition, on the RID Web site within 15 days of the close of the business meeting and shall be published in the next publishing of the VIEWS following the conference.

Deborah Matthews Arment and Margaret Ransom Cobb

Amendment: Insert after "disposition," *(including a delineation of each board member's vote)* "T" and replace with "S". --- Steven Hess

Amendment carries strongly – no count necessary.

Amendment: Change locations noting "shall be published immediately in the VIEWS" to "in the next available issue of the VIEWS" --- Gary Johnson

Amendment carries strongly – no count necessary.

Amendment: Change "available" to "printing." --- Michael Canale

Amendment carries strongly – no count necessary.

Amendment: Change "printing" to "publishing." --- Rick Yip

Motion to call question - Bill Moody - Motion carries strongly – no count necessary.

Amended motion carries 215 to 190.

Rationale: In order for RID to have an informed membership, it is crucial that the decisions of the board of directors and the voting members be available to all members of RID. It is difficult to hold decision-makers accountable or to be a responsive member when the decisions, in the exact wording, are not made known to the entire membership in a timely fashion. It had been the historical practice of RID to publish the minutes of all board of directors' meetings in the *VIEWES*.

Also, it had been the historical practice of RID to publish all motions and resolutions presented to the membership at the biennial business meeting, in their entirety, together with the disposition of each (e.g. Passed, Failed, Withdrawn, Tabled, Referred to Committee, etc).

Original motion U – “That all non-confidential motions and resolutions of the meetings of the board of directors shall be posted, in their entirety, including disposition, on the RID Web site within 15 days of the close of the board meeting and shall be published in the issue of *VIEWES* immediately following the meeting. Furthermore, all biennial conference business meeting motions and resolutions shall be posted, in their entirety including disposition, on the RID Web site within 15 days of the close of the business meeting and shall be published in the issue of *VIEWES* immediately following the conference.”

Deborah Matthews Arment and Margaret Ransom Cobb

The chair indicated that motions submitted by the deadline which were not heard at conference would be referred to the board and the appropriate committee(s) for consideration after the conference.

Adjourned at 11:59 am, August 6, 2007