

Proposed Changes to the SCRID Bylaws, 2020

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Proposal #1: Mission Statement - Article II

Motion 20201001.01

That the SCRID membership approve a revised organizational mission statement to read as follows: “It is the mission of the Southern California Registry of Interpreters for the Deaf to promote best practices, equity, and representation within the profession of Sign Language Interpreting; provide professional development and education for current and future practitioners; serve as a forum for ongoing assessment of and response to community needs; and, advocate to the public for the highest standards in the provision of interpreting services for users of both sign languages and spoken languages.”

Author: Kathy Goodson Motion: Bylaws Committee

Rationale: The Bylaws Committee, along with the Board, recognizes a need to expand the scope within the mission statement to better encompass community needs and diversity, and maintain relevance in the community. In addition to reflecting current language of our field, this mission statement clarifies goals and removes the limiting use of “American Sign Language” and “English” as the sole languages used by our constituents.

Fiscal impact: None

Proposal #2: Objectives - Article III

Motion 20201001.02

That the SCRID membership approve the edit of Article III Section I: Objectives to read as follows:

The objectives of SCRID shall be to steward the profession of sign language interpreting on a local scale by:

- Maintaining, upholding, and promoting the NAD-RID Code of Professional Conduct;
- Providing for equitable and representative professional development and continual education of sign language interpreters;
- Providing the public with information and resources regarding effective and best practices within the field of sign language interpreting;

- Tracking current issues having the potential to impact the field of sign language interpreting and taking action as appropriate--locally, state-wide, and nationally; and,
- Supporting the activities of organizations of, for, and by Deaf, DeafBlind, DeafDisabled, Hard of Hearing, Late Deafened, and Coda (DDBDDHHLDC) communities, and sign language interpreters insofar as such activities are not in conflict with the purposes of this organization or those of RID.

Author: Kathy Goodson Motion: Bylaws Committee

Rationale: The Bylaws committee, along with the Board, suggest this revision due to the fact it reflects updates enabling greater relevance of SCRID within communities, and reaffirms SCRID's proposed Mission Statement.

Fiscal Impact: No immediate Fiscal Impact. Any future potential financial impacts of this motion relate to taking appropriate action on relevant current issues. At the time such issues arise, appropriate action would depend upon board analysis, and potentially require Treasurer approval of fiscal viability, and alignment with legal limits on political actions undertaken by 501(c)(3) entities. Thus, any fiscal impact would be determined and approved/denied on a case-by-case basis.

Proposal #3: Duties, Definitions, and Liaisons Update

Motion 20201001.03

That the SCRID membership approve the following edits of officer duties (Article V Section 3), Honorary Membership definition (Article IV Section 2), and the appointment of Board committee liaisons (Article VI):

A) Vice-President additional duty to read as follows:

1. Shall support each board member as necessary.

B) Secretary duties to read as follows:

1. Keeps complete and accurate record of the proceedings of the Board of Directors
2. Supervises the archiving of all non-financial corporation records
3. Supervises the public posting of all Board of Directors and Annual Membership meeting documents

4. Forwards approved minutes of Annual Membership meetings to the Region V Representative and RID Headquarters within fifteen (15) days of meeting
5. Forward approved minutes of Board of Directors meetings to the Region V Representative and RID Headquarters within fifteen (15) days of meeting
6. Supports the Board of Directors with timely corporation scheduling reminders in advance of due dates
7. Shall attend at least seventy-five percent (75%) of the meetings

C) Treasurer duties to read as follows:

1. Supervises the receipt and safekeeping of all financial records of the corporation
2. Shall make a State and Federal report by February 15, and make a SCRID fiscal year-end report prior to the spring Annual Membership Meeting
3. In conjunction with the President, shall forward to RID an annual Affiliate Chapter report, including a certified copy of SCRID's financial statement and all other required elements of the annual Affiliate Chapter Report, on or before October 1st of every year
4. File annual federal and state documents required to maintain the good standing of the corporation
5. Stay abreast of association activities, and be prepared to offer comment and budgetary analysis regarding fiscal impact of potential motions, expenditures, and events
6. Shall prepare and present to members monthly financial reports at all Board of Directors meetings
7. Has authority to sign SCRID checks, up to monies determined by the Board
8. Shall attend at least seventy-five percent (75%) of the meetings

D) Deaf MAL duties to read as follows:

1. This position shall be filled by an individual who self-identifies as a member of Deaf community/communities.
2. Works with membership and the board of directors, assisting with the coordination of activities and communication in and among the association.

3. Shall attend at least seventy-five percent (75%) of the meetings.

E) Diversity MAL duties to read as follows:

1. This position shall be filled by an individual who is a self-identified member of a recognized cultural group (Deaf Parented Interpreter of Color, LGBT, ethnic group, and racial group, etc.), possesses multicultural competence, and is actively engaged in the Sign Language Interpreting profession.
2. Coordinates, collects, and maintains membership demographics with the support and assistance of Website and Membership Committee Chairs
3. Works with membership and the board of directors, assisting with the coordination of activities and communication in and among the association
4. Demonstrates personal and professional commitment to the appreciation and celebration of diverse dimensions of identity, status and affiliation
5. Shall attend at least seventy-five percent (75%) of the meetings

F) Immediate Past President duties to read as follows:

1. May serve as a Non-Voting Ex-Officio member of the Board of Directors for one term
2. Serve as an advisor to the president and may assume special assignments as determined by the president
3. May attend closed board meetings.

G) Honorary Member definition to read as follows:

Honorary Member - Honorary members shall be persons who, having made outstanding contributions to the local field of interpreting, have been nominated by the Board of Directors for an Honorary Lifetime Membership and are approved by the membership. There shall be no dues for Honorary Members.

H) Committee appointment to append the following:

Furthermore, the president shall designate a member of the board of directors to serve as a liaison for each committee.

Author: Kathy Goodson Motion: Bylaws Committee

Rationale: The Bylaws committee, along with the board, suggest the following changes to the officer positions. Over time, overarching Board responsibilities have shifted and the bylaws need to be an accurate reflection of the responsibilities held by each officer. The changes made represent the restructuring and clarification of Board roles and responsibilities.

Fiscal Impact: None

Proposal #4 Director Title

Motion 20201001.04

That the SCRID membership approve the renaming of the position of Member-at-Large - Interpreter of Deaf Parents to Member-at-Large - Deaf Parented Interpreter, and make all relevant adjustments to Bylaws and other SCRID documentation.

Author: Paola Morales, IDP MAL Motion: Bylaws Committee

Rationale: On June 19, 2015, a vote in favor of changing the RID IDP member section name to RID Deaf Parented culminated. This change reflects consistency with RID.

Fiscal Impact: None

Proposal #5 Director Title

Motion 20201001.05

That the SCRID membership approve the expansion of the DPI MAL title to include sign language. The new title will be Deaf-Parented Sign Language Interpreter.

Author: Paola Morales Motion: Paola Morales, IDP MAL
2nd: Kathy Goodson, Vice-President

Rationale: Although the previous motion is to align with RID, this motion is to start a grassroot change that will then impact RID. The National RID DPI Member Section's mission is to "promote greater understanding and awareness of the values of the Deaf Community as well as the skills, dedication and

sensibilities that interpreters with deaf parents continue to offer to the interpreting profession.” DPSLI members are both Deaf Parented Sign Language Interpreters (DPSLI) that hear and Deaf Sign Language Interpreters (DSL). At the local level, the need to create awareness is crucial. In fact, the combined efforts of Interpreters, Translators, and Captioners to obtain an exemption from Assembly Bill 5 made it clear the guarantees of the Americans with Disabilities Act protected Deaf people’s right to qualified Sign Language Interpreters, and strengthened the petition for the exemption.

Fiscal Impact: None

Proposal #6: Rolling Membership - Article XII

Motion 20201001.06

That the SCRID membership approve the change of membership periods from “annual membership” to “rolling membership.” The title of Article XII Section 1 shall be “Rolling Membership” and the text “must pay annual dues in advance of the first day of July of each fiscal year...” will be replaced with “must pay dues annually...”

Author: Kathy Goodson Motion: Bylaws Committee

Rationale: The Bylaws committee, along with the Board would like to begin rolling memberships for the organization. This shift will afford greater flexibility to our members, allowing full benefit of one year membership regardless of the date one joins. This will be a benefit to all members, particularly students joining SCRID in alignment with academic calendars. Additionally, this shift will spread out the work of the Membership Committee across the year rather than in one condensed period.

Fiscal impact: As this revision shifts the timing but not duration or amount of member dues collected, no overall fiscal impact will occur.

Proposal #7: Emergency Procedures - Article V

Motion 20201001.07

That the SCRID membership approve Article V Section 7 be expanded to include the following:

Appointment to Fill a Vacancy - Dire Circumstances/Force Majeure: In the event of a director vacancy for a minimum of twelve months, a member in good standing with both the RID and SCRID, and residing within the boundaries of SCRID yet not meeting other requirements of the position, may be appointed to the position for the remainder of the term. Approval of such appointment shall be by unanimous consent of current directors. At least six (6) weeks in advance of such appointment, announcement of vacancy and call for letters of interest shall be announced to membership via email and social media platforms.

Author: Kathy Goodson Motion: Bylaws Committee

Rationale: The Bylaws committee, along with the Board, agree we need to have some safeguard within the bylaws to cover a variety of emergent situations. Firstly, given the nature of a volunteer organization, it has happened where a Board vacancy has been left unfilled. In the case that no one meeting all requirements of the position steps forward to fulfill the vacancy for an extended period of time, this addition will allow the President, with unanimous approval of the Board, to appoint someone to the position who is deemed qualified, but may not meet certain stated qualifications of the position (ie the requirement to have been a SCRID member the preceding 12 months). The efficacy of the Board is reliant on all positions being filled by competent, qualified, and dedicated individuals.

Fiscal Impact: None

Proposal #8: Emergency Procedures - Article XII

Motion 20201001.08

That the SCRID membership approve the expansion of Article XII to include the following Section:

The Board may, at its discretion for emergency/catastrophic reasons, with approval by the current Treasurer and/or Finance Committee and by unanimous vote, reduce annual dues by up to 100% without advance notification of membership and for a period of time relevant to the emergency.

Author: Kathy Goodson Motion: Bylaws Committee

Rationale: In recent months with the Coronavirus pandemic spreading, we have seen limitations on the Board's desire to support membership through a one-time decrease in dues. This addition allows the Board to respond wisely during unique catastrophic times to financial stresses experienced by membership at large. Due to the potential fiscal impact of this measure, securities have been laid in place to ensure approval by the Treasurer and unanimous approval by the Board.

Fiscal Impact: A majority of SCRID income derives from membership dues, this has the potential to greatly impact SCRID finances. SCRID currently is well-situated to maintain itself financially in the event of a one-time drastic decrease of member dues, however this status may not be the case at a time when this provision is called upon in the future. The Finance Committee cautions the Board in the use of this provision, while simultaneously desiring to support membership when future situations arise and resources allow.

Proposal #9: Emergency Procedures - Article XIII

Motion 20201001.09

That the SCRID membership approve the expansion of Article XIII to include the following Section:

State of Emergency Suspension of Bylaws--In cases where a State of Emergency has been officially declared (at the County, State, and/or Federal levels), the Board reserves the right to declare timelines, event frequency requirements, and quorum values contained within these Bylaws Suspended, in part or in full, for the purposes of maintaining the business of the organization and membership support. Thorough rationale for the suspension, as well as the time frame and/or scenario at which suspension will be released shall be documented and archived in SCRID records. This requires a two-thirds ($\frac{2}{3}$) majority vote of all Board members.

Author: Kathy Goodson Motion: Bylaws Committee

Rationale: The global pandemic has brought to the Board's attention potential barriers to continued organizational operations in the event of widespread disaster. Of particular concern are timelines concretized into the bylaws that are not in alignment with the need to respond quickly in an emergency, and lack of quorum availability should members and/or officers be unavailable as a result of the emergency. Recognizing the grave impact this provision may bring upon the

organization, safeguards have been worked into the language to ensure validity of the emergency and to limit suspension solely for the purpose of maintaining operations in support of membership.

Fiscal Impact: The financial impact related to taking appropriate action on relevant current issues, would depend on the specifics of an event. At the time such issues arise, appropriate action would require board analysis and Treasurer approval of fiscal viability. Thus, any fiscal impact would be determined and approved/denied on a case-by-case basis.

Proposal #10: Language, Format, and Equity edits

Motion 20201001.10

That the SCRID membership approve the following revisions to the Bylaws:

A) Time Period Adjustments

- Article IX Section 1C - Set the mandatory email referendum period as 45 days, rather than 60 days;
- Article IX Section 1E - Set the timeline to notify members of email referendum votes to no more than 30 days after the vote closes, rather than 45 days;
- Article XII Section 1 - Reduce the timeline to notify membership of changes in dues from 90 days to 45 days in advance of implementation;
- Article XIII Section 1 - Reduce the notice of vote to amend bylaws to 60 days prior notice, rather than 90 days.

B) Format/Grammar Changes

Upon review of the bylaws there are many updates of this nature needed. See the attachments for all of these formatting and grammatical changes. A motion would cover any change that does not affect the meaning of any bylaw.

C) Current and inclusive language

- Use of the term “sign language interpreter” in lieu of “interpreter, transliterator, and/or translator” in all forms of their use throughout the bylaws;
- Replace “ASL and English” with “sign languages and spoken languages” in all forms of their use throughout the bylaws;
- Strike the use of “pre-certified” in Article IV Section 2: Membership Eligibility;

- Use the term “email” or “electronic mail” rather than “mail” in all locations relevant to clarify acceptance of email communications as official;
- Remove phone conferencing as an alternative to video conferencing for holding regular meetings. See Article V Section 8B: Regular Meetings;
- Include gender identity and familial status in Article 14: Nondiscrimination Policy.

Author: Kathy Goodson Motion: SCRID Bylaws Committee

Rationale: The Bylaws committee, along with the Board agree that 1) technological advances and electronic communication methods require us to reduce time frames in order to more efficiently process and perform Board and organization duties/business. It is in SCRID Members’ best interests to take timely action, as needed, on all SCRID business. Timeline updates are a result of the speed of online communication in comparison to mail communications. 2) Formatting and grammatical changes improve readability and accuracy of the Bylaws. 3) Each of these changes recognizes current terminology and technology within our bylaws. Furthermore, RID does not differentiate between interpreting and transliterating, our stakeholders use more than solely ASL and English, pre-certified is professionally recognized as a misnomer, email and video conferencing are norms of communication, and the nondiscrimination policy expands to include previously overlooked identities.

Fiscal Impact: None