

Agenda for NCRID Board Meeting
August 28, 2021
CSDHH Greensboro

Attendees:

- Antwan Campbell, President
- Danette Steelman-Bridges, Vice President
- Trula Baker, Treasurer
- Holly Brigman, Secretary
- Joni Hedrick, Conference Chair
- Matt Baccari, Media Chair
- Caroline Bolick, Coastal Representative
- Rachel Skipper, Five Points Representative
- Kathleen Speckhardt, Land O'Sky Representative
- Tanya Miller, Foothills Representative
- Kayla Marshall, CMP Chair

Absent:

- Mark Whisenant, Triangle Co-Representative
- Connie Jo Hutchinson, Triangle Co-Representative
- Michael King, Mid-State Representative

RID Mission & Diversity Statement

- Matt Baccari read RID Mission Statement

Welcome & Introductions

- Everyone knows each other

Stipend Discussion

- Review of May meeting discussion, Mark Whisenant had proposed 10 people at \$225 per person
- Holly Brigman - that means we would need to move money because the current fund would not cover that much
- Trula Baker - we could move money from the general fund, right now we have 1,308.08
- Kathleen Speckhardt and Tanya Miller - concerned if we transfer money that we will need to keep drawing from the general fund
- Antwan Campbell - in years past we have not had many apply, we could use the money in the PD fund until it has run out and then see how it goes,

- maybe 5 people per year, then decide next year what to do, every year we have to approve the budget, now we have had 1 person in the past 2 years?
- Trula Baker - we gave 2 stipends of \$100 each as the most recent use of this fund
 - Tanya Miller - suggested for this year \$200 for 5 people, that gives \$308 for next year to see if this goes well, can have an annual review
 - Joni Hedrick - What are the qualifications for the application to be approved?
 - Antwan Campbell - must be a member in good standing for a year, must pass a certification test and show proof of passing it
 - Kayla Marshall - How many members now?
 - Trula Baker - now, 142
 - Kayla Marshall - how many people are annually taking the test? We had 3 in NC pass their NIC and only 1 of those is a member of NCRID
 - Antwan Campbell - perhaps more would take the test if there was reimbursement, don't perceive that many people trying to use this money, but the second part of this discussion for CDIs, that might be different
 - Tanya Miller - proposed to reduce it to 3 people this year at \$350
 - Trula Baker: review of 2021 donations that go to the PD fund, we had 6 donations totalling \$324, this year so far 2 donations totaling \$28, monthly donation from Duke Energy of \$32. The Duke Energy money could be put into professional development instead of PINRA costs.
 - Antwan Campbell: With that summary, that means we are looking at \$300 every year that we bring in for fund.
 - Trula Baker: And we have \$11,000 in savings
 - Holly Brigman: Rounding back to what Tanya Miller suggested, I suggest we plan for 3 people this year at an amount consistent with our budget. Tanya agreed.
 - Trula Baker: The NCRID website has the information on this PD fund explaining what it is.
 - Kathleen Speckhardt: What do we do when we award the stipend?
 - Antwan Campbell: We need to advertise and announce when it is awarded.
 - Tanya Miller: We need to announce it on the website "Congratulations to _____ for receiving the Mikki Simpson stipend."
 - Antwan Campbell: We have started to recognize people in the newsletter when they pass so the recognition of the stipend awards would go along with this.
 - Joni Hedrick: We could make it a requirement to receive the stipend that you agree to a photo and advertising on the website.
 - Motion - Tanya Miller: This year we offer a \$300 stipend to 3 people under the Mikki Simpson Professional Development Fund with the agreement that

the recipients will agree to having their picture taken to be used for NCRID advertising. The use of and amount of the Mikki Simpson PD fund will be reviewed annually.

- Seconded - Caroline Bolick
- Vote: Motion passed unanimously

Stipend Discussion regarding Certified Deaf Interpreters (CDIs)

- Antwan Campbell: CDIs - requirements should be the same meaning NCRID membership for a year and proof of passing the exam to qualify for the PD fund, no discussion occurred, all present agreed, CDIs can follow the same process

Conference Reports - RID, Antwan Campbell

- Entire event was unorganized, the online format was inefficient and breakout rooms were a significant challenge, second day was even worse, there was a code entering process to track CEUs which was also inefficient and archived videos were not available until 2 weeks later, the conference had one track and it was still full of technical issues
- There was supposed to be a significant discussion of the transition from a membership organization to a professional organization, did not happen
- Business Meeting: 3 motions
 - 3rd motion was related to Educational Interpreters and recognizing the Ed: K-12 credential, a lot of discussion about that and before the vote Jonathan Webb stated that educational interpreters do harm and most are not skilled and why should we recognize the test that we know nothing about and the meeting was adjourned. Jonathan Webb stated he would discuss this issue with the people who made the motion as a separate group and see what could be done.
- The entire RID Board resigned prior to the RID conference, then had a special vote, only position contested was President
- Nominees for President:
 - Ritchie Bryant, CDI, CLIP-R
 - Priscilla Poyner-Moyers, CDI, CLIP-R
- 6 positions remain empty: Regions I, III, and V are vacant
- Star Grieser, former CASLI leadership is now the CEO of RID
- CASLI is still under RID because they are not financially independent
- Tanya Miller: if we change to a professional organization we would be required to have an outside entity as a certifying body
- Antwan Campbell: What happens to affiliate chapters? There have been no answers.

NCRID Conference Report - Joni Hedrick

- had a strong conference team as usual, went incredibly well, was a flawless conference, all of the detailed planning paid off, behind the scenes support was exceptional
- Total attendance = 102 (full day & a la carte)
- Highlights
 - In person conferences, 8 to 9 attendees were out of state
 - Virtual this year, we only had 2 out of state attendees
 - Issues behind the scenes - some people in the profession (attendees) were incredibly rude, some CEUs were rejected, example - attendee emailing 4 hours later claiming not to have received a meeting link
- Trula Baker: even though attendance was down, we still had a \$4,500 profit and now all together we have \$9,800 to start next year's conference
- Joni Hedrick - presenters gave and received great feedback
- Trula Baker: Two presenters asked for \$600 but we were billed \$599 due to a W-2 requirement for anything at the \$600 amount, We had two sponsors, no solicitation for sponsors and two approached us
- Holly Brigman: from a presenter perspective everything was so well planned and smooth, the tech support was amazing, they added polls with last minute notice, set up breakout sessions and adjusted as needed, it was a wonderful experience
- Conference CEU report, Kayla Marshall: 2.1 PS CEUs (0.9 were PPO), was possible to earn up to 1.5 CEUs if attending all sessions, there were a few mishaps about certificates of attendance due to people using different emails compared to what they registered with, Holly & Blaire's was the most well attended and second was Justin's, felt seamless, check-ins for participants, 1 week later all certificates were completed
- Trula Baker: Matt Baccari set up a spreadsheet on Google drive and that was very helpful, need to emphasize again to use the same email
- Holly Brigman: How many usually attend our in-person conferences? about 175, most ever was 240, so 102 for 2021 virtual conference was a great turn out.
- Joni Hedrick: We typically need about 150 attendees for an in-person conference to break even.

2022 Conference, Joni Hedrick

- Dates, not decided yet
- Sent survey asking for Board to vote on which weekend would be best but results were inconclusive, options were June 9, two dates in July, one in

Sept, the date with the most votes was June 9 (4 votes), July 1 (3 votes), no clear obvious choice.

- Now the COVID Delta variant has ramped up & we need to decide today on in-person or virtual, we cannot have a hybrid option
- Trula Baker: we could have a virtual membership meeting prior to July 1
- In-person dates at the usual hotel are very limited, other hotel options are not as good and all previous year's attempts to identify another venue have not worked out, the hotel we have used in previous years allows us the most flexibility and financial security
- Kayla Marshall: based on current CMP report since this year has started, of all the workshops scheduled and submitted through December 2021, only one is in person, virtual is likely going to be the new norm
- Rachel Skipper: NCITLB's in-person CEU requirement waived until 2024 so I am leaning more toward a virtual conference
- Antwan Campbell: planning this retreat for today alone presented obstacles for some to attend, now that the virus is coming back again, prefer virtual, go ahead and decide, start advertising now
- Discussion among the board all leaned toward virtual
- Motion: Kayla Marshall, 2022 Conference dates June 24-25
- Second: Kathleen Speckhardt
- Format of Conference discussed: all day Friday and Saturday, keep it the same, all in agreement
- Rachel Skipper: participant experience of this past conference, was fatigued with that length of time online for the entire conference
- Discussion of adjusting times of the workshops - in depth workshops will not likely be shorted because presenters usually need the entire time to cover the in depth skill being discussed
- Kathleen Speckhardt: liked 3 hours for the day workshops, coming back for a long one at night was a lot
- Mark Lineberger: Could have an NCITLB forum during the 2022 conference as a standalone forum, need to figure out a way to have an actual full discussion instead of deferring all questions for a later response due to legal advisement not to answer in the moment; Joni Hedrick - consider the goals of such a forum and discuss what that might look like
- Danette Steelman-Bridges: For next virtual conference, include in the advertising to be aware of screen fatigue
- 2022 Conference Topic suggestions:
 - Antwan Campbell: Education was highly attended this past year, do another educational

- Holly: a lot of discussion about IEP meetings and interpreting for events and things affiliated with educational but not at all educational in nature
- Kayla: referenced 2019's preconference legal track - well attended
- Tanya: medical interpreting and telehealth, DSDHH might be able to assist with that
- Joni - save the date and announce on the website, whomever wants to be on the conference committee, email Joni

Exec Board & Standing Committees

- Antwan: Term ends in June, if you want to run for Exec Board or Standing Committee (CMP, Media, and Conference), go ahead and advertise this in your Regions, those interested could shadow the current individuals in those roles, standing committee chairs are appointed and not voted on

Vice President Report

nothing
 have not heard anything back from the ITPs, contacted in the Spring and no response

Membership/Treasurer Report

- Trula sent Treasury and Membership reports, balances for regions also sent
- All is fine
- no outstanding bills
- Director and Officers Insurance - Trula contacted the NCSD Foundation and Alder Springs DB and asked who they have their D&O insurance with - got the name of their company Affinity Non-Profit. ARCH Insurance. Response from Affinity was favorable and said we appeared to be a good fit for their program. Trula will complete their application and that will generate a free quote, other organizations are pleased with their service and the cost is less than \$500 per year.
- Antwan: reason, discussion was in another chapter, if something happened with the organization and some type of illegal or unethical behavior on the part of an individual on the board, the organization would be protected

Membership

Trula will send email soon, as of Aug 30 if you have not renewed membership you will be removed from our records

138

5 organizations, DPI did renew

142 members

111 renewals, 27 new members

7 students, very few graduates applied for membership, could be due to ITP directors not being members or certified interpreters

Media Report

- the opportunity for new pictures will happen tonight
- working on social media pages for regional representatives
- Matt: since conference he's been using materials developed to make more materials for regions to use such as flyers, Tanya made one with the template and it was easy to use
- developing a presenter tools page for virtual presentation, how to use the tools
- developing a participant tools page for virtual participation, how to use the tools
- online registration - will have that process ready to present tonight

CMP Update/Report

- Audit process, probation has been lifted for academic coursework, last Sept 2020 submitted documentation to RID for audit and RID identified elements that did not meet their standard, Feb we were notified we were on probation and therefore any academic coursework had to go through RID, as of July 1 we are no longer on probation because someone submitted AC and we proved we knew how to process that
- PINRA audit has begun so we will be waiting a while for those results
- CEUs
 - March 1, ,2020 - June 30, 2021 (includes conference)
 - 39.85 (39.05 PS, 0.8 GS)
 - including AC ; 73.85
 - July 1 - until now
 - 8.75, all PS
 - 5.85 upcoming for submitted and approved
- Developing a handbook, discussing it - formally documenting the entire process of how to request sponsorship, start to finish, currently a 20 page document, how do we want to work on this? sub committee? manual includes RID processes and NCRID processes that are discussed and
- Antwan: suggest setting up a committee and include individuals who do and do not know the process well
- Joni: need a perspective of someone who has no experience in that for fresh eyes to make sure that it is easy to understand
- Tanya: regional reps need to be involved as they process this paperwork,
- Kathleen - use the regional groups that do have a CMP person on their region's team

- Kayla: wants everything in writing for easy succession of future CMP chairs and the board in general knows what is required
- Joni: will there be a digital format that is fillable online instead of being sent as an email attachment

Regional Reports

- Land O'Sky, Kathleen
 - have not yet met
 - nothing planned
 - waiting until things settle a bit with the start of school
- Foothills, Tanya
 - Oct 5th, in-person, music based and attendance will be limited either $\frac{1}{3}$ or $\frac{1}{4}$ of the capacity of the room
 - Jan 4th - Linda Fafard & Ke Leejoint, Joint presentation from around a PPO topic - working with the Deaf community, in person but could become virtual
 - Feb 1st - Heather Foster & Lisa Kennedy, terminology related to sexual terms
 - March - all day workshop in planning
 - April or May: Lea Moynihan, DeafBlind related topic, gave 6 different topic ideas
- Coastal, Caroline Bolin
 - small region, only 10 people that are NCRID members
 - big challenge in our area, all are spread thin
 - hard to build back up and members there do not see any reason to think that it will grow, few people willing to help but the general attitude is not great
 - Trula: Wilmington has always been that way
 - Antwan: Cape Fear Community College has an ITP - and it seems that is also a source of conflict, that has not been helpful, the newer interpreters have not been received well and they have also not put their best selves forward
 - Tanya: Jett, Interpreter Services Specialist at DSDHH in Wilmington, good person to contact
 - Caroline: have tried working with Jett and she is also encountering the same dynamic
 - Antwan: surrounding counties may be a good source of participation such as Pitt County
 - Joni: helps to know how some regions struggle, may have some ideas tonight at the retreat, we as a state organization have accountability for your region as well

- Kathleen: the ISS on their yearly plan they are supposed to work collaboratively with NCRID
- Tanya: Caroline can reach out to her as well b/c she often goes to Wilmington
- 5 Points, Rachel Skipper
 - not much to report
 - school year busy
 - last committee meeting discussed ideas for workshops and only 2 individuals are actively working to find presenters
 - Joni: Charlotte area, Deaf people have been sharing about communication challenges experienced at some national chain pharmacies in the drive through lines with Covid
- Eastern - vacant
 - Reid is available to help someone transition
 - will look at membership list for that area
- Triangle -
 - no report sent, no representatives present
 - Antwan: Triangle did have 2 workshops since July 1
- Midstate
 - no report sent, no representative present
 - Kathleen: misunderstanding on what is required of presenters and/or DSDHH, Michael asked Erica to fill out all of the paperwork, Kathleen stated the instructor form is all this is required and the NCRID regional committee should complete the rest
- Broader Discussion Antwan:
 - poll during conference was surprising, serious lack of knowledge of NCRID, roles, responsibilities
 - people do not know much outside of the fact that we sponsor and provide workshops
 - Roadtrip tour
 - NCITLB
 - Social Media posts are very effective at getting information out and shared, post about workshops and issues
- Tanya Miller: DSDHH has made it easier to work with NCRID because that collaboration is written into the goals of the Interpreter Services Specialists

NCITLB - Mark Lineberger

- most recent meeting was in person on Aug 13th, Mark talked with Donnie Dove about streaming the meeting from now on, DSDHH allowed NCITLB to use the equipment and 6 people joined throughout the day, Mark made a motion and it was passed that all future meetings will be streamed, access

was good with interpreter's in view, would need to figure out access for DB attendees

- Dates - push back from staff when alternate days/dates are offered, working on having a standing open mic/forum on every agenda - an hour during each meeting. If people cannot come to attend all day then there is at least a designated time individuals can show up, attorney does not want us to engage in open forum because of the liability, so it is still in discussion, next 2 meetings will be on Fridays and then see what the Spring holds for meeting dates
- Next meeting is 12/3/21 in Wilson, NC from , Forum will be on Thursday evening prior to (12/2/2021), forum will have an educational piece so that it is CEU bearing (TBD)
- Members: all were present, community at-large member
- Diana is the new Assistant Director of CSDHH
- Nicole - for NCDDBA
- Donnie Dove is the new Chair of NCITLB
- Beverly Woodel is Vice Chair
- Dave Lipman- Treasurer
- Lauren - Secretary
- Antwan attended and presented on the Educational Licensure changes, requires a 3.5, next steps, DPI is on board with educational interpreters joining the licensure requirements, those currently working have until 2026 to achieve a 3.5, pay has increased based on skill level that is waiting on the new budget approval, DPI cannot lobby for licensure, but if it is put in place DPI can support that, an outside organization must lobby for that to the legislators, challenge is that if the licensure law is opened for changes/reviews then the entire thing can be thrown out, in the past sunsetting different boards was discussed but that stopped for those that involved ADA, sunsetting is off the table, recent graduates with a 3.3 can join the school system as new educational interpreters and then have 2 years to achieve a 3.5
- Mark - a few years ago broad deregulation was reviewed for many licensure boards but that time has passed
- Joni - NCAD has a graphic of the country showing the EIPA score requirements by states, so this is a clear priority
- Mark - provisional license system
 - moratorium created issues, extended again due to COVID
 - discussion at recent meeting - not been able to do anything for the past 3 years so there was an Open Hearing at the meeting the LRC did decide to not extend a provisional licensee for the first time in 5 years (1 person), that person appealed to the full board, then a public

hearing and the person did not bring any new information and the Board upheld the LRC decision

- provisional licensee's response: I can still work at CPCC and Purple, said openly during the meeting, this seemed to suggest that the person had no recognition of perhaps not being qualified to be in this profession
- Holly - why are community colleges included into the K-12 settings?
- Trula - years ago, lobbyist for DPI stood in the legislative building told them if you include educational interpreters
- Mark - inadvertently the category of educational interpreters included any educational setting even college level at any level of college, only safeguard for this is vocational rehabilitation's reimbursement limit for interpreting services based on credentials, Mark proposed a new Work Group within NCITLB (Law Review Committee) - reason? the law is outdated and does not give the Board any true authority, the extension of a provisional license is not based on a formal review of skill, and the discretionary decisions of further extensions are not relying heavily on precedence which is not showing much progress, landscape of interpreting has changed a lot with the virtual platforms, now seems to be the time to open up the law itself and review it so the new committee will look at the priorities of the board, even with the concern of opening up in general it is time to change it
- Danette - licensure, provisional - the law says that in order to receive payment for interpreting services except for exempted areas if you do not have a license then you can be charged with a misdemeanor
- Mark - when you graduate it does not mean you are qualified to interpret, maybe we need an ASLPI at a certain level in order to receive a provisional license allowing the focus to be on fluency in the language
- Antwan - Action Item for NCRID is what?
- Mark - have individuals from NCRID Board and membership develop ideas to be presented at this law review committee
- Mark - trying to get online renewal software in place, it may require a bidding process that follows the state process
- Danette and Rachel are interested in serving in the group to offer licensure law feedback

Meeting adjourned

