

NCRID Board Meeting Minutes
February 26, 2022
Virtual Zoom

<https://us02web.zoom.us/j/81949653377?pwd=TzJmZXdmTXNSWnFmb0FFSXhhYkVYZz09>

Board Members Present:

- Antwan Campbell (President)
- Trula Baker (Treasurer)
- Holly Brigman (Secretary)
- Tanya Miller (Foothills Representative)
- Matt Baccari (Media Chair)
- Joni Hedrick (Conference Chair)
- Makayla Radford (Interim CMP Coordinator)
- Rachel Skipper (5 Points Representative)
- Kathleen Speckhardt (Land O'Sky Representative)
- Caroline Bolin (Coastal Representative)

Interpreters:

- Monica McGee
- Bob

Non-Board Members Present:

- Jessica Bridges
- Rose Fichera-Lening
- Stormy Smith
- Michaela Kahle
- Lauren Price
- Pam King
- Victoria Raymond
- Faith Potts
- Samantha Smith
- Ruben Leon

Welcome & Introductions

- Antwan Campbell: This is a non CEU bearing event, if you intended to come for the CEUs for the Road Trip you are a bit early and we welcome you to stay and attend

Tanya Miller – Motion to approve board meeting minutes from November meeting

Trula Baker - Seconded

Motion passes unanimously

President's Report

- RID
 - Region II, Shonna Magee is the Region II representative on the committee for affiliate chapters, no names received from NCRID board
 - Meet and Greet with Regional Representative Jason Hurdich & Carolyn Ball was schedule for March 8th, that will be rescheduled. Action Items: Antwan will send a poll/request to the NCRID Board to determine another date. This date must be on a Mon, Tues or Wed in the evening and would be in latter March or early April
 - Region II conference this summer – leadership conference, talk about your positions and how you can successfully run an affiliate chapter, more information to come
- ITP Issues - Two Issues to discuss and develop a response
 - Joni Hedrick: PreCert – this term is misleading, and some consumers are concerned about the use of the terp pre-certified or similar terms when in actuality an individual has no RID recognized credential. Joni Hedrick – update, a few weeks ago, the NCRID board met and had a working retreat and discussed this issue, we planned to develop a response as a Board incorporating NCAD and NCASLTA within the response. We identified two deaf individuals (Jaime Marshall, NCAD Secretary and Dr. Jordan Wright, research and writer currently an Assistant Professor and NTID) to research the issue and draft a response that would be reviewed. Since that time, it was discovered that RID has developed and shared a position statement on this exact issue in July 2019. This is not a new problem. During the meeting all attendees viewed the video post of the statement on RID’s website found at this link: [RID Position Statement on Misrepresentation of Certifications and Credentials – Registry of Interpreters for the Deaf](#)
 - Discussion of the PreCert: Seems there is no longer a need for a letter to RID because it has already been addressed. Trula Baker: We can still highlight the issue and RID’s previous response as it seems to be resurfacing as an issue. Joni Hedrick: Yes, we need to pivot on our response and action item. RID has already addressed this, no need for a letter, just a reminder that there is already an official statement. Rose Fichera-Lening, instructor at Blue Ridge Community College: Will the ‘letter’ or statement go out to RID as well as agencies? Joni Hedrick: suggest that we amend our previous action item of writing a letter and instead NCRID can share RID’s position statement and link the actual video across our social media and website. Rachel Skipper: We can also include this in the newsletter to members. Joni Hedrick: Regarding making the ITPs aware, we have board members that are frequently contacting the ITPs and are happy to review and share information disseminated from RID. We will intentionally make sure the ITPs get this information. We have had difficulty getting ITP coordinators to respond and would like stronger partnerships with ITPs in the future. Trula Baker: To those attending today’s meeting from ITP programs, there is a regional

representative on this board for every area where this an ITP program, reach out your regional representative or to us and we will be happy to support you. Rose Fichera-Lening: What is the preferred statement on students' business cards? Antwan Campbell: For NC, their NCITLB license # is all that is needed. Rose Fischer-Lening: BRCC's students complete portfolios and resumes to reflect their experience and put "ASL/English Interpreter" on their business cards. Students are clearly instructed they need to be provisionally licensed with NCITLB. Trula Baker: The NCITLB website states how they put information on a business card, if it does not follow that format they are in violation. Joni Hedrick: To make a distinction, the issue were are discussing about the term PreCertified as a term is not a licensure issue, this was an RID credentialing representation issue, was a national and credentialing issue, on a business card they could only truly use "non-certified" as that's the only status of certification that is accurate.

- Second ITP issue to discuss - December Graduates. Trula Baker: This issue is related to complimentary membership. All May graduates are given a free 1 year membership, so for Dec graduates we need to know what to do, is it 6 months or 1 year, want to discuss this at our next face to face board meeting, possible idea – 6 months free then in July they could join as non-voting member – half the cost
 - Trula Baker explained the process for students to obtain their one year complimentary membership. Every year in April & May Trula sends every ITP coordinator information regarding the membership, an attachment of the membership form, the link to submitting membership online and a request to the ITP coordinator to return to Trula a list of December graduates' names. Students contact Trula with a completed membership form. Trula does not send membership cards to everyone graduating because there needs to be involvement/action from the students, all of that is sent to the ITP coordinators and is available to students if ITP coordinators share the information. In 2021, Trula received names of 31 graduates. Info obtained from 4 ITP programs. Three programs never responded.
 - Trula Baker discussed starting the complimentary membership earlier during their senior year and including people who are graduating in December. Antwan Campbell: would help them be established and connected in the profession. Trula Baker: From August through June they could take advantage of many workshops at a free or reduced rate, more of a benefit to give it to them while they are in the last year of their program. Antwan Campbell: If we followed this idea, for this year it would include 2022 and 2023 graduates. Caroline Bolin: likes the proposal and also what should we do for 2021 graduates? Those individuals will contact Trula. Antwan: and Dec 2021 graduates will be included

in the 2022 group of student complimentary memberships. Trula: this should be information that the ITP coordinators have and if that information is missing the students should be asking their coordinators why. The hope is that the complimentary membership will lead students to becoming involved and paying members.

- Trula Baker: Motion to go forward with starting new student complimentary memberships during the senior year of the ITP program beginning with the Dec 2021 graduates and forward.
- Caroline Bolin: Seconded
- Motion passes unanimously

- Other issue: Joni - series of complaints that have occurred in VRS around individuals changing their voice to match the race of the person they are interpreting for and it seems that recent graduates may be trending in that area, message equivalence to sound like another race or what they perceive that race would sound like

Clearly that is inappropriate – other discussion

Trula: we need to take a stand on, that is oppression, cannot assume that is what a person would sound like

Rachel Skipper: many internal thoughts and feelings about that, cannot speak to this completely as I am a white person and of the majority, if we do create a response we need to involve members of that community to create a response

Tanya: same suggestion, reach out to the community and represent what the community wants and not only us, agree with Rachel

Matt Baccari – agree with all board members, we should have a stance, having a diverse set of voices is the way to go

Antwan – needs to be corrected immediately, has come up in VRS and in roundtables and using message equivalence , race does not have a sound

Holly – message equivalence has nothing to do with subjectively assigning race or even gender to a message, my experience with VRS is that is not promoted and is addressed

P&P Assignments

- PD: Tanya, Makayla/Kayla, Rachel
- Elections/Membership Meetings/ Quorum; An, Trula, Danette
- Mail REfen
- Vacancies – Matt and Joni
- Antwan will email all of the assignments
- Review and meet soon so that it is ready for the May board meeting

Call for Nominations– positions up for election

- President, VP, Secretary, and Treasurer
- Two references for those four positions, would love to see some great interest and competition for that
- Triangle, Midstate and Eastern Regional Representatives– open and vacant
- Will send out a statement to the Triangle reps they have not fulfilled the duties of their position
- Eastern and Midstate Regional Representatives are open for special election
- Media, CMP or Conference Chair – can submit for those positions as well, board appoints for those positions

NCRID Road Trip (next ones are)

- Land O'Sky – upcoming, March 19
- Foothills – upcoming, March 19
- Goal of Road Trips : Letting you know more about NCRID, your region, and NCITLB

Vice President Report (given by Tanya Miller in Danette's absence):

- Did contact NCAD about sponsorship, agreed to that \$500 and accepted condition that it is with an invoice
- Reached out to all ITP programs to inform of board meetings, road trips and conferences – encouraged programs and students to be involved
 - WPCC
 - Wilson
 - Cape Fear
 - Those above responded
 - No other response from other ITPs

Membership/Treasurer Report (Trula Baker)

- Change in working capital: \$43,721.84 (after the \$25,000 was transferred into savings, also does not include our conference seed money, financially we are in good shape)
- Board Retreat – final cost for mileage, meals, hotel was \$2,068.87 (may sound like a lot but we have not had face to face board meetings for 2 years and looking back it is on par with what we spent previously when meeting in-person, within our budget)
- Mikki Simpson PD fund – fund for stipends for persons who are sitting for the written or performance test - \$100 once you take, pass, and provide documentation, that fund have \$1,812.73 (there for our members to take advantage of testing costs)
- Rachel Skipper – if someone wanted to apply for the Mikki Simpson stipend – need to be a member (current member) and what certifications is it for? Any recognized exam

- Holly Brigman – Can NCRID members can apply for the Mikki Simpson stipend and use that for the cost of an EIPA test as well? Trula – yes. Holly Brigman - Can donations made to NCRID be designated for the Mikki Simpson fund? Trula - yes.
- Trula Baker: Two presenters waived their presenter fee – be donated to the VA Association for the Deaf Blind - \$50 contribution used to serve DB population in VA
- We are on a non-profit list for receiving donations, something affiliated with Duke Energy – receive \$32 monthly
- Membership Update : 230 members (down from previous years), 134 voting, 67 non-voting, 21 student members (17 paid, 4 complimentary), 8 organizations
- Voting member with NCRID requires RID membership
- Antwan Campbell – Someone can join as a student member or an associate member of RID
- Trula Baker: Student membership – photo ID required, if you do not have that send a copy of current class schedule
- Still waiting on an answer about a D&O insurance? (insurance to cover us as board members for liabilities to NCRID, it's for protection against lawsuits and litigation)

Conference Report

- June 24-25, virtual same as last year, not hybrid
- Not sure what it will look like just yet, nothing released, watch social media
- Has not been a priority, if anyone would like to help with that – would be great
- Something official should be coming by the end of March
- Registration open April 1st
- Antwan: assistance needed in what form? Joni will send a list out.
- Antwan: last year with virtual we had mostly in-state attendees, when it is in-person we tend to have more out of state attendees

Media Report – Matt Baccari

- Social media accounts – getting access to all existing FB pages, different regions there were old pages, now we have access to all of them
- Midstate and Eastern we posted a call for nominations
- February – plotted out the entire month on a calendar of when to share and scheduled posts, goal was to have more consistent activity, helped to make the process more efficient and will follow this process moving forward
- Looking into Apps for prescheduling posts that ensure the posts are uploaded quickly following the schedule without requiring activity for
- Feb/March newsletter – suggestions to add, love for a region to be spotlighted in this newsletter, Land O'Sky was spotlighted – who was on the committee, what their work looks like
- Software for elections – has been used in the past, easy to use, will work well with bylaws and other

- Pricing is tiered based on number of people voting - \$36 for the one time election, would work well and
- Trula – no problem purchasing that it's in the operating budget
- Media Committee – want to explore that
 - Would help with larger long term projects
 - Similar to Makayla/Kayla's CMP committee – develop a manual to use and reference
 - Rachel: newsletter preview, can we add the link to RID's statement on "pre-cert" status?
 - Matt: yes
 - Antwan: any regional committee that has a media rep, that person is on Matt's committee

CMP Update/Report (Makayla Radford)

CEUs offered since July 21, 2021

- 44.35 CEUs
- 44.75 PS , 3.6 GS CEUs
- Any progress on processes and procedures for the CMP role? Mikayla is meeting with Kayla soon to discuss that committee development

Regional Reps

Land O'Sky, Kathleen Speckhardt

- March/April 2021 – viewed audism unveiled and had a panel discussion, very successful
- Dec 2021 – perspective of a Deaf consumer, invited different deaf individuals from different states
- March 3rd – Deaf interpreter panel, things they wish His knew when working with Dis, 25 people registered, excited about that
- Feb 10th – partnered with DSDHH and BCS – increasing ASL with Deaf students, Jeff Greer with Raleigh regional center – talked about what he has picked up in visiting schools in his are, Media person but that person has moved out of our area, sending something soon about that, find someone soon, can work alongside Bayley and learn that and learn the ropes,

Foothills, Tanya Miller

- March 1st – in-person workshop will be offered, Decisions Decisions Decisions Oh My (in-person) at Foothills Center – tiered classroom can hold 150 people, plenty of space to distance
- Road trip – March 19th
- Members can attend any region's workshops – Trula Baker - NCRID membership means you are a member across the state, can take advantage of discounted workshop rates from any region
- Working with WPCC's ITP program, helping with workshops (April 23rd, was a closed workshop previously and now it is open to the public)

5 Points – Rachel Skipper

- Charlotte and surrounding counties
- Fairly uneventful recently, moving toward gathering the 5 Points committee again

Midstate-Vacant

- Counties in Midstate: Alamance, Davidson, Davie, Forsyth (Winston-Salem area), Guilford (Greensboro area), Randolph, Rockingham, Stokes, Surrey, Yadkin – if you are in that area and have been a member and want to get involved and plan some professional development and workshops you can be considered for a special election

Coastal (Caroline Bolin)

- region is small for membership (7-8 members) in those counties, hope to get more involvement in that area, one workshop was offered before the pandemic in Feb 2019 – had to be in charge of everything and it was exhausting hope to have more involvement in the future

Triangle

- Raleigh area, north central area of the state – currently being represented by Connie Jo Hutchinson and Mark Whisenant and see how we can move forward with possible special elections

Eastern

- Vacant Northeast area of NC (Bertie, Beaufort, Camden.... All the way over to Wilson NC)

General Discussion of Workshops

- may want to offer it again, that was Foothills, OMG How do I sign Sex? Medical focus (Heather Foster and Lisa Kennedy) – suggestion to have it for the conference; any resources to send out would be helpful, need some updated information out there for students
- Tanya Miller – will get with Heather and see what she has and get it to you

Announcements

- Joni Hedrick: all road tours are interpreted, no one needs to request
- Joni - Board Meeting for May – need RSVPs for attendance
- Holly Brigman – Bylaw edits ready for board to review (mark through and revised) – please give both documents a pass through and when ready Trula can send that out
- Trula Baker: Will be sent to anyone who is a member of NCRID. Voting – will only go out to Voting members, link to Vote only goes to the voting members
- Board: One week to review bylaw revisions draft
- Mark Lineberger: NCITLB rep unable to attend today, not feeling well
- Antwan: making a lot of progress and current attorney is cycling off the board and in process of appointing a new attorney

- RID changes (Antwan)– effective 3/1/2022 – Deaf member at large resigned, will have a completely new board at the national level. A lot of pieces coming together, will impact the affiliate chapters, especially our 501c3 status and our funding – our funds are ‘ours’ but if we fold as an affiliate state chapter then it must be submitted to RID, interesting what I happening, stay abreast of the meetings, if you can attend please do, next is in March – many panes and forums. New CASLI test – it is ready

Any questions or comments from guests:

- None
- Appreciate guests coming and attending, next is in May 14th at CSDHH in Greensboro (in-person) – Two roadtrips that day – Midstate and Coastal
- Road Trip – March 19th – register
- Meeting dates are on our calendar

Motion to Adjourn – Tanya Miller

Seconded – Caroline Bolin

Non opposed

Motion passes unanimously

Meeting Adjourned