

SCRID 2016-2017 Annual Membership Meeting

May 13, 2017

Addendum 1

SCRID Language Usage Policy Proposal – Policies and Procedures Manual

This “Language Usage Policy” shall be in effect whenever possible for all events, meetings, trainings, and other occasions as deemed to be SCRID activities by the SCRID Board of Directors. In our effort to be inclusive, we understand that there may be times when it is necessary to use interpreters/transliterators to allow for communication access when it would not be possible otherwise. See exception examples and procedures to request an exception below rationale.

Rationale:

1. To provide an environment that demonstrates respect for the common language usage of ASL amongst the members, attendees, presenters, and community.
2. To embrace fiscal responsibility by using monies towards greater member benefits, such as, meetings, trainings, community events, town halls, and various outreach endeavors whenever possible; rather than paying for interpreting services when not necessary.
3. To foster greater collaboration between SCRID and its d/Deaf members and community by supporting the ability to have dialogue.
4. Increase exposure to and use of academic as well as varied registers and styles of ASL.
5. To decrease communication through interpreters wherever possible.
6. To enhance the use and comprehension of ASL discourse among the membership and community.
7. To support a heightened interest from d/Deaf leaders, consumers, linguists, professionals, interpreters, teachers, researchers and community.
8. To provide a more welcoming environment for sharing all points of view as well as their knowledge and experience base with the membership and attendees at official SCRID events.
9. In addition, promote a bilingual philosophy of communication within our community and the communities we serve rather than use simultaneous communication.

We understand that increasing inclusion for those who use ASL as a primary language will at times be perceived as limiting participation for others. We also understand that when we attempt to provide equal access, that at times we can swing too far in the opposite direction. Knowing this, the SCRID Board will attempt to promote an environment that supports everyone in their access to communication.

We recognize that this approach to inclusivity proves to be an amazing challenge and benefit to interpreting/transliterating students and ASL users. While challenging for some to access information through academic ASL, this provides a wonderful opportunity to study, observe, absorb language, communication, use of register, and many other linguistic components that are

prerequisite to comprehension in order to be a competent interpreter/transliterater and/or ASL user. We encourage everyone to approach SCRID events with the willingness to fumble through in order to learn. Our field has a rich tradition, that through immersion in what may be at times uncomfortable situations, and where some often miss information at first blush; it is in fact here where interpreters/transliterators and ASL users may learn to grasp intricacies and subtleties expressed in ASL. Our intersecting communities so deeply need fluent comprehension of our shared language (ASL). These skills are necessary for us to work and provide varied services.

We also understand that there are many learning styles, and that some individuals do not access information as easily through a second language. This being a valid point with no easy solutions, we will encourage participants and presenters to remember that people in attendance will be comprised of a myriad of language fluency levels, as well as both d/Deaf and hearing individuals. To that end we will remember this when communicating, presenting, and having dialogue. For Presenters, we ask that they present in a way that can help maximize participants' learning while using direct communication.

In the event that interpreters/transliterators are necessary, it is SCRID's position that participants and observers remember at this time, it is necessary to appreciate the difficulty for any interpreter to take upon such a task as interpreting in front of one's peers. A moment to contemplate and appreciate their willingness to do so is welcomed.

Exceptions to the proposed adoption of SCRID "Language Usage Policy"

When direct communication using ASL is not possible, captioning and/or interpretation/transliteration may be provided in accordance to the standing rules in the SCRID Policy and Procedures Manual (PPM).

Exceptions to this rule will be decided upon by the Executive Board on an individual (case by case) basis. Exceptions include, but are not limited to the following examples:

1. Presentations for interpreting or non-interpreting related trainings are presented by speakers who are not fluent in ASL.
2. Germane information being discussed calls for the use of English for instructional purposes. Example: ASL to English interpreter/transliterater training.
3. A gathering or training that is specifically addressing a non-fluent ASL speaking audience. Example: addressing parents who are not fluent in ASL whose children are d/Deaf.
4. When not possible to conduct the above in direct communication using ASL: captioning and/or ASL interpreting/transliteration may be provided in accordance to the standing rules in the SCRID PPM.

Procedure to request an exception to the Language Usage Policy:

To ensure compliance with the Language Usage Policy, the following procedure is established:

1. SCRID PDC, CMP, and event committee chairpersons must confirm the language to be used by presenter(s) prior to securing said services.

2. Requests for an exception to the “Language Usage Policy” must be received at least 30 days prior to the event of said services being requested.
3. Requests for an exception must include the justification, based on presenter/audience or presentation content need.
4. Requests approval by the Board of Directors (officers) will be during executive session at a scheduled Board of Directors meeting, electronic conference, or email discussion.
5. Notification of board determination and justification will be sent to the requester immediately upon decision to honor or deny said request.
6. SCRID PDC, CMP or event committee will publish how accommodations will be offered when an exception is granted.
7. Funding of said services will be determined at the time of the request decision process and published, if believed necessary.
8. All attempts will be made in response to requests for said exceptions in a timely manner.

In addition, SCRID has adopted the “Diversity Statement” that will be in accordance with our national organizational affiliation with the Registry of Interpreters for the Deaf (RID). Their statement is provided below:

RID Diversity Statement:

To actively foster an inclusive environment in which the Registry of Interpreters for the Deaf (RID) embraces diversity as an integral part of the association RID is committed to establishing and maintaining a diverse, accessible, civil and supportive environment that adheres to RID’s philosophy, mission and goals. RID is committed to providing growth opportunities that allow members to reach their full potential and maximize member value. Rid pledges to seek partners who share our philosophy and commitment to upholding high standards of diversity within the association.

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Motion#20170513.1

We move that the Southern California Registry of Interpreters for the Deaf (SCRID) Board of Directors establish language use policies as submitted in Addendum 1.

Authors Kayelle Morgan, IDP-MAL & Cynthia Herbst, Vice-President

Motion by: KLMorgan

Second: AJackson

Vote (12 / 2 / 2)

Discussion:

Marcus Gunter brought up concern about signers that are not fluent in ASL.

Cindy Herbst pointed out that policy addresses this on the page 2.

Peggy Huber added that it is our collective responsibility to ask questions or for clarification if there is something we do not understand or need linguistic assistance with.

Anthony Diaz commented that non-native signers could possibly use an interpreter to provide access and clarity for Deaf members, he agreed with Marcus Gunter's concern.

Peggy Huber clarified that this is a policy only, it does not change the bylaws. Huber reminded attendees that changes to bylaws require 1/3 passing vote.

The motion passes and will be reflected in updates to the PPM by website chair.

Background:

In order to create an inclusive environment for Deaf and Hard-of-Hearing community members participating in SCRID activities, and in alliance with RID's policies, SCRID has determined that a Language Usage Policy would best serve the SCRID membership.

Therefore, all SCRID meetings, trainings, gatherings, and functions will be conducted in American Sign Language (ASL).

In our effort to offer as many training opportunities as possible, we understand that there may be times when it is necessary to use interpreters to allow for fluent access when it is not possible otherwise. Parameters for exceptions to the Language Usage Policy and procedures for requesting exceptions have been created and can be found in the Language Usage Policy in Addendum 1 of this document.

Rationale: To:

1. Provide educational opportunities in our shared language of ASL, affording direct communication amongst attendees.
2. Provide networking opportunities in our shared language of ASL, affording direct communication amongst attendees.
3. Provide related business opportunities in our shared language of ASL, affording direct communication whenever possible.