



# ICRID INSIGHTS



Advocating for best practices in interpreting by fostering relationships with the Deaf community and interpreting practitioners; to provide support, the development of equality, professionalism, and excellence within the profession of sign language interpreting throughout Indiana.

## **From the President's Desk - Colleen Geier, Ed.D., CI/CT, ICRID President**

We are starting a new year with some new board members - Kasey Prentice is our new Secretary, Diana Hankins and Erin Kirk became Members at Large (MAL), and Judy Cain stepped down from an active role on the board. Judy has probably held every position on the board at one time or another and we are blessed and grateful that she agreed to remain an advisor to the board! The board is getting started with new projects and ideas as well as continuing traditions. One tradition happened on November 10th. Judy, Kasey, Diana, and I were all at the Deaf Festival in Fort Wayne. We sold quite a few T-Shirts and met a lot of people! It was a great event, it reminded me of a giant Deaf Club event and I really enjoyed watching all the different signing styles. If you haven't been to the Deaf Festival, you should plan to go next year!



One of the things we're working on is establishing partnerships with organizations around the state to make sure that workshops are being offered throughout Indiana. I hope to be able to report more on that in the next newsletter. If you have ideas about workshops or topics you'd like to see in your area, please let us know, or encourage an organization in your area to partner with us on a project. As we plan for ASR and workshops we will be reaching out to members asking for help - but don't be afraid to contact us and ask if we need help with something!!

Recently we discussed assigning specific roles to our MALs and we're going to try that approach this year. I've asked Jesse Vasquez to help keep us organized in terms of fundraising or outreach opportunities. ICRID is usually involved in Deaf Festival, ASR, PTCO, and of course our own workshops and conference. If you know of other opportunities that ICRID could have an information booth or do fundraising, please let Jesse know (4mal@icrid.org). Natalie continues to handle membership. Erin and Diana are going to work with Becca and me on professional development. We need more help with professional development so please share your ideas. Don't be afraid to contact us, it doesn't mean you have to be on the committee for a full year! :-). You can share ideas or volunteer to help with one event or project. We also need someone to be the chair of the Awards committee which is not a year round job - let me know if you're interested.

Moving forward we want to celebrate accomplishments, learn from struggles, and continue to work on the goals we've set. If you are involved with any of the college interpreting programs in the state, we want to get students involved so help us connect to the right people. If you have any experience in offering online workshops, we need your ideas. If you are interested in the topic of mentoring - as a mentor, or as someone who needs mentoring - get in touch with Becca Niethammer (vicepresident@icrid.org) or me. We want mentoring to be the focus this year and we hope to gather more information from people and organizations

that have been successful in setting up mentoring programs. If this is something you care about, come help us figure it out!

The only thing to do is keep moving forward, if something doesn't work out then we need to revise and try again. Sitting still isn't an option if we want to continue to grow as an organization and as individual interpreters. The new board is rolling up its sleeves and getting started on new projects for this year; join us!

*Colleen*

“So what do we do? Anything. Something. So long as we just don't sit there. If we screw it up, start over. Try something else. If we wait until we've satisfied all the uncertainties, it may be too late.” — Lee Iacocca

**From the Editor:**

Dear Reader,

The staff here at INSights and I want to wish you all the very best this holiday season. Whatever the holidays look like to you, for all the joy that it brings, it can also be a very stressful time of year as we struggle to balance work and family and add to that mix the pressure of gift-buying, winter weather, and relatives visiting. It's difficult to strike the balance, but it is the only way we survive this season with our sanity intact. Stay warm, stay safe, strike a balance, and may the joys of the holiday season bring you the peace we all desperately need.

**In other news:**

The INSights editorial chimps and research orangutans, during their annual contract negotiations, made it known in no uncertain terms that they are feeling lost and restless. A multitude of malicious, mutinous mutterings have been heard as they plot the eventual usurpation of my position of editor-in-chief. Their demands? Ideas. It is hard to know what the membership wants from them or expects of this newsletter. Firstly since they can't use anything but a typewriter (internet privileges having been revoked because of their "friendships" with Nigerian princes), but also because there is largely silence from the membership about this publication. In the interest of my own well-being, if you, our dear readers, have any suggestions for content or ideas for articles, they would be most welcome, and my staff will be appeased. We can handle the writing, but the idea well is running dry.

All the best.... For now,

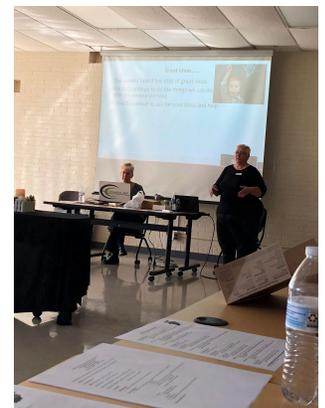
Zach Evans, Editor of INSights  
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**ICRID's Annual Conference 2018 - A Recap**

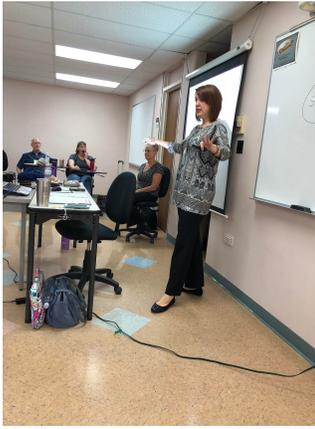
By Rebecca Neithammer, ICRID Vice President

This past October 6, ICRID hosted its Annual Conference. This year forty-one interpreters and interpreting students attended workshops about the unmentionable and sticky situations we experience in educational interpreting, trauma-informed interpreting in situations regarding domestic violence, and different yoga and meditation techniques we can use to take care of our whole bodies. I appreciate all of the interpreters that came to the conference and their willingness to learn about topics that might have made them feel uncomfortable.

During our annual business meeting the board discussed our goals of partnering with other agencies to host workshops all over the state of Indiana and not just in Indianapolis. We recognize that the local agencies know what their interpreters need better than we do. We also discussed our hopes of starting a mentoring program. After talking with many recent ITP grads, current students, and



researching the “Gap to Readiness” that has been noticed in not only Indiana but all over the country, we are hoping to develop a mentoring program that can help recent grads feel more confident upon graduation and help them improve their interpreting skills.



This conference would not have been possible without the support of INTRAC Relay Indiana, Luna Language Services, Z Video Relay Services, Central Indiana Interpreting Services, and Professional Interpreters for the Deaf. Thank you all for your continuous support of not only ICRID but the entire interpreting community in Indiana. I would also like to thank our student volunteers Diana Hankins (Goshen College), Taylor Hull (IUPUI), and Jane Fist (IUPUI). Thank you for all of your hard work helping us set up and run this event.

I look forward to seeing all at our upcoming workshop on January 26 “The Right to Silence: Visual Interpretations of the Miranda Warning” with Ben Hall and at the next Annual Conference.



**Messages from our new board members!**

**Secretary - Kasey Prentice:** “My name is Kassandra Prentice and I am the new secretary for ICRID. I recently graduated from Goshen College in 2018 and I am currently working at DeafLink in Fort Wayne, Indiana. I am very passionate about learning and improving my interpreting skills; so that I may better serve the Deaf community.”

**Member at Large #1 - Diana Hankins:** " My name is Diana Hankins, I am a MAL for ICRID and a Junior ITP student at Goshen College. When I heard ICRID had an opening for their board I thought it would be a wonderful experience to work alongside professional working interpreters. Now that I am a member I would love to encourage other ITP students, to go the extra mile and take up every opportunity that is presented to them!"

**Member at Large #2 - Erin Kirk:** “My name is Erin Kirk, and I am one of the new Members at Large for ICRID. You may know me if you’ve had to arrange for RID approved CEUs, as I currently already serve as ICRID’s CMP sponsor. I look forward to getting to know this new role within ICRID and a new way to serve the Indiana interpreting community.”

## **ICRID RAPS - A Monthly Multi-Site Discussion Group**

Some of us love getting together to discuss current articles and webinars and we do it all over the state at ICRID RAPS meetings. We would love to see more of you involved and wonder what we can do to expand RAPS? Here are some things that have been suggested, we'd love to know what you think. You can respond to these ideas or suggest other things at [raps@icrid.org](mailto:raps@icrid.org)



- set up more online dates for RAPS
- alternate traditional RAPS with an Ethics discussion - have a topic each time and interpreters can bring their own ethical dilemmas and questions to discuss with the group
- include articles on specific topics - what do you want to learn about?
- change the format completely to some other kind of discussion group
- change the times/days or even locations when the RAPS groups meet

If you have ideas for RAPS or other discussion groups please let us know at [RAPS@icrid.org](mailto:RAPS@icrid.org)

## **Approaches to Ethical Decision Making**

By Colleen Geier, EdD, CI/CT

How do you approach interpreting? Are you an ally, or a helper, or a machine? Another way to think about it is through various meta-ethical principles. How do you make ethical decisions? Over the years I have asked students to consider each of several meta-ethical principles and decide which they one seems to be the best way to consider an ethical problem. Most students are unable to choose one because each of them has merit. Nevertheless, I push my students to choose one, or at most two, that they identify with most strongly. Understanding your own ethical perspective will help you to examine each ethical dilemma you face and find a solution that adheres to the RID Code of Professional Conduct, and at the same time supports your beliefs.



1. The Utilitarian Approach: Do no harm; promote the welfare of all or “The good of the many.” Someone who supports the Utilitarian Approach will look at an ethical dilemma and think about what benefits and harm will come from each possible solution and choose a course of action which does the least amount of harm. According to English philosophers Jeremy Bentham and John Stuart Mill, an action is considered “right” if it promotes happiness, and “wrong” if it does the opposite (Utilitarianism, n.d.).
2. The Autonomy/Rights Approach: People have a right to self-determination. Immanuel Kant wrote that people have dignity based on their ability to choose freely what they will do with their lives. He also believed it is a basic right to have one's choices respected. If an interpreter follows the Autonomy Approach, they would make choices that support self-determination. Some aspects of self-determination are:
  - a. The right to be told the truth/informed about matters.
  - b. The right to believe, do, say whatever we choose as long as we do not violate the rights of others.
  - c. The right not to be harmed (other than just punishment for crime).
  - d. The right to what is promised in a contract or agreement.

3. **Justice and Equality Approach:** Decisions must be fair to all, no favoritism or discrimination. Following the Justice Approach, an interpreter would weigh each option to determine if it is the most fair and is free of favoritism.
4. **The Common Good Approach:** The pursuit of common values and goals, respects freedom for the individual, believes we are linked to the well being of the community, and ensures social systems and policies benefit all. The question to consider is what actions will maintain the common values and goals?
5. **The Virtues Approach:** We should act in ways that reflect virtues such as honesty, courage, self-control, compassion, fairness, and integrity. Over time these virtues become part of our character. The overarching question is, “What kind of person do I want to be?” One should consider what action would promote the development of good character in oneself and others.

You can see why this is a difficult exercise for students. We all want to “do no harm”, promote virtue and fairness, and support self-determination. All six of these approaches have value. If you consider ethical situations, however, you will probably notice that what you consider the best solution tends to fit into one or two of these ethical approaches. So how does knowing your preferred meta-ethical approach help you as an interpreter? Often we can clearly identify what is not a good choice, but are torn between a couple of good options. Knowing what you truly value can help you evaluate those two good choices and know which will ultimately let you sleep well at night. Let’s look at a some examples.



1. Grandma asks if you like the gift she gave you, you don’t. Do you tell her the truth (Virtues) and hurt her feelings, or lie to save her feelings (Utilitarian)?
2. A doctor refuses to give a terminal patient morphine, but the nurse can see the patient is in agony. Should the nurse give the medication (Utilitarian)? Wait for the patient to advocate for himself (Autonomy)? Follow the doctor’s orders (Virtues)?
3. While responding to a domestic violence call, a police officer realizes that the accused is the son of the police chief. The chief tells the officer to “make it go away”. Should the officer obey his chief (Virtues)? Refuse to allow an assailant to get away with violence (Common Good and Justice)?
4. In medical setting, the doctor asks about the use of certain street drugs, stressing the risks if drugs were used in past 48 hours. The client denies drug use and signs a waiver. Based on a very recent interpreting assignment, the interpreter knows that the client HAS used street drugs within past 48 hours. Should the interpreter take a “hands off” approach (autonomy/empowerment)? Should the interpreter repeat the info stressing consequence of death (common good: informed consent)? Should the interpreter speak privately to the doctor (utilitarian: do no harm)?

Which meta-ethical approach do you gravitate towards? As you face ethical issues in your interpreting work, what value will guide your decision making?

References:

Humphrey, J. (1999). *Decisions? Decisions! A Practical Guide for Sign Language Professionals*. Amarillo, Texas: H&H Publishing Company.

Humphrey, J. H., & Alcorn, B. J. (2007). *So you want to be an interpreter? An introduction to sign language interpreting (4th ed.)*. Renton, WA: H&H Publishing Company.

Utilitarianism. (n.d.). <https://www.utilitarianism.com/utilitarianism.html>

## Winter is coming....

By Zach Evans

While none of us really live north of the wall (though the northern reaches of the state can feel like it sometimes), we here in the hoosier state need to prepare for winter. This year has already seen school closures and traffic hazards despite the “official” start of winter being two weeks away. Do you relish winter weather or is it the bane of your existence? Here are some thoughts and tips that should help especially given that interpreters travel all over the state in order to provide services to our clients.



- ❖ Prepare your car: We travel a lot for our jobs, and being able to get safely from point A to point B safely is important. If you are not knowledgeable about automotive things, take your car to your trusty mechanic and have them look it over to see what you need to do to get ready for winter weather.
  - Top up all fluids such as antifreeze and windshield wiper fluid, have the oil changed if you need it. These are the lifeblood of your car. Perhaps change to a windshield wiper fluid that has extra protection against cold temperatures.
  - Make sure tires have plenty of tread and plenty of air so they can grip the road and give you the traction you need on potentially slippery roads.
- ❖ Have a winter weather contingency kit in your car. Having tools at your disposal to deal with problems that arise can make your life easier. Such as:
  - A small shovel - if you find your car somewhat buried in the snow, having a small shovel like the one in the picture here can help get you on your way.
  - First aid kit
  - A blanket
  - A flashlight - Because the night is dark and full of terrors.
  - Cell phone power bank - You might be playing candy crush for a while waiting for the tow truck to get your car out of the ditch, or you might need to, y'know, call the agency to let them know you'll be late.
  - Hand warmers - Also good for if your assignment location is chilly.
  - Non-perishable food - such as granola bars if you're stranded for a while, or even candy for diabetic emergencies. Perhaps a couple of water bottles.
  - Windshield scraper with snow brush - You'd be amazed how many people don't have these. There's few things more pathetic than seeing someone try brushing snow off of their car off with their sleeve and scrape ice with a credit card.
  - A small quantity of kitty litter - to provide traction on your wheels if you get stuck. Also good for oil spills in your garage at home!



- A multi-tool with a blade - You'd be surprised how handy those things can be. Who knows, you might need to hide inside of a Tauntaun until rescue comes, or fight off a Wampa.
  - Jumper cables - So you can be someone else's savior or make it easier for someone to save you if your battery is dead. Cold weather can drain a battery faster.
  - A tire pressure gauge and/or a portable air pump.
  - Have we forgotten anything? This is by no means an exhaustive list. Do any of you wilderness adventurers out there have anything to add?
- ❖ Practice driving in the snow. If you've never had to correct a skidding car, you don't know how to react. After the first time it snows, see if you can find a large open parking lot that hasn't been cleared yet. Go there at a time when there are no cars (this is important so you don't hit anything), and intentionally put your car into a skid by applying your brakes hard while travelling at maybe 10-15 mph and try to keep your car going straight. This will help you figure out what it feels like when your car is skidding, and what actions help when correcting your course.



❖ It is said many times each winter season, but it always bears repeating: **Allow extra travel time in bad weather.** In Indiana, many people are not confident driving in snow or ice. It's also not a good idea to be in a hurry when there's snow on the roads. Being on time is important, and although getting stuck in traffic is a valid excuse/reason for being late, we'd all much rather you arrive safely than not arrive at all.

## Upcoming Local and Regional Workshops

### Indiana:

Multiple dates/locations: [ICRID RAPS](#)

December 19th: [LUNA Launch](#)

January 19th: [The Ally in You Advocating with the Deaf Community](#)

January 26th: [Right to Silence - Visual interpretations of the Miranda warning](#)

### Ohio:

December 8th: [Brain Train - what does that mean?](#)

December 14: [Cultural Diversity Awareness](#)

### Illinois:

December 9th: [Mindfulness and Self-care for Interpreters 101](#)

### Michigan:

Multiple dates/locations: [Ethical Discussion Group](#)

December 18th: [2018 and beyond](#)

### Minnesota:

December 5th: [Promoting the use of normative ethics in the practice of interpreting](#)

December 6th: [Phy-Ed through an interpreter - deaf male perspective](#)

December 8th: [BEI or NIC, which one is for me?](#)

January 8th: [Shareshop for mentors](#)

### Tennessee:

December 14th: [Muscular and Skeletal systems](#)

December 14th: [Medical forms and Prescriptions](#)

December 15th: Integumentary System

December 15th: Respiratory and Sensory Systems

# Thanks for reading!