

NCRID Board Meeting
Virtual Meeting
February 4, 2023
9:00am-12:00pm

In Attendance:

- Tanya Miller, President
- Tiffany Patterson, Secretary
- Matt Baccari, Media Chair
- Kayla Marshall, CMP Chair
- Joni Hedrick, Conference Chair
- Danette Steelman-Bridges, Foothills Representative *(Proxy for Trula)
- Gabby Smith, Mid-State Representative
- Monica McGee, Triangle Representative
- Caroline Bolin, Coastal Representative
- Shannon Leidy, Eastern Co-Representative
- Kathleen Speckhardt, Land O' Sky Representative
- Mark Lineberger, NCRID Representative on the NCITLB Board
- Makayla Radford, Vice President
- Antwan Campbell, Immediate Past President
- Rachel Skipper, Five Points Representative
- Nancy Ausherman, Eastern Co-Representative

Absent

- Trula Baker, Treasurer *(voted by proxy, Danette)

Guest Attendees

- Pam King, Representing DSDHH
- Joy Schultz
- Kay Whiteley
- Ragen Crawley
- Lakeesha Whitaker
- Hannah (student at UNCG)
- Shannon Mosley
- Linda Fafard
- Kimberly Lee

Interpreters

- David Payne
- Karen Magoon

Meeting Called to Order by Tanya Miller at 9:00am

Language of Board Meeting: Spoken English with the use of ASL Interpreters

RID Mission Statement and Diversity Statement: read by Makayla Radford

Welcome and Introductions by Tanya Miller

President's Report (Tanya Miller)

- RID Report
 - RID is making changes, ex. new Mission and Vision statement, please stay abreast of new changes.
 - Mark your calendars, RID's National Biennial Conference coming this summer.
- Workshop Discussion
 - Concerns with how participants are filling out the evaluations: Consider giving more time for evaluations to be completed so participants are able to address any concerns they feel they need to without feeling rushed to complete/turn-in the forms after the workshops.
 - Ensure presentations are professional and appropriate. Regional Reps need to screen presenter's presentations prior to their workshops being presented (ex. looking at PP slides, objectives of the workshop, handouts, etc.) This isn't a requirement of RID but good due diligence on the part of NCRID to make sure presentations are professional, appropriate and relevant. This could be as simple as stipulating a timeframe of "X" amount of days/weeks prior to the workshop objectives/handouts/PP/etc. need to be submitted. **Action Item: Tanya asked Kayla to reach out to each CMP person to gather in-put and feedback and come up with a plan to present at our next meeting.**
 - Recording/Photo Consent: NCRID sponsored workshops are not recorded. If someone wants to record it, they must submit a request to the board for approval as well as obtaining the approval of the presenter and participants. Tanya suggested discussing how we could gather participant consent at our next board meeting.
- NCRID NC Counsel for the D/HH, Representative
 - It is time again to recommend someone to represent NCRID on this counsel, Board discussed in a Closed Session at the end of this meeting. See below
- Ad Hoc/Action Item Reviews
 - Regional Spotlight Schedule Check-in (Matt)
 - January was the first newsletter with the new "Spotlight" section and the next newsletter will go out on the 3rd week of Feb spotlighting the Eastern Region.
 - General membership list for the website (Matt)
 - Matt explained the board was looking at posting an active members list for the purposes of mentorship/collaboration/employment but opened the

floor for discussion on the issue of should/shouldn't gather permission of members' willingness to be included in this list. Several ideas were discussed, including Shannon's suggestion of adding a check-box on the upcoming membership renewal. Matt stated the issue would then be if not all members are willing to be on the list, it's not a 'complete' list.

- Pam King suggested making ours similar to RID's in that we can individually select what information we share.

Action Item: Tanya, Pam and Matt will research RID's policy and see how we can use that as a templet to move forward and continue this discussion.

- o Discussion about membership for the Board – hold to the next meeting
- o Conference Awards – hold to the next meeting
- o Antwan Campbell Educational Interpreter Fund (Rachel, Antwan, Makayla, Shannon, Joni) – hold to the next meeting
- o 3 Options for mileage reimbursement (Trula) – hold to the next meeting but will have an email discussion prior to the next board meeting

Approval of Minutes:

- Motion by Monica to approve Minutes from November 19th Board Meeting
- Second by Kathleen
- Vote: Unanimous approval
- Resolved: The Minutes of the November 19, 2022 meeting are approved as corrected and entered into the Board's records

Region 2 Report (Antwan Campbell)

- RID 2023 National Biennial Conference Theme: "Are You Ready?" Proposals for presentations need to be submitted by February 17, 2023.
- Currently RID is a membership driven/run organization however, their goal is to transition to a professional organization. This will be voted on during the Conference this summer. No changes have taken place yet but as RID will be transitioning from a 501(c)(3) to a 501(c)(6), any affiliate chapters who are currently under the umbrella of RID's 501(c)(3) are encouraged to obtain their own 501(c)(3) as the transition moves forward.

DPI Report (Antwan Campbell)

- In November of 2022, EIPA testing was postponed in NC. DPI had a contract with DSDHH to provide the test but DSDHH declined providing the test further due to the test only being taken by educational interpreters, not interpreters based in community work. DPI is looking for a new provider and to have the test reinstated by March 2023 with more testing locations across the state. This timeline will allow people to test and get their results in time for the new school year in the fall.
- DPI's Mentoring/Coaching Program for currently working interpreters in the school system has had a lot of positive feedback.

- ITP graduates can start working with an EIPA score of at least 3.3 and have 2yrs to get their score up to at least a 3.5. Receiving a level 4 would include a pay increase.
- DPI is looking into the possibility of including Educational Interpreters in NCITLB licensure.

DSDHH Report (Tanya Miller / Kathleen Speckhardt / Pam King)

- See attached report
- ISVL Listening Sessions will be held February 15th and 20th (virtual) and March 4 (in-person) for stakeholder feedback on the current state ISVL contract.
- Tanya encouraged contracting with the state on the ISVL and to contact Pam or Tanya to be added to the DSDHH interpreter list.

Licensure Report (Mark Lineberger)

- Update about NCITLB bill with proposed changes to Chapter 90D, which is seeking to recognize additional pathways of certification to expand the pool of qualified interpreters in NC, this includes additionally creating competency standards for provisionally licensed interpreters.
- Law effective date expected in June 2023.
- Letters of Support for the changes to the Law given by NCAD, some ITPs and individuals but more letters are encouraged, including a letter from NCRID.
- Rule 21 NCAC 25 .0205 was approved on January 17, 2023 and will go into effect February 1st regarding the number of renewals allowed for a provisional license. The new rule states the applicant would have the initial provisional license and 4 discretionary renewals, decided on an individual basis by the board.
- Next NCITLB Forum will be February 9, 2023 at 6:00pm (ZOOM) and the next Board Meeting will be February 10, 2023 beginning at 10:00am in-person (hybrid) at Western Wake Tech in the Rotunda [\[North Carolina Interpreter and Transliterater Licensing Board \(ncitlb.org\)\]](https://www.ncitlb.org)
- Discussion:
 - Joni - asked about the response from representatives in the General Assembly (GA) regarding the changes. Mark explained there needs to be a lot of education about verbiage and the stakeholders' perspectives, but overall it had a positive response and Representative Hugh Blackwell and Senator Warren Daniel of Burke County were very supportive and on-board. The general concern is a desire to ensure the changes are not hindering new people becoming licensed or that it is inhibitive of new entrepreneurial enterprise.
 - Gabby - concerns about EIPA testing not being provided in NC at this time and the effect that may have on the timeframe of how many people will be eligible for provisional licenses if it goes into effect in June. Mark stated NCITLB and the GA is more concerned about it effecting current licensees, not necessarily new provisional licensees coming on board.

- o Joy – asked for recommendations regarding her ITP program at Cape Fear Community College, including testing requirements for graduation/program completion, specifically the EIPA and what standard should be required. Mark stated the varied challenges to that but agreed having testing standards that aligned with NCITLB’s provisional requirements would be a great thing and because DPI is now requiring a 3.5, that would be a good goal so that graduation could lead to work. However, the challenge of needing additional support/potential pathways to work after graduation is common.
- o Mark is reaching out to ITPs in our state to continue the discussion.
- Requested a Letter of Support from NCRID. Tanya suggested setting up an ad hoc committee to draft a letter. (Monica, Gabby, Makayla) **Action Item: Monica, Gabby, and Makayla will draft a letter of support from NCRID.**
- NCITLB would like to be a partner for NCRID’s upcoming Conference this summer and Mark will continue discussions with Joni of what that can look like.

Vice President’s Report (Makayla Radford)

- Has been in touch with 8 colleges and universities: BRCC, CPCC, WPCC, Wilson Community College, Cape Fear Community College, GWU, ASU, UNC-G – contacted about different community events/workshops in the interpreting and Deaf community. Also requested to be kept in the loop of any additional events to be shared.
- Interested in contacting more colleges and universities, please reach out with any additional names/info.

Treasurer/Membership Report (Trula Baker / Tanya Miller)

- See Attached
- Membership Report as of * (#’s for *2021-2022)

Membership: 226 (have several applications I’m holding for verification of status)	
Voting 144	
Nonvoting 52	Renewals = 173
Students 24	New members = 47
Organizations 6	

Conference Report (Joni Hedrick)

- Conference planning is underway, this year will be in-person-only, June 15-17 (Thursday-Saturday). This will be the first in-person conference since COVID. Let’s work together to get the word out and encourage a high rate of attendance. The goal is to provide workshop topics that bring current and relevant information to our interpreting community, being a competitive option for earning CEUs so interpreters don’t have to travel to other states to get quality workshops. As well as creating a new partnership with Black ASL Nation Expo, celebrating Juneteenth the same weekend. This will also include a guest performance by Shaheem.

- Will be finalizing the agenda for workshops in the next few weeks. Once they're posted on the website, registration will be opened.
- Hoping to have 3-4 tracks: ie. Medical, Legal, Educational, Diversity, etc. Working with Carla Mathers for a unique track for legal interpreting (sponsored) as well as adding a DSDHH track specific for new interpreters. This will include highlighting things the Division has going on/need to know events and programs such as the Medicaid access program.
- Will have a call for Student Reps soon. This is for ITP students and would include covering their lodging/meals as well as a "boot camp" to prepare them. The goal being to invest in the future of the interpreting profession. We are planning to accept between 8-12 students depending on need. They will have to apply and go through a selection process to be accepted.

Media Report (Matt Baccari)

- The communication policy has been updated and posted on the website and all forms.
- The Spotlight portion of the newsletter is up and running.
- Through the month of February, social media posts have been pre-scheduled related to forms/listening events/workshops.
- Flyers and workshops have all been successfully processed with the new Google process.

CMP Report (Kayla Marshall)

- We passed the annual RID Audit (Sponsor-Initiated Activities/Workshops) in 2022 with great comments and feedback.
- 2023 Audit will be on Independent Studies, which we don't provide CEUs for, this means all we'll need to do is respond to RID's audit with "we don't process these".
- As of July 1, 2022 (including workshops that have happened as well as those already approved – processed through mid-January)
 - Total: **15.9 CEUs provided**
 - PS: **15.1** and GS: **.8** (all from workshops, no academic coursework)
 - PPO: **0**
- RID's policy impacts on NCRID: 1) ANY workshop approved for RID CEUs can take up to 60 days to process and "see" posted on their website. If it's past 60 days and CEUs aren't posted, let Kayla know so it can be fixed. 2) PPO "Power Privilege Oppression" workshops are a subcategory of PS. If our Regional Reps are working with presenters that want to provide a PPO workshop, in order for it to earn those CEUs the workshop must discuss topics specific to the injustice and inequity of an underprivileged group (the why/how those individuals are oppressed etc.) not just related to those communities in general. Educational objectives and workshop descriptions are taken into consideration in the decision making process as to its eligibility for PPO.
- NCAD and NCASLTA conference, any organizational member could get 10 CEU credit hours, free (total is 12 hrs).

- New online submission process: positive feedback from Kathleen, stated “love it” but asked if closed workshops, which are free for members, still need to use the Google form since people aren’t registering online and any payment needed is taken at the door. Matt answered that the Google form should still be used and if you didn’t want to do online registration you could add a note stating such and that payments would be handled directly.

Regional Reports

- Land O’Sky (Kathleen Speckhardt)
 - Hosted an Educational Interpreter workshop, working with Buncombe County and Blaire Johnston “Language Model in Education” in January.
 - Coming-in March, Tanya will talk about idioms.
 - April 20th will have Yoga for Interpreters from 6-8pm, finalizing the location.
 - Tammy Miller’s study of Language Deprivation in Children and Later Acquisition of Language’s Effect on Mental Health, considering providing this as a ZOOM workshop
- 5 Points (Rachel Skipper)
 - Not as active as in the past but will be having an upcoming discussion with the committee for goals and workshops moving forward.
- Foothills (Danette Steelman-Bridges)
 - 3 virtual workshops planned and already posted:
Feb 21st Deaf Panel, hands-up practice for situations when medical comes up unexpected
March 14th “What’s that Word Again??” interpreting ASL to English by Ashleigh Krivulka
April 4th Marleen Elliott “Interpreting is an Interaction”
- Coastal (Caroline Bolin)
 - Working solo without a committee, working with one presenter for a future date.
 - Working on posting on social media to give a presence while figuring out what the Coastal region wants to do moving forward.
- Midstate (Gabriella Smith)
 - Workshop idea: Interpreters Working with Mental Health Professionals, working with David Payne to come up with more ideas, will be following up with him this week.
 - Theater workshop ideas, as acting classes are great for new interpreters.
 - Coffee Chat has low participation so paused and re-evaluating time/day and open to ideas/suggestions
- Triangle (Monica McGee)
 - Looking for more people for our committee, workshop paperwork and some posting on FB cmp and treasure

- o Working with DSDHH to set up workshops/events, the goal being a monthly event every Tuesday evening. Planning for the Deaf Specialist to do coffee chats and workshops as well as the Interpreter Specialist to do workshops but still waiting for all the paperwork to go through.
- o There is currently a need for DB-tactile work with a family involved in sports, would like to fill that need by providing more resources for sports vocabulary, planning to make that a focus for April.
- o May 2 planning for the DSDHH ISS to provide an ASL Storytelling event in hopes to bring in more deaf community members. Would like more opportunities for community involvement, not just deaf working professionals.
- o Mirroring vs Interpreting Working with DeafBlind workshop in the works, partnering with Steve Collins and Wake Tech Community College to provide this as an in-person(hybrid) workshop at Wake Tech.
- o NC Museum of Art partnership: Desire to Make sure tours accessible and incorporating the audio description into the tours, working with their docent who is also deaf and responsible for leading tours.
- o Shannon Mosley willing to be on the committee for the triangle area!!
- Eastern Nancy Ausherman & Shannon Leidy)
 - o Have been working to revitalize the chapter and now has a good committee together! Planning to do a Silent Social and workshop alternating months. December had a successful Silent Social event and January had a virtual workshop.
 - o Feb 7th: Wilson Western Sizzlin' Silent Dinner
 - o March 18th: Valerie McMillan presenting an in-person workshop

Closed Portion of Board Meeting

Next Board Meeting: May 13th, 2023 (In-Person)

Motion to adjourn: Nancy

Second: Matt

Vote: Unanimous Approval

Adjourned at 12:08pm