

2007 RID Conference Motions E-S

Projected Fiscal Impact Categories - Changes for which costs or revenues are predicted to be:

- less than \$5,000 - minimal
- more than \$5,000 but less than \$10,000 - significant
- more than \$10,000 but less than \$25,000 - highly significant
- more than \$25,000 – critical

Motion E. *(Originally noted as motion D. in VIEWS)*

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.”

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.

Steve Fitzmaurice and Lisa Schaefermeyer

Referred to the Bylaws Committee on 03/28/2007

Cost per member/fiscal impact: Not applicable. Procedural in nature.

Board comments: The items in this motion 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.

National Office comments: The national office supports the board's recommendation.

Committee position: The Bylaws Committee supports the board's recommendation.

Member comments:

Sense of the membership:

Motion F. (Originally noted as motion E. in VIEWS)

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.”

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.

Steve Fitzmaurice and Lisa Schaefermeyer

Referred to the Bylaws Committee on 03/28/2007

Cost per member/fiscal impact: Not applicable. Procedural in nature.

Board comments: The items in this motion 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.

National Office comments: The national office supports the board’s recommendation.

Committee position: The Bylaws Committee supports the board’s recommendation.

Member comments:

Sense of the membership:

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

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.

Referred to the Bylaws Committee on 05/09/2007

Cost per member/fiscal impact: Not applicable. Procedural in nature.

Board comments: The items in this motion 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.

National Office comments: The national office supports the board's recommendation.

Committee position: The Bylaws Committee supports the board's recommendation.

Member comments:

Sense of the membership:

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

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.

Referred to the Bylaws Committee on 05/09/2007

Cost per member/fiscal impact: Not applicable. Procedural in nature.

Board comments: The items in the motion 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.

National Office comments: The national office supports the board's recommendation.

Committee position: The Bylaws Committee supports the board's recommendation.

Member comments:

Sense of the membership:

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

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.

Referred to the Bylaws Committee on 05/09/2007

Cost per member/fiscal impact: Not applicable. Procedural in nature.

Board comments: The items in this motion 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.

National Office comments: The national office supports the board’s recommendation.

Committee position: The Bylaws Committee supports the board’s recommendation.

Member comments:

Sense of the membership:

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

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.

Referred to the Bylaws Committee on 05/09/2007

Cost per member/fiscal impact: Not applicable. Procedural in nature.

Board comments: The items in this motion 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.

National Office comments: The national office supports the board's recommendation.

Committee position: The Bylaws Committee supports the board's recommendation.

Member comments:

Sense of the membership:

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

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.

Referred to the Bylaws Committee on 05/09/2007

Cost per member/fiscal impact: Not applicable. Procedural in nature.

Board comments: The items in this motion 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.

National Office comments: The national office supports the board's recommendation.

Committee position: The Bylaws Committee supports the board's recommendation.

Member comments:

Sense of the membership:

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

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.

Referred to the Bylaws Committee on 05/09/2007

Cost per member/fiscal impact: Not applicable. Procedural in nature.

Board comments: The items in this motion 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.

National Office comments: The national office supports the board’s recommendation.

Committee position: The Bylaws Committee supports the board’s recommendation.

Member comments:

Sense of the 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

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.

Referred to the Bylaws Committee on 05/09/2007

Cost per member/fiscal impact: Not applicable. Procedural in nature.

Board comments: The items in this motion 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.

National Office comments: The national office supports the board’s recommendation.

Committee position: The Bylaws Committee supports the board’s recommendation.

Member comments:

Sense of the membership:

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

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.

Referred to the Bylaws Committee on 05/09/2007

Cost per member/fiscal impact: Not applicable. Procedural in nature.

Board comments: The items in this motion 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.

National Office comments: The national office supports the board’s recommendation.

Committee position: The Bylaws Committee supports the board’s recommendation.

Member comments:

Sense of the membership:

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

4. Certified Member: EIPA K-12
5. Certified Member: Limited
6. Associate Member

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

Margaret Ransom Cobb and Tracy Clark

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.

Referred to the Bylaws Committee on 05/09/2007

Cost per member/fiscal impact: Not applicable. Procedural in nature.

Board comments: The items in this motion 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.

National Office comments: The national office supports the board’s recommendation.

Committee position: The Bylaws Committee supports the board’s recommendation.

Member comments:

Sense of the membership:

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

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.

Referred to the Bylaws Committee on 05/09/2007

Cost per member/fiscal impact: Not applicable. Procedural in nature.

Board comments: The items in this motion 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.

National Office comments: The national office supports the board’s recommendation.

Committee position: The Bylaws Committee supports the board’s recommendation.

Member comments:

Sense of the membership:

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

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.

Margaret Ransom Cobb and Tracy Clark

Referred to the Bylaws Committee on 05/09/2007

Cost per member/fiscal impact: Not applicable. Procedural in nature.

Board comments: The items in this motion 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.

National Office comments: The national office supports the board’s recommendation.

Committee position: The Bylaws Committee supports the board’s recommendation.

Member comments:

Sense of the membership:

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.

Stephanie Feyne and Shelley Lawrence

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.

Referred to the Bylaws Committee on 05/09/2007

Cost per member/fiscal impact: Not applicable. Procedural in nature.

Board comments: The items in this motion 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.

National Office comments: The national office supports the board's recommendation.

Committee position: The Bylaws Committee supports the board's recommendation.

Member comments:

Sense of the membership:

Motion S.

That all voting members of RID be mandated to behave in accordance with the NAD-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

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.

Referred to the board of directors on 05/21/2007

Cost per member/fiscal impact: Not applicable. Procedural in nature.

Board comments: The items in this motion 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.

Additionally, the Educational Interpreting Committee and the Professional Standards Committee are beginning a process of looking at this very issue.

Accordingly, the RID Board of Directors recommends that these issues be referred to the Strategic Challenges/Bylaws Review Task Force, the Educational Interpreting Committee, the Professional Standards Committee and the soon-to-be-appointed Code of Professional Conduct Committee.

National Office comments: The national office supports the board's recommendation.

Committee position: The Bylaws Committee supports the board's recommendation.

Member comments:

Sense of the membership: