Patrick “Mr. Shineyhead” Fischer, CDI, ASLTA Master, is from several generations of fine artists and performers from Germany and has extensive experience in all things related to theatre and art. Patrick has been involved in a variety of artistic positions (artist, performer, director, producer, teacher, Director of Artistic Sign Language, and consultant) as well as participation in a variety of performances (storytelling, acting, and comedy) internationally.

Patrick launched his business in 2005 as a way to provide services to those who want to learn more about theatre through deaf eyes. When not out and working in theatre he taught American Sign Language and deaf studies/deaf history, and currently is a certified ASLTA Master instructor. He has taught under the Sign Language Studies Program and Sign Language Interpretation Program in Portland, Oregon. Also, Patrick is a Deaf Language Model in Alaska. Patrick has his Graphic Design degree, and he is also an awarded professional artist and co-owner/marketing designer of the firm, Expert Business Support, Inc.

To know more about Patrick “Mr. Shineyhead” Fischer, check out his website and YouTube: www.deafpatrickfischer.com www.youtube.com/mrshineyheadvideos

Workshop: Colloquialisms, Slangs, or Can Be Regional (0.3 CEUs PS)

This workshop is the Deaf perspective/expressive/meanings and a part of linguistics study of how colloquialisms, slangs and regional differ in ASL in comparison to English. Each colloquialism or slang sign/concept has their own ASL sign/grammar. This is one of the most misused and misunderstood parts of ASL language in regional area or nation.

Workshop: English Idioms: How The Hell Do I Interpret That? (0.2 CEUs PS)

This focus’ on the hearing world’s perspective/expressive/meanings and a part of linguistics study of how English idioms differ in comparison to several concepts and contexts to translate into ASL accurately. English idioms have several commonly used phrases and will show how they are translated into ASL accurately with concepts and contexts. This is one of the most misused and misunderstood part of ASL language and culture to translate from English idioms.
Breana Cross-Caldwell (she/her) holds her CI/CT from RID, B.S. in Interpretation from Western Oregon University, Coach Certification from Coach Training Alliance, and is a Mental Health Coach. She’s the founder of Burnout Proof Academy and has supported thousands of interpreters in preventing burnout and re-igniting the passion in their lives and work through developing habits of self-care. Her home is Portland, Oregon, where she loves to write, read, and play near water with her husband and kids. You can find her online at brighterfocus.com.

**Workshop: Healthy Boundaries for Interpreters (0.3 CEUs GS)**

What makes setting and maintaining boundaries hard? What triggers us to cross our own boundaries? Or become rigid and inflexible with them? How does this affect our work as interpreters?

Join us to discuss this tricky topic and develop tools to make holding clear, kind, healthy boundaries much easier.

**Workshop: Self-Care for Stressful Times (0.2 CEUs GS)**

Interpreting in times of stress is not business as usual. Worry and uncertainty make for more charged interpreting situations and personal lives, and can trigger reactions that aren’t always aligned with our values.

This workshop will teach tools from the Learning Zone Model, mindful awareness, and neuroscience to better work with our brains during times of stress.

We’ll create a triage-care practice to provide daily maintenance through stressful times while building empathy, emotional regulation, and resilience.
Brent Tracy is a proud CODbA (Child of a Deafblind Adult), dually certified interpreter, and a native Bostonian. He began interpreting professionally in 1999 when he joined the staff at Gallaudet University Interpreting Services (GIS). Since then, Brent has worn several professional hats: interpreter, coordinator, advocate, mentor, and presenter.

In 2013, Brent founded Equal Access Resources Inc. with the primary focus of addressing the strained cultural and linguistic climate that remains rampant among hearing, Deaf, CODA practitioners, and Deaf community stakeholders. He leverages his influence as CEO of E.A.R. Inc. on public platforms including social media to foster honest dialogues regarding ongoing disparities that will galvanize our community to champion change.

**Workshop: How to Grow: Practical Strategies to Fight Unconscious Bias**
(0.4 CEUs PS PPO)

Did you know that every second our body unconsciously processes only 0.0000004% of the 11,000,000 bits of information it receives? The billions of stimuli that bypass rational and logical thinking and influence our behaviors and how we navigate the world around us. Answers to questions such as: "Do I trust this person?" and "Is that person competent?" have already been formulated before I even meet a person. That is unconscious bias; a powerful invisible enemy to good intentions.

Even though no one is exempt from it's pitfalls, we can take steps to align our unconscious behaviors with our conscious intentions on a personal, social, and systemic level. In this interactive workshop, we will identify the scientific root cause of unconscious bias develop strategies to combat its negative effects.
Charlotte Toothman holds a CSC from the RID and also holds certificates as a life coach and an organization and relationship systems coach (CPCC and ORSCC). She has been interpreting and teaching interpretation for more than thirty years. Additionally, one of her strongest passions is leadership coaching, team development and teaching workshops on a variety of topics including cultivating resiliency, use of power in interpreting and cultivating collaborative relationships with colleagues and consumers.

Currently, Charlotte has a full-time practice as a coach/consultant/trainer. She continues to provide community interpreting as well.

Charlotte holds an MS in Audiology, an MS in Management, CSC, CPCC and ORSCC certification and is a member of RID, CIT, NorCrid and is a member of a number of coaching organizations.

**Workshop: Cultivating Resilience for ASL Interpreters (0.2 CEUs PS)**

This is an opportunity to cultivate understanding of the importance of resiliency in our work and personal lives and how to cultivate it.
Mr. Williams is currently employed by the South Carolina Department of Mental Health as the Executive Director for the Spartanburg Area Mental Health Center. He was previously the Director of Services for the Deaf and Hard of Hearing. Prior to that, he was the Program Manager at the Piedmont Center for Mental Health Services and the Social Worker IV and Program Coordinator at the Deaf Services Program at Patrick Harris Psychiatric Hospital. He received his B.S.W. from the Rochester Institute of Technology and his M.S.W., specializing in community mental health, from the University of Illinois and completed coursework for a PhD at the University of South Carolina. In addition, he has a private practice specializing in consulting and training related to the needs of deaf adults in the mental health system. He also has interpreted in a wide variety of settings, including the NAD and RID conferences and in forensic and court settings.

Mr. Williams is a S.C. Licensed Independent Social Worker – Clinical Practice, holds an SCAD/NAD IAP Level 5 Interpreting Certificate and is a Qualified Mental Health Interpreter - Supervisor. He is the 1989 winner of the N.C. Governor’s Advocacy Council for Persons with Disabilities Distinguished Service Award, the 1996 winner of the “Outstanding Transition to the Community” from the South Carolina Mental Health Association, the 2001 “Interpreter of the Year” for the South Carolina Registry of Interpreters for the Deaf and the SCDMH “Employee of the Year” in 2012.

As the parent of four deaf children and two hearing children, a licensed foster parent and the spouse of a deaf adult, Mr. Williams is active in a number of local, state-wide, regional and national advocacy and social organizations, including the past President of the American Society for Deaf Children.

**Workshop: Interpreting Competency to Stand Trial Assessments**  
(0.4 CEUs PS Legal)

Competency assessments are some of the most complex assignments sign language interpreters are called to do. At the intersection of mental health and legal skills, these assignments require a knowledge of the assessment goals and process in order to provide effective communication. This workshop will review the basic process, as well as the skills needed before, during and after the assignment.
Jessica Bentley-Sassaman has been working in the field of interpreting since 2001 after obtaining a B.S. in Interpreting for the Deaf from Bloomsburg University. She then attended Gallaudet earning her M.A. degree in Linguistics in 2006. She finished her Doctoral Degree in Education in January 2011. Her research focus was on the teamwork approach of Deaf-Hearing Interpreter Teams. She has conducted presentations on mentoring, linguistics, working in Deaf-Hearing Teams, and legal interpreting. She holds RID Certifications CI & CT, SC: L, and Ed: K-12. Jessica currently teaches at Bloomsburg University in Pennsylvania as an Associate Professor and is the Program Coordinator. When Jessica is not teaching, she still works as a freelance interpreter primarily in legal, governmental, and community settings in Pennsylvania.

Heather Schmerman is a Certified Deaf Interpreter and American Sign Language Instructor with over a decade of experience in primary, secondary and higher education including Pennsylvania State University and Saint Joseph’s University in Philadelphia. She has worked with the Graduation to Certification program under Catie Center at St. Catherine University and independently as a mentor for interpreters completing their training and preparing for their Registry for the Deaf Interpreter’s performance examination. She has worked as an ASL coach for professional interpreters and consulted for theaters. She has given workshops and consulted on a variety of communication needs for clients including AIRBUS, Temple University, Rutgers University, California State University, Mandela Washington Fellowship for Young African Leaders, and the Australian Association for the Deaf. She has been taking Project CLIMB’s Legal Interpreter Training and mentor under University of Northern Colorado since May 2019 and will complete in April 2021. She has studied in Brisbane, Australia and Siena, Italy, traveled extensively in Europe and Southeast Asia, and is passionate about performance arts, language, and open-minded cultural exchange.

Workshop: Working with Deaf Interpreters Who Are New to Legal Settings (0.3 CEUs PS Legal)

In this workshop, the presenters will share their experiences of how they successfully worked together in a legal environment. The hearing interpreter was experienced with legal interpreting. The Deaf interpreter was newer at legal situations. This presentation will go over the important steps that the team went through including, pre-conferencing, communicating during the hearing, and debriefing afterwards. Examples will be given and strategies will be provided. Developing a sense of trust with your teammate, igniting your motivation in this setting, learning terms, and establishing a rapport with your team, the consumers, and the court system.

Workshop: Deaf-Hearing Teams Working Through a Virtual Platform (0.2 CEUs PS Edu)

The COVID-19 Pandemic of 2020 has changed our lives and how we approach interpreting. We are often not at a physical location but are working remotely. This poses challenges for Deaf and hearing interpreting teams. Setting up best practices based on communication norms that respect both team members during preconference Use of multiple technology for communication and apps, taking time to debrief at the end. Awareness of privilege and where possible oppression may occur prior to the assignment. The importance of communicating with your team prior to the assignment and how you will use technology, language use, feeds, clarifications, and cues to produce an effective interpretation for all parties involved.
Jasmine Marin has a Master of Science degree in Health Care Interpreting from Rochester Institute of Technology's National Technical Institute of the Deaf. She received NIC Advanced national certification from The Registry of Interpreters for the Deaf in 2008 and was a contributing author in the textbook: Handbook of Research on Medical Interpreting. She also holds national CoreCHI certification from the Certification Commission for Healthcare Interpreters. Jasmine is originally from Canada but currently lives in Arizona and has been a practicing signed language interpreter for over 15 years. She is licensed and registered to practice in Arizona and Nevada. As owner of a local interpreting agency, she has worked in a variety of community settings, but is primarily a healthcare interpreter. Jasmine is also a master mentor and provides distance mentoring for interpreters wishing to enter into private practice or improve their ethical decision-making skills. In her free time, she teaches vinyasa yoga which she has also been practicing for over 13 years.

Workshop: “Do Nothing or Do No Harm?: Competing Values in Healthcare Interpreting” (0.4 CEUs PS PPO/Ethics)

The practice of healthcare interpreting is a specialization with a unique set of demands, goals, and responsibilities. During this presentation, participants will examine their place and work in the healthcare setting using the framework of the Demand Control Schema. Emphasis is placed on outcome-based decision-making. Resources and practice exercises are provided for skill development.
Dr. Deb Guthmann was the founding director of the Minnesota Substance use Disorder Program for Deaf and Hard of Hearing. She has done a number of national and international presentations and developed a number of written and visual materials focused on substance abuse and tobacco/e-cigarette prevention. She has published numerous articles and book chapters and developed and taught college courses in this area as well as ethical considerations and dual relationships. Dr. Guthmann is also involved with the Substance Abuse Resources and Disability Issues (SARDI) Program at Wright State University validating in American Sign Language online behavioral health screening tools. She has been active on the ADARA Board and currently serves as Secretary. She has also served as President as well as Vice President and Treasurer.

Marcia Kolvitz, Ph. D., is a consultant who focuses on issues related to education, vocational rehabilitation, and transition services. Marcia has over 30 years of experience addressing education and access issues for students who are deaf and hard of hearing in K-12 programs and postsecondary educational settings. She is a frequent presenter at state, regional, and national conferences related to deafness and disability issues. Marcia completed a doctorate at the University of Tennessee in Human Ecology (emphasis: Human Resource Development). She has a Master of Arts degree and a Bachelor of Science degree in Communication Disorders (emphasis: Counseling Individuals who are Deaf and Hard of Hearing) from Northern Illinois University. She has been active on the ADARA Board and previously served as President as well as Secretary.

Dr. Guthmann and Dr. Kolvitz will be presenting one work shop consisting of two parts:
“**The ASL-STAR: An Online Suite of Screening Tools in ASL related to Substance Abuse, Mental Health and Career Interest**” and “**Ethical Considerations for Interpreters in the Age of Social Media and Technology Use**”
(0.3 CEUs PS Edu/Ethics)

**Workshop Part 1: “The ASL-STAR: An Online SUite of Screening Tools in ASL related to Substance Abuse, Mental Health and Career Interest”**

The Substance Abuse Resources and Disability Issues (SARDI) Program at Wright State University (WSU) received a five year Disability and Rehabilitation Research Project (DRRP), funded through NIDILRR. The grant has focused on the translation and validation from English to ASL of substance abuse, mental health and career interest screening tools. This presentation will include the process that was used to complete the validation and development of the ASL-STAR as well as a demonstration of how to use the various components included in the project. In addition, participants will learn about innovative web based resources and other research and services available for this population.

**Workshop Part 2: “Ethical Considerations for Interpreters in the Age of Social Media and Technology Use”**

How do interpreters perceive their responsibility related to ethical issues? In this age of social media and increased use of technology due to COVID-19, how do we maintain healthy boundaries and avoid dual relationships in both in-person and virtual settings? Interpreters have ethical guidelines from RID that focus on various areas of professionalism including confidentiality, competence, moral and legal standards. This workshop focuses on the role of ethics and implications for both consumers and interpreters. It will, in part, examine the basic principles from the RID Code of Ethics and will address boundaries, dual relationships, technology and social media related to a) confidentiality, b) professional responsibility; and c) resolving ethical issues.
Stephanie is excellence-oriented with a touch of warmth and encouragement that fuels a passion for others to embrace a vibrant pursuit of skills growth and lifelong learning! Stephanie has been certified and working as an interpreter for more than 30 years. She is the Director of Operations for Ad Astra, a language services agency that also boasts a Deaf-led DHH services department. She owns ASLconnect, which provides conference, and event coordination of interpreting services for national and international events. Stephanie has also released several online courses for earning CEUs through ASLlearn.com.

Workshop: ASL/English Interpreters Who Work in Virtual Environments
(0.2 CEUs PS Ethics)

In the past year interpreters have been faced with an immediate pivot from in-person to largely virtual environments. In addition to technical challenges, many are left wondering how to make ethically sound decisions in this new context. We will explore how to address effective ethical decision making in virtual contexts.

Workshop: Vicarious Trauma and Self Care in Our Stressed Out World
(0.2 CEUs PS PPO)

Vicarious Trauma is a very real experience for many interpreters. The layers of power, communication and culture are complex and often expressed with overtones of frustration or even outright anger in today's world. When we experience vicarious trauma, it is important to exercise effective self care so that we can participate in the mutual care of our communities and stakeholders from a position of health. Understanding the how and why of these patterns can lead to fostering healthy conversations and practices in practical steps forward.

Workshop: What is Cognitive Load and How Does my Brain Wellness Make Me a Better Interpreter?
(0.2 CEUs PS Edu)

Interpreting is a complex and difficult work! Sometimes we are able to work "in the groove" and sometimes it just doesn't happen. Why? The big word for it is "Cognitive Load", but how to address what to do is not that complicated. Let's talk about what things get in the way of our interpreting success and what are some practical things we can do to bring our brains into peak functioning. (Hint, it's not all about eating vegetables, but I still wouldn't stop.)
Melanie Thornton is the Coordinator of Access and Equity Outreach at University of Arkansas Partners for Inclusive Communities. She provides professional development on topics related to leadership, disability, diversity, and design. She is very interested in working with organizations to create more accessible environments and to reframe perspectives of disability as an aspect of diversity. Prior to coming to the U of A, Melanie was the Associate Director of the Disability Resource Center and the Director of Project PACE at the University of Arkansas at Little Rock. She also has 8 years of experience working as a counselor with Arkansas Rehabilitation Services. Melanie earned her master’s degree in rehabilitation counseling from Gallaudet University and her bachelor’s degree in psychology from Hendrix College.

Workshop: Cultivating Community Capacity to Understand and Heal from Trauma (0.2 CEUs PS PPO)

Trauma impacts all of us. Research shows that people who are Deaf and people who are a part of other groups that experience marginalization and oppression are even more likely to experience traumatic events. These groups of people also experience microagressions which can also result in traumatic stress. In this presentation, we will provide information about the C3 Project and share information about the impact of trauma, how to create trauma aware meetings and events, and pathways to heal from trauma.