

**ARID General Membership Meeting
Minutes
September 5, 2020**

Call to Order - 11:47 AM

Approval of the Minutes

Minutes are numbered wrong - GM Motions ended at 20.13, the motion that starts with 20.06 should be 20.14 - it will end at 20.23.

Not the GMM, the BM should be starting with 20.12, not 20.10

GMM Motion 20.15 Accept minutes (Pass)

Treasurer's Report

Financial Update

- Weird first quarter because of the pandemic, it was a workshop that was FREE to everyone, so we did not gain any income, but we lost no money as well. That is good. Everything has stayed steady.
- Current 40576.77
- Raised 1917.94
- Spent 1343.96
- We are in the positive: 573.98
- Offer \$500 for the remainder of the FY for donations of Silent Auction/fundraising gift, hopefully we can add this to the budget as a standing line item.
- How can we get interpreters for zoom, we can spotlight, see the powerpoint, etc. Maybe we could voice and bring in "hire" an interpreter for the \$60 Member Money as an incentive. That would be a free workshop, well for less than \$5.
- Questions:
 - Money set aside to make donations is a good idea, we have line items for donations, maybe instead of sunshine, it may be a good idea to have an expense line for donations - Sunshine is more about congrats, etc. but we may need a donation line.
 - We have that, we can document that as a donation, but the sunshine committee can have that responsibility
 - Should not be called "Donation" because it will mix up with other donations.
 - Ideas are welcome. I can do that and if there are any concerns I can do that differently.
 - Silent Auction gifts to other donations - "Outreach Money"
 - Community Outreach Committee, but we have too many already, so I am good with that or a line item
 - UA Little Rock thanks you for the yearly donation for the last 2 years. "Community Contributions" so that we can line item all monies spent for other organizations. Donations or baskets for other chapters. If Sunshine is willing to take it that is good instead of setting up another committee.
 - "Barbara Northup" outreach, or would we put all of that together?
 - Community Contributions is good and then have sub-categories for clarity \$100 to who?

- I can do that if we are cool with adding that to the budget.
- This is supported so we have a complete picture of ARIDs presence in the community.

Point of Clarification: Who is taking minutes? - M Taff-Watson

Answer: We will get to that.

Officer Reports

President Report - Meagan Beaty

1. Secretary Resignation and MAL 3 (December)
 - We are looking for a secretary, the position will end June 2021.
 - The last task for this would be the biennial, right now it would be a board appointed position. Contact the President if you are interested and the board will help guide through the process.
 - December, MAL 3 Brittany will resign, she is pursuing PD out of state and we will need an MAL to take that role until June 2021
 - 2 Year Preceptorship at NTID/RIT in the Randleman Program
 - Leah is the branding committee chair

2. LRID Reciprocal Agreement- Need Interpreters
 - Last year we could not find anyone to go, so we paid for that. Travel would not be included because the conference is virtual. The meeting is on November 5 (6:00-8:00), 6 (8:30-3:00), & 7 (8:30-4:30), with an hour lunch break on the days, under 20 hours. Have not received any reply for interest. September 15th is the deadline. I would be understanding if you can only do part.

3. Organizational Transition
 - a) Overview of Information from RID <https://rid.org/organizational-transition-overview/>
 - b) Region V representative brief explanation (ASL and English Transcript) <https://rid.org/transition-to-a-professional-organization-brief-background-and-rationale/>
 - We are doing our town hall during our meeting. Summary of changes: We are now member driven. If RID wants to change anything about certifications, we do that by membership approval. If RID transitions to a certification organization, members can still have input - suggestions/comments, but the membership has no governance. The Board of Directors would make the formal changes. Currently RID is unable to become accredited because we are able to make changes from the membership, that agency said that it is fluid, so we cannot satisfy accreditation standards. The Board making the decisions means they can become accredited.
 - Myra, Membership driven vs. Profession Driven... We started as a profession driven organization and we became membership driven - it feels like in membership driven we have lost out the Deaf community because they were more involved when it was profession driven.
 - Linda disagrees, we have flourished over the last 50 years because members have a say/influence. To give all the decisions to 10 people to represent a 16,000 membership is dangerous. Our Deaf community disconnect is not related to the Board, they are

actually why NAD refuses to participate. Members need to decide if they want to give up their right in having a say in the profession. Our profession has a high regard across the country and it is not dependent on an accreditation. We have separated the testing and the people that are sitting on the testing development task forces are RID members. Assuming testing and certification is separate that is fine - but the members who are certified should make the decisions.

- Education is the other part, RID is wanting to become another org for this. That would be three organizations with direct input with one. If we are fragmented we lose a say. If the board doesn't represent the will of the membership, we see an issue. Newer interpreters may not understand. This is the time to stand up and say no. I am certified, I will be here, I want a strong say in what we are doing. I urge people to make comments against this.
- Linda would like her comment reported as a town hall meeting.
- Clint, strongly disagrees with the proposed transition. Membership being able to vote on certain things makes the testing not static enough - We want to retain that capacity to observe discrepancies for our field and how it operates. RID is saying because it has this, we won't be accredited but that is why people come, they want to have a connection to the field. A feeling of authorship, we are not dictated too but in conversation with our colleagues. This is why we exist. I welcome them to read my masters thesis that I wrote on this topic from the UA Little Rock.
- They took national conferences over and it led to issue after issue - President Dawn, ED Anna time period did not work, we needed to address issues. They have then put a moratorium on Certifications instead of looking to the membership to help guide. How does a discipline have a time period where there is not any new professional. This leadership is now trying to hide behind "we get accredited". But they are trying to take the authority away from the AC where all the power and energy lives. And they are trying to forcibly, arbitrarily live in another place. The power is here, in TX, OK, NY and every other state where small communities ban together, not the other way around. We have seen what this leadership does - financial deficits, issues, region conference (NOT FUN TO PLAN ANYMORE). SO now they are asking for permission to not have to ask us anymore. We as the AC are picking up the pieces and deal with that.
- Myra - I was just adding to Meagan's summary. That was not my opinion. I am very much in agreement with how Linda and Clint have expressed what is my view. Linda and I, the ones who have been in RID for many decades - they try to take away from us, it is not a good move. I do not agree with the transition.
- Linda - NAD, functions well, is a board down organization. That is where the decisions are made on the national level. RID is the opposite - bottom up. Even in the state, we have had disagreements. AAD, ARID conferences - AAD would say they need to take it to the board and ARID would decide. There was frustration with that. We would want someone to come that can make decisions. This is not always a bad model. It works for NAD, but is that the kind of model that we want to change to and fragment into three separate organizations, only one will be RID and we will only be able to offer suggestions. I firmly think that interpreters with 20-30 year career ahead, how do you want to participate. If you are not forced - why do we go to meetings. It will radically change the perceptions. Fully dismantling is not going to bring prestige. We are trying to

build stronger ties. Strong Deaf interpreters to have a say and partner with NAD partners. RID nationally was established - Mothers and Fathers were Deaf and involved. But it has been a membership organization since establishment. Linda would like to send the videos of Linda, Myra, and Clint. Linda would like to see what the newer interpreters think - do you agree or disagree, it doesn't matter, but you need to make your views known. This is one of the strongest ... "Threats"... to our organizations for how we do business since I joined in 1980 and RID was established in 1964... This has been my life profession and I do not want to see the younger interpreters for participating.

Point of Order: Brittany - We need to pay attention to time and stay on task.

- Clint - No taxation without representation, why do I pay dues if I have no say.
- Myra - Directly send feedback to RID and to Meagan. Ok - Send this to Meagan.
- Meagan - we can have a town hall specifically for this, I wanted more people to show up for input and exposure of the information. The vote will happen at the business meeting for the conference. Please - if the conference is in person, you can typically join the meeting virtually and they are preparing for that. If you are a voting member of RID or if you need to be a voting member you can join. Meeting is in 2021.
- Nick - LRID reciprocal agreement - \$1400 for that cost for sending interpreters for the conference. We do not have a budget for this because LRID told us they would not have a meeting, but they are.

Vice President - BobbieAnn Walker

1. BPC Update
2. Logo
 - o Soft colors for comfort representation, created by Clint, Thank you!
 - o This will be on the t-shirts
 - o T-Shirts will not be included in the fee, we will have a design and if you want a t-shirt, you will need to pay extra for that. We WILL NOT ORDER after May 22, the last day of regular registration. We will have NO extra shirts.
 - o **EARLY BIRD AND REGULAR REGISTRATIONS are ABLE to order a t-shirt.**
- FACE-to-FACE is the plan! June 10-12, 2021.
- Elise and Dawn are hosting a social at the park that has a cave "Blowing Springs"
- Early bird registration: Jan 15 - April 15
- April 16 will have a drawing for \$60 Member Money from the people who have registered.
- Regular registration is April 16 - May 22
- May 23 will have another drawing from all names registered for \$60 member money
- May 22 is last day for t-shirt orders
- Planning in person, but we know that if we cannot be we need a back up plan. We are talking through and looking like that will look like.
- Jaime and Katie have contacted 25 different Walmart locations - when we have a decision we can apply for more. 1 has accepted us!
- Tips for Terps have been good, information.
- September 28 at 6:30 is the next one. From those we have made \$180.
- Fundraising is harder and different but it has been great. Thank you Jaime and Katie.

- Presenter Packet will be approved next week at the meeting. Not a form, but a packet. Everything we need they will send it in when we have them. We are doing a Call for Presenters so if you are willing or know of someone email us and we can send the packet over.
- You will soon receive a save the date! But go ahead and see the date!
- We are excited and trying to find different activities!
- Next meeting is September 12 at 9:00 AM. It is not too late to join. I joined in January of 2019 and now I am here! You come join and you can be vice president too! I worked hard in Jan. We would love everyone to come and have scales - so one time tasks all the way to huge tasks.
- Myra - side note. The people who were in the conference were seeing how the zoom webinar worked. We could see the interpreters, and presenters. It was a good idea. Melanie Thornton would be a good idea.
- Bobbie Ann can only see the interpreter and the slides.... So I left because I was not getting the slides. I think it is because I am on a chromebook... I am glad that happened. I could have watched on my phone but it is small. It is an example of how it might look.

Members at Large (1, 2, 3) - Brittny Hogan

1. Monies donated to DEIC for community event

All money was transferred over to the DEIC committee. Each MAL had \$200 they put into the DEIC committee. Nick can see the activity on the visa gift cards. There was a transaction fee - \$588.10 for that donation.

This money is for the DEIC to do community events, just like the MALs would have done.

Committee Reports

By Laws Committee - Linda

Last fall we were supposed to capture all the changes since 2009 and update the By Laws.

1. Procedure - Linda

- a. Collected minutes and went through them
- b. Also, ARIDian has motions
- c. Reviewed all info

2. Updates - Myra

- a. ex. Organizational rate isn't in By Laws, but Organizational Category is. MALs are members of the sunshine committee and they are to reach out to people and share condolences and congratulations - share with the aridian. This is expanded duties that are in the by laws. Mail referendum was changed to email... needs 2/3rds vote. MAL was put on the Biennial year
- b. No major changes, just updates.

3. Future - Myra, Linda

- a. Now, after this meeting?
- b. We will look at it one more time and then we will send it to the board for review. These were already changes, but when all eyes have viewed it, it will have the

current date and put on the webpage. Its no vote - we need a process that when By Laws are changed, that is automatically included.

- c. Now that the By Laws are updated other stuff can be used to update the PPM

Editorial Committee - Myra

Send info for ARIDian

PPM - Myra

Became much easier once By Laws were updated.

Quarterly reports are not on there

Committees are not in By Laws, but what do they do and what are they supposed to do. It is nearing completion.

Sunshine Committee - Taylor Johnson

12 Birthday Cards were sent out.

2 Congratulations

1 Sympathy card to LRBDA

We still have \$85 points left - it is 5 - 10 points and we have \$15.90 for postage.

Discussed doing handwritten cards, Taylor would like to do that - it is more personal.

Updated membership list from Nick, but we need all the birthdays so if you know of someone's birthday and they want a card - send their info to aridsunshine@gmail.com

Or text/facebook/call Taylor Hardcastle or Chrystal Honorable

- Nick, Clarification - if a later chair wants to go back to cards website they can
- Allyson, my card was thick, the quality was good, it was nice.
- Taylor, I try to send a good card to match the person.
- Linda, I AM A NEW GRANDMOTHER! 1 MONTH OLD AND HE IS IN THE NEWS. (Allyson will save her copy of the paper for Linda.)

D.E.I.C. Committee - Sebrena Westcott (And Clint)

This committee was formed by the June 6, 2020 GMM Motion which states that the committee is established in order to: "determine what actions ARID can take to leverage the inclusion of and support the success of interpreters of color in our field. The committee is empowered to determine its own title, description, and recommendations of actions for ARID which will be presented to the ARID membership."

The committee is notifying the membership of the following bylaws proposal and projects in development:

- The committee will move in the December 2020 GMM to be made a standing committee. Per the ARID Bylaws, this requires that the bylaws be amended, pursuant to which today is the initial notice that this motion will be voted on in the Dec 2020 GMM.

Point of Clarification: Myra, Move on this now?

Response: Linda, Move today, review for conflict with ARID/RID By Laws then 60 or 30 days and it will be voted on in Dec. I can tell you there is not a conflict. My report will say there is no conflict. Someone can move to suspend the By Laws.

GMM Motion 20.16 Move that we suspend the By Laws requiring advance notice and go directly to a vote (In order to make the DEIC a standing committee). (Taff-Watson, Winchell) PASS

GMM Motion 20.17 Move that the ad hoc diversity, equity, and inclusion committee become a standing committee of ARID. (Taff-Watson, Sutphin) PASS

The committee has focused on generating new connections with partner organizations. We are currently in talks with two such organizations to develop MOUs and are making contact with others. The committee will provide updates to the membership and present any finalized MOUs for member approval as they are completed.

The committee presents the following slate of proposals for approval by the ARID membership:

GMM Motion 20.18 Move that ARID expand the distribution of the biennial program survey to include Deaf consumer groups (LRBDA, AAD, ADBC, LRAD, others) and that the survey have a self-identifying field where consumers list themselves as providers and/or consumers of interpreting services. (DEIC)

GMM Motion 20.19 Move that ARID establish the Ella Irby Professional Development Scholarship for individual ARID members (organizational members are not eligible). These funds would be used to send any two (2) ARID members to a national or regional conference hosted by NBDA, NAOBI, or a similar BIPOC national or regional organization. (DEIC)

Policies for the **GMM Motion 20.19** Motion: The terms of the scholarship are: 1 recipient must be a long-term member of ARID who is currently in at least their fourth consecutive year of membership and is currently a voting member (though years 1-3 they may have been student or supporting). The second recipient must be in at least their second year of ARID membership and may be a voting, supporting, or student member. Both recipients must hold a current Arkansas Interpreter License or Arkansas Provisional License.

Pairs will apply together. ARID will not assign members into pairs or accept applications from single members. Pairs will share hotel and travel accommodations and be responsible for incidental costs associated with conference attendance. ARID will pay for

1 hotel room, two conference registrations, and two travel arrangements for the members.

In exchange for sponsoring their attendance, the two selected recipients will contract with ARID to develop and provide a minimum of 0.6 PS CEUs in coordination with the ARID Program Committee and ARID Professional Development Committee Chairs. This may take the form of a single quarterly workshop; of multiple, shorter installments to be recorded and released online, or of another format agreed on by both of the recipients, the Program Committee Chair, and the Professional Development Committee Chair.

The selected recipients must deliver content equating to 0.6 PS CEUs within 6-9 months of the attended conference's end date.

GMM Motion 20.20 Move that the chair of the DEIC committee be tasked with hosting a new, community-focused event to be held in non-biennial conference years in conjunction with other community organizations. This event is to be a true community event in the sense that it is a non-CEU activity. This event is to be free and open to the public, any funds raised by ARID will be allocated to the Ella Irby Professional Development Scholarship fund.

- The first community-focused event is to be held in 2022 in addition to other funding activities in order to support the funding of the first two recipients in 2022.
- We are moving our meetings to Saturdays at 3:00 PM ariddeic@gmail.com
- Next week we will meet with LRBDA 1-3 and then the Committee will be at 3

Scholarship Committee and Editorial Committee

1. We want the Ella Irby Scholarship form in the ARIDian like the other scholarships?
YES
2. We now have TWO!
YES! Yay!

Unfinished Business

B. Zoom Conferencing Availability

We are operating our own Zoom aridmeeting@gmail.com - if you would like to use ARID's zoom license email that email to request a meeting.

New Business

Website Update

1. Member portal is wanted, we do not have time, but we will discuss this at the december meeting and we can send this out to the membership before the meeting. We have a lengthy document about what we are looking to do.

Announcements

Tips for Terps, Sept 28 at 6:30 via zoom

October 31, RID dues are due.

Point of clarification: Myra, are you holding that motion?

Yes

Myra, Can we do an email?

Yes! We can do a video and send that out for email vote!

One minute early!

GMM Motion 20.21 Adjournment at 1:29 PM (Westcott)

- Ashley Beaty, Fill-in Secretary for the Board

Todo list -

Meagan:

1. Resend email
2. September 15, contact LRID
3. Look up Meeting
4. Set up Town Hall
5. Send out email vote for website

Nick:

1. Add new budget items

By Laws

- ~~1. Send updated doc to board-Done~~