Welcome to the ARID Virtual 2021 Biennial Conference

Via Zoom
# Table of Contents

Letters and Videos of Welcome ............................................. 3  
Biennial Conference Planning Committee ............................ 5  
Biennial Conference Interpreters ....................................... 5  
Biennial Conference Support Staff ..................................... 5  
Biennial Conference Agenda / Schedule at a Glance ............... 6  
Biennial Conference Presenters Bios and Photos .................... 7  
Biennial Conference Events .............................................. 10  
Biennial Preconference Workshop Descriptions .................... 10  
Biennial Conference Workshop Tracks Descriptions ............... 11  
ARID Board 1981-2021 .................................................... 14  
Biennial Conference Sponsors and Supporting Partners .......... 20  
Biennial Conference Advertisements .................................. 21  
Biennial Conference Fundraiser Donations .......................... 32  
Biennial Conference Silent Auction Donors and Donations ....... 33  
Thank You for Attending the Biennial Conference .................. 34
Welcome to the 2021 ARID Biennial Conference

“Mind, Body, Heart: Integrating Interpreting and Wellness!”

We started planning this conference in much the same way that planning previous conferences has started, though the journey that we ultimately went on proved to be very different. At the start when we first collected our survey, the topics most requested by our membership were related to wellness. It was clear even before the events of 2020 and 2021 unfolded that the well-being of the interpreter, care for ourselves was top of mind for many of us. How much more then has this idea come to the forefront of our thoughts as we have navigated a global pandemic, a global movement for racial justice, loss of loved ones, economic hardships, changes in the nature of and access to our work, the distancing of our social networks, the inability to see our friends and family as often as we might like, and so many other personal and collective challenges. We hope that you will find the content and speakers you will see during the conference helpful in addressing your wellness needs both personally and professionally.

The Biennial Planning Committee was well into the planning of an in-person conference when it was determined in the fall of 2020 in response to uncertainty around the pandemic and looming contract deadlines that we would go virtual. Unwavering in their commitment to serve ARID, the members of the BPC went to work creating new solutions and charting the course for a different kind of conference than ARID has had before.

We are proud to showcase our work to the ARID membership and our guests as we begin this year’s conference. Every aspect of what you will see and experience, and a great deal of structure and process that you will not see, has been wrought from the application of the minds, the work of the bodies, and the love that fills the hearts of your committee members for this organization and field, and for you. Yes, you! We have thought of you often as we have planned this conference. We have thought of your smiles and laughter that we have shared in previous conferences. We have thought of the silliness that has been shared watching each other play games and of the deepening of relationships from time spent in community together.

It is our sincere privilege to welcome you to this conference, to hold this space with you. We welcome you here. We look forward to learning with you over the coming days and hope that you will leave this conference equipped with the necessary tools to be well as you continue on your journey in our field and through your life.

We invite you, your questions, your ideas. All of you are welcome here - the parts of you that feel confident and those that do not, the parts of you that are strong right now and the parts that are not. We are so glad that you chose to be in community with us.

Bobbie Ann Walker, Chair, 2021 Biennial Conference Planning Committee
Clint Brockway, Assistant to the Chair, 2021 Biennial Conference Planning Committee
Letters of Welcome

Arkansas Registry of Interpreters for the Deaf
P. O. Box 46511, Little Rock, Arkansas, 72214-6511
http://arkansasrid.org | arid@arkansasrid.org

ARIDians and Conference Attendees,

Welcome to the 2021 Biennial Conference! I am excited to see all of the endless hours of worth from the Biennial Planning Committee come to fruition. The Biennial Planning Committee has a history of doing amazing work, but this particular committee has had their work cut out for them due to COVID-19. Thank you Vice President Bobbie Ann Walker and VP Assistant Clint Brockway for establishing a hard working committee to provide this wonderful conference to the community.

This year’s conference theme, “Mind, Body, Heart: Integrating Interpreting and Wellness,” could not be more fitting to what we have all endured through the events of the past year or so. This comes at a time where we all could use some grounding within ourselves, profession, and community. The thoughtfulness of the theme and program to our conference attendees does not go unnoticed. I hope that you all take the opportunity to channel each and every part of the theme during the conference.

Even though the conference is virtual, don’t forget to take advantage of the Flex times for socialization, fun, and networking. These moments are some of the best at conferences and this year is no less. At the closing of the conference, it is my sincere hope that you leave feeling refreshed and excited to apply what you learned into your work. Thank you all for coming to the conference and I look forward to learning and laughing alongside you!

Peacefully,

Meagan Beaty, MS, NIC
President | Arkansas Registry of Interpreters for the Deaf
The Committee Chairs

Entertainment Committee
Finance Committee
Fundraising Committee
Hospitality Committee
Interpreter Committee
PDC Committee
Program Committee
Program Book Committee
Registration Committee
Secretary
Silent Auction Committee
Support Staff Committee
Technology Committee

Rhonda Read & NeCol Whitehead
Nicholas Winchell
Katie Becker & Jaime Harrell
Cheri Courtright & Katelyn Wilson
Will Gorum & Dawn Malley
Taylor Johnson & AnnMarie Lott
Julie Lowe
Myra Taff-Watson
Ashley Beaty & Nicholas Winchell
Linda Staffer
Christy Bacon & Aaron Johnson
Gwenyth Sutphin
Allyson Caruthers

Support Staff

Christy Bacon (AR)
Tammy Bolieau (AR)
Maria Huntley (AR)
Hadassah Ponder (KY)
Zoreia Robinson (AR)
Angela Undiener (AR)
Brooke Wejkszner (PA)

Conference Interpreters

Sponsored by ARID
Stephanie Brysch, NIC (TX)
Will Gorum, CI, CT, OTC, NIC-M, Ed:K-12, BEI CIC (AR)
Claris Industrious, NIC (GA)
Dawn Malley, NIC (AR)
Sydney Morriss, QAST 4/4 (AR)
Katie Northup, NIC-A (AR)
Jonathan Smith, NIC (AR)

Sponsored by the ARID-LRID Reciprocal Agreement
Sylvie Sullivan, CI (LA)
Jennifer Guerrieri, NIC (LA)

Sponsored by Sign Academy
Dr. Hilary Maag, CI and CT, NIC-M (MI)
## Biennial Conference Agenda

### Schedule at-a-Glance

<table>
<thead>
<tr>
<th>Date/Time</th>
<th>Track 1</th>
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<tbody>
<tr>
<td>7-8 am</td>
<td>Registration</td>
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<tr>
<td>8-11 am</td>
<td>The ASL-Star: An Online Suite of Screening Tools in ASL Related Substance Abuse, Mental Health &amp; Career Interest and Ethical Considerations for Interpreters in the Age of Social Media and Technology Use - Deb Guthmann &amp; Marcia Kolvitz (English) (.3 PS Edu/Ethics)</td>
<td>Working with Deaf Interpreters Who Are New to Legal Settings - Bentley-Sassaman &amp; Schmerman (ASL) (.3 PS Legal)</td>
<td>Healthy Boundaries for Interpreters - Breanna Cross-Caldwell (ASL) (.3 GS)</td>
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<tr>
<td>11-12 pm</td>
<td>Lunch</td>
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<tr>
<td>12-2 pm</td>
<td>Part 1 - Do Nothing or Do No Harm?: Competing Values in Healthcare - Jasmine Marin (ASL) (.4 PS PPO Ethics) (Must attend Part 1 &amp; 2 for CEUs)</td>
<td>Part 2 - Do Nothing or Do No Harm?: Competing Values in Healthcare - Jasmine Marin (ASL) (.4 PS PPO Ethics) (Must attend Part 1 &amp; 2 for CEUs)</td>
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<tr>
<td>2:2:30 pm</td>
<td>Flex Time - Welcome, Tech Support, and Silent Auction Showcase</td>
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<tr>
<td>2:30-4:30 pm</td>
<td>Part 2 - Do Nothing or Do No Harm?: Competing Values in Healthcare - Jasmine Marin (ASL) (.4 PS PPO Ethics) (Must attend Part 1 &amp; 2 for CEUs)</td>
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<tr>
<td>4:30-5 pm</td>
<td>Flex Time - ARID Nominations, 40th Anniversary Trivia, and Instant Scavenger Hunt</td>
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### Preconference Agenda

**Thursday June 10, 2021**

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<th>Date/Time</th>
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<td>7-8 am</td>
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<td>Flex Time - Welcome, Tech Support, and Silent Auction Showcase</td>
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<td>11-12 pm</td>
<td>Lunch</td>
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<tr>
<td>12-2 pm</td>
<td>Part 1 - Interpreting Competency to Stand Trial Assessment - Roger Williams (ASL) (.4 PS Legal) (Must attend Part 1 and Part 2 for CEUs)</td>
<td>ASL/English Interpreters Who Work in Virtual Environments - Stephanie Winslow (ASL) (.2 PS Ethics)</td>
<td>Self-Care for Stressful Times - Breanna Cross-Caldwell (ASL) (.2 GS)</td>
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<tr>
<td>2:2:30 pm</td>
<td>Flex Time - Welcome, Tech Support, 40th Anniversary Trivia</td>
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<tr>
<td>2:30-4:30 pm</td>
<td>Part 2 - Roger Williams (ASL) (.4 PS Legal) (Must attend Part 1 and Part 2 for CEUs)</td>
<td>Vicarious Trauma &amp; Self Care in a Stressed-Out World - Stephanie Winslow (ASL) (.2 PS PPO)</td>
<td>Deaf/Hearing Teams Working Through a Virtual Platform - Jessica Bentley-Sassaman &amp; Heather Schmerman (ASL) (.2 PS)</td>
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<tr>
<td>4:30-5 pm</td>
<td>Flex Time - Nominations, Silent Auction Showcase, Matching Game, and Fun Facts</td>
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<tr>
<td>6-8 pm</td>
<td>Banquet and Awards Ceremony</td>
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### Conference Agenda

**Friday June 11, 2021**

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<tr>
<th>Date/Time</th>
<th>Track 1</th>
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<tr>
<td>7-8 am</td>
<td>Registration</td>
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<tr>
<td>8-11 am</td>
<td>Colloquialisms, Slang, or Can Be Local - Patrick Fischer (ASL) (.3 PS)</td>
<td>Working with Deaf Interpreters Who Are New to Legal Settings - Bentley-Sassaman &amp; Schmerman (ASL) (.3 PS Legal)</td>
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<tr>
<td>11-12 pm</td>
<td>Lunch</td>
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<tr>
<td>12-2 pm</td>
<td>Part 1 - How to Grow Practical Strategies to Fight Unconscious Bias - Brent Tracy (ASL) (.4 PS PPO) (Must attend Part 1 and Part 2 for CEUs)</td>
<td>English Idioms: How The Hell Do I Interpret That? - Patrick Fischer (ASL) (.2 PS)</td>
<td>What is Cognitive Load and How Does My Brain Wellness Make Me a Better Interpreter? - Stephanie Winslow (ASL) (.2 PS Edu)</td>
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<td>2:2:30 pm</td>
<td>Flex Time - Silent Auction and Pet Picture Parade</td>
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<tr>
<td>2:30-4:30 pm</td>
<td>Part 2 - Brent Tracy (ASL) (.4 PS PPO) (Must attend Part 1 and Part 2 for CEUs)</td>
<td>Cultivating Community Capacity to Understand and Heal from Trauma - Melanie Thornton (ASL) (.2 PS PPO)</td>
<td>Cultivating Resilience for ASL Interpreters - Charlotte Toothman (English) (.2 PS)</td>
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<td>4:30-5 pm</td>
<td>Flex Time - Sunshine Committee and DEIC Mentoring Project</td>
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<td>6-8 pm</td>
<td>Banquet and Awards Ceremony</td>
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**Saturday June 12, 2021**

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<tr>
<td>8-9 am</td>
<td>Registration</td>
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<tr>
<td>9-11 am</td>
<td>Part 1 - Part 2 - Brent Tracy (ASL) (.4 PS PPO) (Must attend Part 1 and Part 2 for CEUs)</td>
<td>培植社区能力来理解和处理创伤 - Melanie Thornton (ASL) (.2 PS PPO)</td>
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<td>11:30-1:30 pm</td>
<td>Business Meeting / Lunch</td>
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<td>11:30-1:30 pm</td>
<td>Flex Time - Silent Auction and Pet Picture Parade</td>
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<tr>
<td>2-4 pm</td>
<td>Part 2 - Brent Tracy (ASL) (.4 PS PPO) (Must attend Part 1 and Part 2 for CEUs)</td>
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<td>1:30 pm</td>
<td>Flex Time - Sunshine Committee and DEIC Mentoring Project</td>
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<td>4-4:30 pm</td>
<td>Closing and Sign-off</td>
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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. (Co-presenting with Heather Schmerman)

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.

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 "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.

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 Ph.D. at the University of Tennessee in Human Ecology (emphasis: Human Resource Development). She has a MA degree and a BS 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.

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.

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. (Co-presenting with Jessica Bentley-Sassaman)

Melanie P. 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 UA 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.
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.

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.

Roger 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.

Stephanie Winslow is excellence oriented with a touch of warmth and encouragement that fuels a passion for other 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.
Biennial Conference Events

Thursday June 10, 2021
11-12 pm  Lunch
2-2:30 pm  Flex time fun activities (Welcome, Tech Support, and Silent Auction Showcase)
4:30-5 pm  Flex time fun activities (Nominations, 40th Anniversary trivia, and Instant Scavenger Hunt)

Friday June 11, 2021
11-12 pm  Lunch
2-2:30 pm  Flex time fun activities (Welcome, Tech Support, and 40th Anniversary trivia)
4:30-5 pm  Flex time fun activities (Nominations, Silent Auction Showcase, Matching Game)
6-8 pm  Banquet and Awards

Saturday June 12, 2021
11-11:30 am  Flex time fun activities (Silent Auction and Pet Picture Parade)
11:30-1:30 pm  Business Meeting / Lunch
1:30-2 pm  Flex time fun activities

Biennial Preconference Workshop Descriptions

Preconference Workshops:

Thursday June 10, 2021

8-11 am
Deb Guthmann & Marcia Kolvitz: The ASL-STAR:
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.
(Presented in English)  
0.3 RID / 3 QAST CEUs PS Edu/Ethics

12-2 pm and 2:30-4:30 pm  (Must attend both sessions for .4 RID / 4 QAST CEUs; no partial CEUs)
Jasmine Marin: Do Nothing or Do No Harm?: Competing Values in Healthcare Interpreting
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.
(Presented in ASL)  
0.4 RID / 4 QAST CEUs PS PPO/Ethics
Biennial Conference Workshop Tracks

Friday June 11, 2021

8-11 am – Track 1

Patrick Fischer: Colloquialisms, Slang, or Can Be Local
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.
(Presented in ASL) 0.3 RID / 3 QAST CEUs PS

8-11 am - Track 2

Jessica Bentley-Sassaman and Heather Schmerman: Working with Deaf Interpreters Who Are New to Legal Settings
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.
(Presented in ASL) 0.3 RID / 3 QAST CEUs PS Legal

8-11 am - Track 3

Breana Cross-Caldwell: Healthy Boundaries for Interpreters
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.
(Presented in ASL) 0.3 RID / 3 QAST (GS)

12-2 pm Part 1 – Track 1

Roger Williams: Interpreting Competency to Stand Trial Assessment
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.
(Presented in ASL) 0.4 RID / 4 QAST PS Legal

12-2 pm – Track 2

Stephanie Winslow: ASL/English Interpreters Who Work in Virtual Environments
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.
(Presented in ASL) 0.2 RID / 2 QAST CEUs PS Ethics
**Biennial Conference Workshop Tracks**

**Friday June 11, 2021** (continued)

**12-2 pm – Track 3**
**Breana Cross-Caldwell**: Self-Care for Stressful Times
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.
(Presented in ASL)

0.2 RID / 2 QAST CEUs GS

**2:30-4:30 pm Part 2 – Track 1**
(Must attend both sessions for .4 RID / 4 QAST CEUs; no partial CEUs)
**Roger Williams**: Interpreting Competency to Stand Trial Assessment
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.
(Presented in ASL)

0.4 RID / 4 QAST PS Legal

**2:30-4:30 pm – Track 2**
**Stephanie Winslow**: Vicarious Trauma and Self Care in a Stressed-Out World
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.
(Presented in ASL)

0.2 RID / 2 QAST CEUs PS PPO

**2:30-4:30 pm – Track 3**
**Jessica Bentley-Sassaman and Heather Schmerman**: Deaf/Hearing Teams Working Through a Virtual Platform
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.
(Presented in ASL)

(0.2 CEUs PS)
Biennial Conference Workshop Tracks

Saturday June 12, 2021

9-11 am Part 1 - Track 1
**Brent Tracy: How to Grow Practical Strategies to Fight Unconscious Bias**
Did you know that every second our body unconsciously processes only 0.0000004% of the 11,000,000 bits of information it receives? - 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 its pitfalls, we can take steps to align our unconscious behaviors with our conscious intentions on a personal, social, and systemic level. This interactive workshop will identify the scientific root cause of unconscious bias and develop strategies to combat its negative effects.
(Presented in ASL)

9-11 am – Track 2
**Patrick Mr. Shineyhead” Fischer: English Idioms: How the Hell Do I Interpret That?**
This workshop focuses 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.
(Presented in ASL)

9-11 am – Track 3
**Stephanie Winslow: What is Cognitive Load and How Does My Brain Wellness Make Me Better Interpreter?**
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 vegetable, but I still wouldn't stop).
(Presented in ASL)

2-4 pm Part 2 - Track 1 (Brent Tracy)

2:00-4:00 pm – Track 2
**Melanie Thornton: Cultivating Community Capacity to Understand and Heal from Trauma**
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.
(Presented in ASL)

2:00-4:00 pm – Track 3
**Charlotte Toothman: Cultivating Resilience for ASL Interpreter**
This is an opportunity to cultivate understanding of the importance of resiliency in our work and personal lives and how to cultivate it.
(Presented in ASL)
The 1981 Initial Board and Incorporators:
Daniel Burch, Barbara Northup, Robert E. Parrish, II, C.E. Schmeckenbecher, Tommy Walker
Board of Directors 1981-2021

President: Ken Musteen (81-83)
Vice President: Barbara Northup (81-83)
Secretary/Treasurer: Eddie Schmeckenbecher (81-83)

President: Myra Taff-Watson (83-85)
Vice President: Zania Musteen (83-85)
Secretary/Treasurer: Gloria Kemp (Wright) (83-84; resigned 84)
**In 1984 the Secretary/Treasurer position became two positions:**
Secretary: Linda Stauffer (84-85)
Treasurer: Shirley Herald (84-85)

**Elected July 1, 1985 (1985-1987)**
President: Myra Taff-Watson (85-87)
Vice President: Zania Musteen (85-87)
Secretary: Linda Stauffer (85-87)
Treasurer: Shirley Herald (85-86; resigned 86)
Member-at-Large: Nancy Fairchild (Quinn) - 1 yr. (85-86)
Member-at-Large: Ira Gerlis - 2 yrs (85-87)
Member-at-Large: Karin Krebs (Binko) - 3 yrs (85-88; resigned 87 running for President)
**Appointed July, 1986 (resignation of Treasurer)**
Treasurer: Rob Parrish (86-87)
**Elected July 1, 1986:**
Member-at-Large: Shirley Herald (86-88)
Member-at-Large: Laura Nodurfth (86-88)

President: Karin Binko (87-89)
Vice President: Myra Taff-Watson (87-89)
Secretary: Linda Stauffer (87-89)
Treasurer: Rob Parrish (87-89; resigned 88)
Member-at-Large: Betty Steed (87-89)
**Continuing**
Member-at-Large: Shirley Herald (87-88)
Member-at-Large: Laura Nodurfth (87-88)
**Appointed June 1988**
Member-at-Large: Shirley Herald (88-89)
**Elected July 1, 1988:**
Member-at-Large: Rhonda Cunningham (88-90)
Member-at-Large: Laura Nodurfth (88-90)
Continued - ARID Board of Directors History: 1981-2021

- President: Karin Binko (89-91)
- Vice President: Linda Stauffer (89-91)
- Secretary: Myra Taff-Watson (89-91)
- Treasurer: Shirley Herald (89-91)
- Member-at-Large: Zania Musteen (89-91)

**Continuing**
- Member-at-Large: Rhonda Cunningham (89-90)
- Member-at-Large: Laura Nodurfth (89-90)

**Elected July 1, 1990:**
- Member-at-Large: Ira Gerlis (90-92)
- Member-at-Large: Laura Nodurfth (90-92)

- President: Jan Sturdivant (91-93)
- Vice President: Barbara Northup (91-93)
- Secretary: Sherry Willingham (Shaw) (91-93)
- Treasurer: Karen Palmer (91-93)
- Member-at-Large: Sharon Rankin (91-94; resigned 93)
- Member-at-Large: Linda Stauffer (93)

**Continuing**
- Member-at-Large: Ira Gerlis (91-92)
- Member-at-Large: Laura Nodurfth (91-92)

**Elected July 1, 1992:**
- Member-at-Large: Betty Steed (92-94)
- Member-at-Large: Kristy Schwall (92-94; resigned 92)
- Member-at-Large: James Virgilio (92-94)

- President: Linda Stauffer (93-95)
- Vice President: Jami Hollingsworth (93-95)
- Secretary: Carolyn Snyder (Jolley) (93-95)
- Treasurer: Laura Nodurfth (93-95)
- Member-at-Large: Pamela Taylor (93-95)

**Continuing**
- Member-at-Large: Betty Steed (93-94)
- Member-at-Large: James Virgilio (93-94)

**Elected July 1, 1994:**
- Member-at-Large: Priscilla DePrato (Brown) (94-96)
- Member-at-Large: James Virgilio (94-96)

- President: Ray James (95-97)
- Vice President: Carolyn Snyder (Jolley) (95-97)
- Secretary: Dyna Pierce (95-97)
- Treasurer: Penne Gailbraith (95-97)
- Member-at-Large: Paula Carpenter (95-97; resigned 9/95)
- Member-at-Large: Lorette Mann-Dale (95-97)
- Member-at-Large: James Virgilio (cont. 95-96)

**Continuing**
- Member-at-Large: Priscilla DePrato (Brown) (95-96)

**Elected May 1996:**
- Member-at-Large: James Virgilio (96-98; resigned 97)
- Member-at-Large: Debbie Spiker (96-98)
Continued - ARID Board of Directors History: 1981-2021

**Elected July 1, 1997 (1997-1999)**
President: Jami Hollingsworth (97-99)  
Vice President: Rebecca Leavell (97-99)  
Secretary: Susie Williams (97-99)  
Treasurer: Eddie Schmeckenbecher (97-99)  
Member-at-Large: Julie Poe (97-99)  
Member-at-Large: Dyna Pierce (97-99)
**Continuing**
Member-at-Large: Debbie Spiker (continued 98-99)

**Elected July 1, 1998**
Member-at-Large: Shana Kirksey (Mile) (98-00)  
Member-at-Large: Jim Barnes (98-00)

**Elected July 1, 1999 (1999-2001)**
President: Susie Williams (99-01; resigned 00)  
Vice President: Sharon Downs (99-01; moved to President position 2000)  
Secretary: John West (99-01; moved to Vice President position 2000)  
Treasurer: Jami Hollingsworth (99-01)  
Member-at-Large: Lori Van Ornun (elected 99-01)
**Continuing**
Member-at-Large: Shana Kirksey (Mile) (99-00; moved to Secretary position 2000)  
Member-at-Large: Jim Barnes (99-00)

**Elected July 1, 2000**
Member-at-Large: Jim Barnes (00-02)  
Member-at-Large: Jeanne Riggs (00-02)

**Appointed October, 2000 (resignation of President)**
President: Sharon Downs (00-01)  
Vice President: John West (00-01)  
Secretary: Shana Kirksey Mile (00-01)

**Elected July 1, 2001 (2001-2003)**
President: John West (01-03)  
Vice President: Laura Walker (01-03)  
Secretary: Cheryl Thomas (01-03)  
Treasurer: Jami Hollingsworth (01-03)  
Member-at-Large: Valerie Deen (01-03)
**Continuing**
Member-at-Large: Jim Barnes (01-02)  
Member-at-Large: Jeanne Riggs (Zaragoza) (01-02)

**Elected July 1, 2002**
Member-at-Large: Bonnie Barham (02-04)  
Member-at-Large: Debbie Woodroof (02-04)

**Elected July 1, 2003 (2003-2005)**
President: Laura Walker-Arrington (03-05)  
Vice President: William Gorum (03-05)  
Secretary: Missy Mills (03-05)  
Treasurer: Betsy Domingue (03-05)  
Member-at-Large: Flint Fears (03-05)

**Elected July 1, 2004**
Member-at-Large: Karen Northup (04-05; resigned for VP position)  
Member-at-Large: Sarah Wedaman (04-06)
Continued - ARID Board of Directors History: 1981-2021

**Elected July 1, 2005 (2005-2007)**
President: Debbie Woodroof (05-07; resigned 1/07)
Vice President: Karen Owens (Northup) (05-07; moved 1/07 to President position)
Secretary: Katie Becker (Gallaher) (05-07)
Treasurer: Amy Hebert (05-07)
Member-at-Large: Flint Fears (05-06; resigned 11/06)

**Appointed July 1, 2005 (resignation of Member-at-Large)**
Member-at-Large: Cheri Courtright (05-06)

**Elected July 1, 2006**
Member-at-Large: Gillian Swaim (06-08)
Member-at-Large: Cheri Courtright (06-08; resigned 01/07)

**Appointed January, 2007 (resignation of President and Member-at-Large)**
President: Karen Owens (Northup) (07)
Vice President: Karin Binko (07)
Member-at-Large: Diane Hill (07; resigned 6/30)

**Appointed March 2007**
Member-at-Large: Pat Nickell (07-08)

President: Karin Binko (07-09)
Vice President: Raphael (Ray) James (07-09)
Secretary: Laney Yates (07-09)
Treasurer: Jami Hollingsworth (07-09)
Member-at-Large: Pamela Brannan (07-09)

**Continuing**
Member-at-Large: Gillian Swaim (06-08)
Member-at-Large: Pat Nickell (07-08)

**Elected July 1, 2008**
Member-at-Large: NeCol Wilson (08-10)
Member-at-Large: Pat Nickell (08-09)
Member-at-Large: Nikki Wentz Cherry (08-10)

**Elected July 1, 2009 (2009-2011)**
President: Pat Nickell (09-11)
Vice President: Laney Yates (09-11)
Secretary: Jami Hollingsworth (09-11)
Treasurer: Elise Kirkpatrick (09-11)
Member-at-Large: Akeya Peoples (09-11)

**Continuing**
Member-at-Large: Nikki Wentz Cherry (09-10)
Member-at-Large: NeCol Wilson (09-10)

**Elected July 1, 2010**
Member-at-Large: Nikki Wentz Cherry (10-12; resigned 6/11 running for President)
Member-at-Large: NeCol Wilson (10-12)
Continued - ARID Board of Directors History: 1981-2021

**Elected July 1, 2011 (2011-2013)**
President: Nikki Cherry (11-13)
Vice President: Laney Yates (11-13)
Secretary: Katie Becker (11-11; resigned 10/11)
Treasurer: Alvin-Bailon Zafe Haas (11-13)
Member-at-Large: NeCol Wilson (10-12; resigned 8/11)
Member-at-Large: Akeya Peoples (11-11; resigned 9/11)
Member-at-Large: Jamie Lane-Ross (11-13; resigned 1/12)
**Appointed August, 2011 (resignation of Member-at-Large)**
Member-at-Large: Sebrena Westcott (11-13)
**Appointed January, 2012 (resignation of Member-at-Large)**
Secretary: Katelyn Wilson (11-13)
**Appointed January, 2012 (resignation of Member-at-Large)**
Member-at-Large: Wesley Porter (12-13)
**Elected July 1, 2012**
Member-at-Large: Darlene Bagley (12-13)
**Resigned September 2012**
Member-at-Large: Wesley Porter (12-13; resigned for VP position)
**Appointed September 2012**
Vice President: Wesley Porter (12-13)
Member-at-Large: Amanda Firth (12-13; fulfill vacated MAL)

President: Cheryl Thomas (13-15)
Vice President: Anna Litchfield (13-15)
Secretary: Katelyn Wilson (13-15)
Treasurer: Alvin-Bailon Haas (13-15)
Member-at-Large: Glenn Anderson (13-15)
Member-at-Large: Jen Andrews Powers (13-14; resigned 2014)
Member-at-Large: Darlene Bagley (13-14; resigned 2014)
**Appointed December 2014 (resignation of Member-at-Large)**
Member-at-Large: Chrystal Honorable (14-15)
**Elected July 1, 2014**
Member-at-Large: Tironica Hamilton (14-15)

**Elected July 1, 2015 (2015-2017)**
President: Clint Brockway (15-17)
Vice President: Debbie Pearce (15-17)
Secretary: Chrystal Honorable (15-17)
Treasurer: Ashley Beaty (15-17)
Member-at-Large: Kari Houtchens (15-17)
Member-at-Large: Nelvia Agnew (15-16; resigned 2016)
Member-at-Large: Haleigh Herring (15-17)
**Appointed July 1, 2016 (resignation of Member-at-Large)**
Member-at-Large: Michael McMahon (16-17)
Continued - ARID Board of Directors History: 1981-2021

**Elected July 1, 2017 (2017-2019)**
President: Katelyn Wilson (17-19)
Vice President: Cheri Courtright (17-19)
Secretary: Gwenyth Sutphin (17-19)
Treasurer: Nicholas Winchell (17-19)
Member-at-Large: Kari Houtchens (17-18; resigned 2018)
Member-at-Large: Ashley Beaty (17-19)

**Appointed March 2017**
Member-at-Large: Michael McMahon (17-18; resigned 2018)

**Elected Sept. 15, 2018**
Member-at-Large: Mary Adams (18-19)
Member-at-Large: NeCol (Wilson) Whitehead (18-19)

In 2018 removed the staggered terms of Members-At-Large (MAL) and changed to the election of all MALs to occur at the same time as the officers of the ARID Board of Directors.

**Elected July 1, 2019 (2019-2021)**
President: Meagan Beaty (19-21)
Vice President: Bobbie Ann Walker (19-21)
Secretary: Savannah Nellis (19; resigned Aug 2019)
Treasurer: Nicholas Winchell (19-21)
Member-at-Large: NeCol Whitehead (19-21)
Member-at-Large: Rhonda Read (19-21)
Member-at-Large: Bea Hogan (19-21)

**Appointed September 1, 2019 (resignation of Secretary)**
Secretary: Beth Smith (19-20; resigned 9/27/20)

**Appointed September 1, 2020 (resignation of Secretary)**
Secretary: Ashley Beaty (20-21)

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**for your service to ARID!**

**In Memoriam**

**Board Members 1981-2021**

- Shirley Herald
- Kenneth Musteen
- Barbara Northup
- Betty Steed
- Laney Yates
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July 1, 2019 to June 30, 2021

Raised $1,000.00

Special Thanks - T4T co-hosts - Jaime Harrell and Katie Becker

Thanking all who joined us in our monthly sessions and for the wonderful donations!

Kroger Shopper’s Fundraiser

Raised $467.67

ARID Fundraiser

Raised $308.50

SLK Chipotle Fundraiser

Raised $230.79

Amazon Smile Shopper’s Fundraiser

Raised $85.22
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ARID Stainless-Steel Tumbler

Jaime Harrell
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Thank you for attending our ARID 2021 Virtual Biennial Conference.

We hope you enjoyed the educational experience and the fun activities!