



Southern California Registry of Interpreters for the Deaf  
Presents:

## ***Members Leading Leaders***

***The Best of the 2017 LEAD Together Conference***

***Facilitated by***

**Sam Farley, NIC, SCRID Conference Stipend Recipient**

**Bob LoParo, CI & CT - SCRID Membership Committee Chair & Peggy Huber, CI & CT - SCRID President**

**Saturday, April 28, 2017**

**10:00 am-12:00 pm Annual meeting**

**1:00 pm – 5:00 pm Workshop**

**(0.375 Professional Studies CEUs)**

**Target Audience: Members of SCRID, ASL-English interpreters in Southern California**

### **Workshop Cost:**

**SCRID Members\***  
**\$15.00 with meeting attendance**  
**\$20.00 workshop alone**

**SCRID Student Members - \$15.00**

**Non-SCRID Members - \$25.00**

**\*Region V sister chapter member rate**

**This workshop follows the Annual SCRID Membership Meeting**

- Meet your Board of Directors!
- Annual Reports
- Provide input on YOUR organization's activities and direction
- Door Prizes (including one FREE 2018 Region V Conference Registration!)
- Buy a SCRID 50th Anniversary Commemorative Lapel Pin!

**[Click here to REGISTER for the Workshop](#)**

### **Important Notice:**

This workshop will be conducted in ASL and no voice interpretation will be provided. Anyone requesting CEUs must sign the Activity Sheet & arrive on time. Partial CEUs will not be granted for this workshop. CEUs will not be granted to those who are admitted 15 minutes late.

## Workshop Description:

Excerpts from the 2017 RID LEAD Together conference, presented in the Plenary-Discussion format implemented at the conference, presenters will provide foundational information on the following topics:

### **Session I: “Discovering The Keys to a Purpose Driven Future” with Sam Farley, NIC**

Sam Farley will review the topics presented by Wing around the origins of and roles on interpreters specifically the perceived focus and purpose by interpreters from the past to the present (30 Minutes). Facilitate table discussions to gain insight and perspective from local SCRID members around the topics raised from this discussion.

### **Session II: “Unpacking Power and Privilege” with Bob LoParo, CI & CT**

During this past summer’s RID LEAD Together National Conference, participants gathered to evaluate and discuss RID as a whole organization, as well offer feedback and perspectives from the many different component stakeholders, members, and consumers within and without RID. This workshop will begin the dialogue of recognizing our own personal Power Characteristics, Unconscious & Conscious Privileges, and Micro-Aggressions that Elevate/Oppress and Approve/Invalidate others. We will look at how layers of power and privilege exist and are perpetuated within the Interpreting Community. We will analyze how Power & Privilege are manifest and affect underprivileged individuals. Finally, at small table discussions, we will demonstrate our understanding of our relationships to power and privilege, which affect ITPs, RID, working Interpreters, and the Deaf Community.

### **Session III: “Leadership: Influencing Organizational Change” with Peggy Huber, CI & CT**

Organizational change requires leadership to understand the origin of challenges and determine appropriate solutions. At times, challenges must be addressed with technical strategies, while at other times, adaptive solutions are called for to provide the understanding needed to take an organization to enduring solutions. Based on information shared by Heather Harker at the LEAD Together Conference, Peggy will describe the difference between “adaptive” and “technical” work and the ways these approaches affect change. Together, members will identify challenges SCRID faces and determine whether they can be solved applying technical or adaptive solutions, and discuss possible solutions for consideration.

## Learning Objectives:

### **Session I: “Discovering The Keys to a Purpose Driven Future”**

1. Identify at least two important parties involved in the interpreting process
2. Identify and prioritize at least three purposes of RID
3. Assess the gap between the consumer/practitioner perspective and member perspective of RID’s purpose
4. Identify at least two aspects of SCRID member roles today

### **Session II: “Unpacking Power and Privilege”**

1. Participants will identify 2-4 personal Powers & Privileges that they hold.
2. Participants will discuss the layers of Power & Privilege that exist within their local Interpreting Communities, based upon their previously identified 2-4 characteristics.
3. Participants will analyze the manifestations of Power & Privilege that affect underprivileged individuals.
4. Participants will evaluate how their personal relationships to power and privilege have an estimable impact and influence on the life-cycle of the Interpreting Community ITPs, RID, Working Interpreters, and the Deaf Community.

### **Session III: “Leadership: Influencing Organizational Change”**

1. Describe at least one important distinction between technical and adaptive work.
2. Identify at least one challenge to SCRID that is technical in nature and a possible solution.
3. Identify at least one challenge to SCRID that is adaptive in nature and a possible solution.

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## About the Facilitators



Sam Farley is RID/NIC certified and holds a Master's Degree from the University of San Francisco in Organizational Development. He has been interpreting for almost 23 years in a variety of settings including Medical, Legal, Educational, Performance, VRS, and everything else (you know...like most interpreters). Besides interpreting, Sam has served in management and leadership positions from both Purple Communications and RISE Interpreting as well as being part of the creative team of performance interpreters at the Disneyland Resort. Sam currently works for GoReact, a video assessment and feedback software used by over 80% of ASL and ITP programs across the country. Sam was chosen to attend and represent SCRID at the 2017 RID "LEAD Together" Conference in Salt Lake City, UT.

Bob LoParo—RID CI, CT, holds a Bachelor of Science in Psychology from Xavier University. He has trained and interpreted extensively with DeafBlind individuals, Alcohol/Drug Addiction Services, Theatrical/Performance (Juilliard School/Theatre Access Program/Theater Development Fund), cruise vacations, post-secondary settings, and conferences (state, regional, national, and international).

He has been involved with multiple RID Member Sections since he joined RID in 1999, including ITOC (Region V Representative, 2011), BLeGIT (Region V Co-Representative, 2009), DeafBlind (Vice-Chair, 2015), IEIS, VIMS, and Deaf Caucus. Mr. LoParo is also the Chair of the Membership Committee for SCRID, Southern CA RID Affiliate Chapter (2013). Intersectionality, Power/Privilege/Oppression, and minority studies has always been of interest to him, considering his non-traditional background (Irish mother and Italian father—thus the name!) and lack of cultural Asian upbringing, necessitating his personal journey in discovering his roots, values, and identity. He has had multiple requests across the country for future engagements to present this and other Professional Development topics. He attended the 2017 RID "Lead Together" Conference as a representative of the SCRID Leadership team as well as representative to the several RID member sections to which he belongs.



Mr. LoParo has taught at the university level since 2000 and has been an adjunct instructor in the ASL/ITP Department at El Camino since 2008 and the Faculty Adviser for the student-run ASL/ITP Club, Hands Of Friendship, since 2011. He enjoys teaching, mentoring, and presenting—assisting all ITP students and practitioners in reaching for ever-higher goals and abilities, while also mutually gaining wisdom and skills from those he works with on a daily basis. Power, Privilege, and Oppression are realistic experiences his students report regularly, so he emphasizes such topics & discussions during class. He is also a crazy-cat owner (4!), and a zombie, sci-fi, and science/technology-phile.



Peggy Huber, MA, CI & CT, is an interpreter for over 30 years, has a Master Of Arts degree with concentrations in Deaf Studies, literacy for Deaf and Hard-of-Hearing students in Special Education, and Linguistics with an emphasis in Teaching English as a Second Language. In her thesis, she compared factors found in English classes in direct and interpreted settings at the college level. Her linguistic study of English and ASL have led to practical insights in language forms for use in a variety of settings. She is currently the Itinerant Interpreter and consultant for the Los Angeles Unified School District.

Peggy is also the current president of Southern California Registry of Interpreters for the Deaf and has been a supporter of the rights of Deaf Community Members throughout her 30+ year career. She attended the 2017 RID "Lead Together" Conference on which her session is based. She believes that supporting interpreters in Southern California is one of the most effective ways to support the Deaf Community.

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## Policies and Disclaimers:

SCRID is an Approved RID CMP Sponsor for continuing education activities. This Professional Studies program is offered for 0.375 at the "Little/None" Content Knowledge Level.

### **SCRID Event Late Arrival Policy:**

Anyone requesting CEUs must sign the Activity Sheet & arrive on time. Partial CEUs will not be granted for this workshop. CEUs will not be granted to those who are admitted 15 minutes late.

### **SCRID Cancellation Policy:**

In the event that SCRID cancels an event, refunds or transfers to future SCRID events are possible. Pre-registrants will be notified immediately upon cancellation.

**Refunds** for individual registration cancellations may be requested if SCRID receives notification of said cancellation 3 days prior to the event. Registrations are non-refundable for late cancellations after this date without verification of serious circumstances to be determined by the SCRID board on a case-by-case basis. Email [treasurer@scrid.org](mailto:treasurer@scrid.org) to request refunds stating the event name, event date and justification for late cancellation. All requests for refunds for late cancellations must be approved by the SCRID board.

**Non-Discrimination:** Presenter and participants agree to foster an environment of mutual respect free from bias of any kind.

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