



Registry of Interpreters for the Deaf, Inc.

**Board of Directors Meeting
Thursday, August 19, 2010
Conference Call
Official Minutes**

<u>Name</u>	<u>Present</u>	<u>Absent</u>	<u>Name</u>	<u>Present</u>	<u>Absent</u>
Cheryl Moose, President	X		Region I Representative (Position Vacant)		
Rachel Coppelli, Vice President	X		Lisa Schaefermeyer, Region II Representative	X	
Kelly Flores, Secretary	X		Leandra Williams, Region III Representative	X	
Brenda Walker Prudhom, Treasurer	X		Chris Grooms, Region IV Representative	X	
Lewis Merkin, Member At Large	X		Dawn Bolduc, Region V Representative	X	
Debbie Peterson, Deaf Member At Large	X		Clay Nettles, Executive Director	X	

- * Joined Late
- ** Left for Part of the Meeting
- *** Left the Meeting Early
- **** Resigned From Office

Interpreters: VI AP7447 and VI 1270

President Moose Called the meeting to order at 6:05 PM.

The Philosophy, Mission, Goal and Diversity Statements were read by Deaf Member at Large Debbie Peterson.

Motion #2010.15 To accept the minutes, as revised, of the June 24, 2010 meeting of the RID Board of Directors.

Flores/Williams
Passed Unanimously

Election of Region Representatives

The following individuals were elected to office by a single vote of the presiding officer, President Cheryl Moose, at the August 19, 2010 meeting of the RID Board of Directors: Lisa Schaefermeyer of Region II, Leandra Williams of Region III, Chris Grooms of Region IV and Dawn Bolduc of Region V.

The Oath of Office was administered as follows:

I, Lisa Schaefermeyer, do hereby affirm that I will, to the best of my ability, faithfully uphold and execute the duties and responsibilities of Region II Representative of the Registry of Interpreters for the Deaf on the Board of Directors.

I, Leandra Williams, do hereby affirm that I will, to the best of my ability, faithfully uphold and execute the duties and responsibilities of Region III Representative of the Registry of Interpreters for the Deaf on the Board of Directors.

I, Chris Grooms, do hereby affirm that I will, to the best of my ability, faithfully uphold and execute the duties and responsibilities of Region IV Representative of the Registry of Interpreters for the Deaf on the Board of Directors.

I, Dawn Bolduc, do hereby affirm that I will, to the best of my ability, faithfully uphold and execute the duties and responsibilities of Region V Representative of the Registry of Interpreters for the Deaf on the Board of Directors.

Community Forum at the 2011 Conference

The RID Board of Directors is pleased to note that the community forums begun in 2007 will continue at the 2011 RID National Conference. Plans are well under way for the future event.

Conference Motions Compliance

All conventions/conferences prior to 2007 have no outstanding motions/resolutions requiring further action by RID. Items remaining to be done from the 2007 and 2009 Conferences are noted here.

Motion #	Item	Action being taken
C2009.03	RID conduct a formal investigation on remote meeting access (including voting processes) to ensure maximum member input and report back to the membership for a vote by July 1, 2010, and have a system in place for the 2011 Conference.	In process.
C2009.04	The board of directors investigate the feasibility of ensuring dual membership in the national organization and at least one state affiliate chapter through a combined payment option as the new standard of membership in RID and offer it to the members for a vote.	In process.
C2009.05	That RID establish an ad hoc committee to develop a position paper to address the issues Interpreters face during emergencies/disasters and non-declared local emergencies/disasters.	In process – Working group in place to develop SPP.
C2007.03	To refer motions E - S to the Strategic Challenges/Bylaws Review Task Force. RID Board of Directors	Referred to task force – 03/2008

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Amending C89.07

The board of directors discussed a proposal to amend C89.07 to allow affiliate chapters in non-English speaking areas to develop quality assurance tests at this time and referred this proposal to the Diversity Committee for further research and recommendations.

The board of directors applauds Puerto Rico RID's initiative in advancing the profession of interpreting in Puerto Rico through collaboration with community groups and individuals.

Interpreter Pay Rates and RID Officers/Chapters

Motion 2010.16 To adopt the policy regarding interpreter pay rates and RID officers/chapters, to infuse the policy into the Policies and Procedures Manual and to distribute the policy to the affiliate chapter listserv and to have a discussion in each region's presidents council with regard to the policy.

Grooms/Merkin

Passed Unanimously

Interpreter Pay Rates and RID Officers/Chapters

From time to time, affiliate chapters are asked to be involved in the establishment of working conditions for interpreters as well as determining the qualifications of interpreters to operate in various jurisdictions. This can involve a number of areas related to working conditions, such as minimum fees, cancellation policies, travel fees, differential rates for holidays, evenings, weekends or shifts, as well as what credentials are needed in order to practice, just to name a few.

As is noted in the RID Standard Practice Paper on "Business Practices," RID does not dictate or restrict business practices. (located at http://www.rid.org/UserFiles/File/pdfs/Standard Practice Papers/Drafts June 2006/Business Practices-Hiring-Billing_SPP.pdf)

Furthermore, RID does not seek to restrain competition in any way. The leadership of the association is very much aware of and sensitive to ensure that they cannot be perceived as doing so. In fact, the RID Board of Directors passed a motion which codified its position with regard to this topic. Motion 2005.39 states, in part "To approve the operating policy which would further ensure that RID is not in violation of antitrust statutes."

Rationale: The Registry of Interpreters for the Deaf, Inc. (RID) is aware of state and federal antitrust laws and that trade associations are subject to scrutiny under these laws. The most prominent of these is the Sherman Act and Section 5 of the Federal Trade Commission Act. RID is committed to operating in a manner that is not in violation of these laws. To that end, the board of directors has examined its activities in light of the aforementioned laws, consulted legal counsel, and has studied various publications on the topic in an effort to make certain that it is not in violation of the statutes.

RID has operating procedures in place to ensure that it does not violate the

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above-mentioned statutes.

As stated earlier, RID does not seek to restrain competition in any way. However, RID does seek to encourage situations where consumers can be reasonably assured of receiving satisfactory interpreting services. To that end, RID actively and strongly encourages chapters to work with applicable governmental agencies to ensure that interpreters have reasonable to optimal working conditions in which to provide such services. RID encourages chapters to be involved in such efforts and to work to ensure that other stakeholders such as deaf consumers are also involved in such activities with various governmental agencies.

Thus, officers may be involved in the formulation of working conditions in order to make certain that practitioners are operating in the most optimal conditions. However, officers of RID at any level cannot be involved in any form or fashion whatsoever in the setting of rates for any sign language interpreters. RID can provide information related to the profession to governmental agencies which will assist them in determining pay rates but RID cannot be in any way involved in the setting of rates. A chapter can study what rates are and provide that information to agencies. Individual members of the association can do so in their role as individual interpreters within the jurisdiction of the governmental agency, but RID officers cannot be involved in any way in the setting of rates or discussing what rates should be. Chapter officers can provide information to individual practitioners that those individuals may then use to set their rates individually or to petition the applicable governmental agency with regard to pay rates commensurate to their individual talents and skills, but the officers of RID, at any level, cannot be involved in the discussions of setting of pay rates, either with governmental agencies or with individual practitioners.

To do otherwise invites the possibility of relief being sought by private individuals, and it could also subject RID entities to lengthy and comprehensive review by local, state and federal agencies. Should such agencies find unfair business practices, the sanctions that can be imposed can be incredibly onerous and severely and materially adversely affect the operations of the organization.

This means that RID and its affiliates cannot discuss rates at meetings or via any of its official communication mediums. This means they cannot study or discuss rates at any meetings of a chapter. The same holds true on electronic communications or in published materials. Any communication identifiers which show an affiliation with RID in any form or fashion in the name of the communication venue is prohibited, by law, from discussing rates. Any officer of RID with a salutation or identifying material which shows their official status within the communication cannot be involved with the discussion of rates or of setting rates.

This policy seeks to clarify RID's position on the topic. RID will be happy to discuss this further as needed.

Strategic Challenges/Bylaws Review Task Force (SC/BRTF)

The Board of Directors approved the SC/BRTF request for a November 2010 face to face meeting.

Board of Directors Reports

Officer reports were accepted as written.

National Office Staff Reports

Staff reports were accepted as written.

National Office Highlights:

Current Membership Numbers: 11,639

Affiliate Chapter Relations Committee

The Affiliate Chapter Relations Committee agreed to make the change to the Affiliate Chapter handbook to remove the chapter on Local Affiliate Chapters (Section 10). This satisfies the request in the May 2010 Board of Directors Official Minutes by Region IV Representative Chris Grooms that the chapter in question be considered for removal as it is outdated.

Diversity Committee

Committee met via conference call to specifically discuss recommendations for diversity and inclusion at the 2011 RID national conference. The recommendations (below) were distributed to Clay and the national office directors.

August 2010 Diversity Committee Recommendations for the 2011 RID Conference

Conference Program

1. **Business Meetings:** Take issues related to diversity and inclusion to the business meeting floor.
2. **Entertainment:** Mix up styles of entertainment. Include ethnically and racially diverse entertainment.
3. **Workshops:** Include a track of workshops that would increase an interpreter's multicultural competence and awareness of privilege, power and access and the identity and role of the interpreter.
4. **Presenters:** Recruit speakers who can truly move interpreters to think more deeply about diversity and inclusion. Create discussion and broaden the members' knowledge base. Encourage a passion for examining the profession and RID's role in engaging linguistic and cultural diversity.
5. **Materials:** Make sure the conference materials demonstrate and reflect diversity.

Staffing: Support Staff and Interpreting Team

1. Recruit racially and ethnically diverse people. Create a diverse team of interpreters beyond racial/ethnic backgrounds.
2. Have procedures in place to choose coordinators that meet the following criteria:
 - a. Be able to show established procedures for creating ethnically and racially diverse teams. Be able to show successful track records of such.
 - b. Be able to provide documented proof of results.

- c. Demonstrate ability to connect to/with diverse groups and be able to secure enough qualified applicants from which to choose.
- 3. Market recruitment efforts to various communities of color to increase a diverse pool of qualified applicants.
- 4. Task the Diversity Committee to be involved in creating interpreter bios. The committee is willing to create a model or template for bios. Make the bios available to the public once the team is chosen.
- 5. Allow the Diversity Committee the opportunity to review the application forms, materials and recruitment plans.

Attendance / Demographics

- 1. Ensure there would be opportunities to excel in multicultural competence.
- 2. Create more intentional relationships with other organizations. Provide opportunities for stakeholder organizations to participate and encourage open dialogue with under-represented minority groups.
- 3. Promote the inclusion of member sections. Work with member section leaders to help support leadership and provide content specific training.
- 4. Enhance visibility of national and regional interpreter conferences.
- 5. Assess and address the cost factor for international attendees.

Board / Leadership

- 1. Recruit ethnically and racially diverse leaders on all volunteer leadership levels.
- 2. Continue partnering on a national level with organizations like NAOBI and Mano a Mano. Collaborate more with other organizations.
- 3. Encourage region representatives and affiliate chapter leaders to partner with sister organizations.
- 4. Provide grants/scholarships to underrepresented individuals.
- 5. Provide diversity forums and national and regional conferences.

President Moose adjourned the meeting at 9:07 PM.

Date	Location	Site	Call to Order
Thursday, September 23 – Sunday, September 26, 2010	Face-to-Face	Alexandria, VA	
Thursday, November 18, 2010	Conference call		6:00 PM Eastern, 5:00 PM Central; 4:00 PM Mountain; 3:00 PM Pacific
Thursday, March 3 – Sunday, March 6, 2011	Face to Face	Dallas, TX	

RID Board of Directors

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "Kelly L. Flores". The signature is written in a cursive, flowing style.

Kelly L. Flores, RID Secretary