



# 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.

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

It's hard to believe I'm coming to the end of my year as President of ICRID! Some things the board has been working on are: trying to find out what members want and need from ICRID, increase involvement from students and newer interpreters, find ways to provide workshops or trainings online, create a mentoring program in Indiana, and better define the roles of board members. We have made progress on some of these goals and not as much progress as we'd like on other goals.

- We continue to reach out to the three interpreting programs in the state and have gotten some students involved, we'd love to do more and could use your help.
- We have heard from a few members about things they would like to see ICRID do
- We still need to do more research about online opportunities for workshops
- We are more clearly defining the roles and projects managed by each board member

I encourage you to attend the annual meeting on October 6th to hear more about what we are doing and what we'd like to do. We want your input and the annual meeting is a great place to share your ideas with the board.

Last month Becca Niethammer and I had the opportunity to attend the Region 3 conference. There were a lot of people there and it was a chance to network, to renew old friendships, and to meet new people. There was a nice mix of workshops to choose from as well as time to look at raffle items and just hang out and talk with people. Something I noticed was that some state chapters seem to be very active and others are struggling to get people involved. It was encouraging to hear what other states are doing and how active their members are.

One of the best parts of the conference for me was our ICRID forum. There was a small group of people there from Indiana and we met together to talk about issues that we face. I posed the same question I keep asking, "What do you want and need from ICRID." Some themes emerged.

1. There is a need for mentoring or some kind of support as people prepare for the NIC performance test or as they try to improve their skills. We know this is a need but have struggled with how to make that happen.
  - a. Becca is passionate about this idea and we want to get more people involved in professional development so we can free up some of her time to focus on mentoring and support for students and interpreters.
2. Some people are interested in being involved with ICRID but either feel they don't have the right skills or they can't commit long term.
  - a. We want to be more clear on specific tasks we need help with so a member could help with one project or one task
  - b. We have added the AC Handbook to our website and specifically a piece about the process for setting up workshops. If someone has an idea for a workshop they can use this tool and the board will work with them to develop that workshop and bring it to their area.
3. We need to collaborate with IAD more - we are reaching out again to the new members of the IAD board and hope to work with them on renewing our relationship.

It's been a busy year, a good year, a frustrating year....aren't they all? We need to find ways to get more people involved with ICRID projects and to provide what the membership needs. In looking back to what previous boards have done, I see these are ongoing goals. Keeping any organization relevant is hard, we need to work together to

make ICRID relevant in the coming years. It is also hard to get people to volunteer their precious time to work on projects. The board will continue to work on clarifying each board member's role and to ask for help with smaller, specific tasks that may be more manageable for members. Thank you for being a part of ICRID and we look forward to talking with you at the annual meeting in October. Consider running for one of the open board positions!

*Colleen*

“Nothing is particularly hard if you divide it into small jobs” — Henry Ford

**From the Editor:**

Dear Reader,

We hope to see you at this year's conference! It will take place at the Indiana School for the Deaf as it was last year. The conference committee has lined up some great workshops for you. This edition of INSights is largely devoted to the conference. In the following pages you will find the standing rules for the annual business meeting, the registration form as well as a link to the online registration, and information about the annual awards.

Zach Evans, Editor of INSights  
editor@icrid.org

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

Some of us love getting together to discuss current articles and webinars and do it all over the state at ICRID RAPS meetings. We would love to see more of involved and wonder what we can do to expand RAPS? Here are some things have been suggested, we'd love to know what you think. You can respond to 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 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)

Colleen Geier  
ICRID RAPS coordinator



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## **Self Care II - The Sequel!** - By Zach Evans

In the previous issue of INSights, an article on the (very broad) topic of self care was submitted by our amazing writing staff. There was some positive feedback from this, so our editor-in-chief decided it was worth a follow up article, a sequel if you will. This article will attempt to focus on the biomechanics aspect of interpreting. The human body is basically a biological machine, and machines sometimes break (AKA injuries occur). When these injuries occur, our work can suffer, or grind to a halt, depending on the severity.

Based on a webinar on Biomechanics given by Daniel Maffia, MA, NIC, we have compiled a very basic “Do’s and Don’ts” list that will hopefully give some good tips to aid in the reduction of repetitive motion injuries (such as carpal tunnel syndrome, rotator cuff strains, and tendonitis) which are so common in our profession. We hope you find the following list helpful. If you would like to see an article on a different area of self care, please send an email to [editor@icrid.org](mailto:editor@icrid.org) and let us know!

**Do....**

- Incorporate micro-rests by lowering both hands or your non-dominant hand while not in use to interpret. Place hands either at your sides, or in your lap if sitting.
- Use facial expressions, body language, and other linguistic features to indicate emphasis in the message.
- Practice good posture - this leads to a relaxed and confident look and reduces stress on the back and shoulders.
- Turn fingerspelling hand slightly toward the body while fingerspelling. This reduces stress on the wrist and hand.

**Don't....**

- Place your hands in the “interpreter prayer” position when not actively interpreting.
- Put physical force into your signing so that a sign can be heard. The force of your hands striking each other can cause micro-traumas which accumulate over time.
- Hold muscles in “static load” or tensed positions. This will cause physical fatigue.
- Slouch in your chair while interpreting
- Hold non-dominant hand at a “limp” posture when not in use. Instead, practice a neutral wrist position at all times to reduce strain.

We hope this very basic “do’s and don’ts list based on Daniel Maffia’s webinar was helpful. We all need to take care of ourselves if we are to be in this field for the long term. Science is a long ways away from micro-surgeries or replacement bionic hands.

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## **Dear Interpreter.... A new column for ethical questions or scenarios!**

Being an interpreter is rife with complications, intricacies and conundrums. Every interpreter, at some point in their career, will ask themselves "Did I do the right thing?" We're here to help! If you have a question about a situation that really stumped you, or might be instructive to others in future situations, send it to us! We'll get our best ethical minds on the job and do our best to figure out if what happened is a win/win, a win/lose, or a lose/lose situation, and what possible outcomes could result. All situations or questions will be framed within the [RID/NAD Code of Professional Conduct](#).

Also, it doesn't have to be an ethical situation. If you have a general advice question that is relevant to our profession, send it our way! We'll do our best to help. There are a lot of seasoned professionals who read this publication. If the editing staff is stumped, we'll send it to the hive-mind! Several heads are better than one.

Send any submissions to [editor@icrid.org](mailto:editor@icrid.org).

**A few guidelines for submitting:**

1. Please **omit all identifying information**. Confidentiality is a big deal in our profession, and we want to make sure everyone's privacy is protected. Obfuscate any and all details that might give away who was involved.
2. Keep it brief. Extraneous information only clouds the mind and confuses the story. Give us a clear problem that can be analyzed.
3. If there was a conclusion to the situation, include that. Rarely is there only one right or wrong answer in ethical decision making. We can take the decision that was made into account.

**Today's questions:**

**No questions or scenarios were submitted for this issue.**

If you have a question or scenario you would like to submit for next issue, please send it to [editor@icrid.org](mailto:editor@icrid.org).

## 2018 Annual Conference Workshop Descriptions

### **Unmentionables in Education: How to Handle the Sticky Situations** (Judy Cain and Carrie Moore) (0.6 CEU PS)

Have you ever been faced with a sticky ethical situation on the job and weren't sure how to handle it? When do you follow the laws? When do you follow school policies? When do you follow RID Code of Professional Conduct? Educational interpreters often work on improving their skills in interpreting specifically, but rarely talk about those topics that no one wants to talk about. This workshop will address those topics and how to get a positive result.

### **How are we doing in providing mental health services, and mental health interpreting services for the Deaf in Indiana?** (Charleen K Sculley and Marla Berggoetz) (0.6 CEUs GS)

During this workshop we will discuss the data on Deaf/Hard of Hearing mental illness in comparison with hearing mental illness and how there is a great need for Counselors, Psychologists, and Interpreters to serve the Deaf population. The Deaf/Hard of Hearing populations are "untapped" and do not have access to appropriate services. Often, the services received are inadequate. During this presentation, we will approach our discussion using "case studies" that will demonstrate symptoms, different diagnosis, treatment options and how those things can guide choices made during the interpreting process. We will discuss scenarios and strategies for interpreting in a diverse linguistic community and talk about how specific mental health conditions can affect the language and communication style for D/deaf, hard-of-hearing people. Different modes of communication will be discussed: ASL, English, MLS, and oral. A portion of the day will be devoted to the discussion of "dysfluency," its effect on language, how to recognize it, and options for interpreting when dysfluency is present. Our goal is to provide a framework for thought and discussion that will help interpreters do their best work while maintaining integrity with themselves and the process of interpreting when in a mental health setting.

### **Upgrade Your Toolbox: Applied Trauma-Informed Interpreting** (Amber Hodson and Holly Elkins)

This workshop will review basic concepts of Domestic and Sexual Violence including power and control, trauma, and the ways DVSV is experienced within the Deaf Community. Then we will focus on interpreting DVSV content in various setting including language use, vicarious trauma, and self-care. Content will be grounded from the perspective of both interpreter and advocates roles and will include discussion of interpretation skills and decision-making. This training will be provided considering a variety of learning styles, giving participants the opportunity to incorporate information through mini-lecture, PowerPoint visuals, group discussion, activities, and individual analysis.

### **Yoga and Meditation for ASL Interpreters**(Jean Arnold)

Yoga is an ancient science of well-being that leads, through the practices of the "8-Fold Path," practitioners to gather in knowledge of self-healing and care. Through the exploration of seated and some standing Yoga Asanas (postures). Stretches and exercises specifically designed to tone and relax wrists, shoulders, neck, and arms. Participants will learn how to care for their working bodies before and after their assignments. In addition, we will learn breathing exercises (Pranayama) that will show participants how to use breathing to release tension and anxiety as well as how to mitigate stress and overuse. Finally, we will explore meditation to aid in preparation for relaxation after work.  
\*\*\* You will need to bring your own mat\*\*\*

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## ICRID Awards

To: ICRID Members

From: Colleen Geier, President

We are preparing for the annual conference and annual meeting and there are a hundred details to take care of. As we were going through the list we realized we dropped the ball in one very important area. We have not had an Awards committee this year and I did not think to assign this task to someone. I apologize for this oversight on my part, we are working to make sure each board member is responsible for



overseeing the various committees so the work will continue even if we don't have an identified chair.

To deal with this situation we have decided that we will announce the board awards at the annual meeting but postpone other awards to allow time for nominations. You will receive information about each award with this email and the information will also be available on the website. Again, I'm sorry that the awards nominations were not sent out over the summer. Please look over the information and nominate some of our wonderful members to receive these awards.

Sincerely,

*Colleen*

[Awards Guidelines](#) [Judith Carson Outstanding Educational Interpreter Award](#)

[Lester Stanfill Award](#) [Member of the Year](#)

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Dear Members: Every year we have standing rules for the business meeting. We would appreciate it if you are planning to be at the meeting, please look over the standing rules as you see them below. At the beginning of the meeting, we will vote to accept these rules.

## Annual Conference Standing Rules (amended 9/10/2018)

1. The President shall preside at all business sessions of the Annual Meeting, except as provided for in the Bylaws.
2. The language used during the Annual Meeting will be determined by the ICRID president.
3. Credentialing will cease 5-10 minutes prior to the opening of the business meeting.
4. Members are requested to arrive and be seated at least five minutes prior to the opening of any Business Session.
5. Smoking will not be allowed in rooms designated for Annual Meeting purposes.
6. No one under the age of fourteen will be allowed in plenary sessions, workshops or professional presentations. Annual Meeting and social activities are excluded from this rule.
7. A representative of the Membership Committee or a board member shall report at the beginning of the Business Meeting the number of votes represented as determined by the total number of dual members credentialed.
8. The maker of the motion/resolution shall be allowed to provide rationale for the proposed action prior to the beginning of discussion. The President or designee may offer historical perspective, for member information.
9. Any member in good standing may participate in discussion by approaching the designated location, waiting to be recognized by the Chair, and stating the name and city or town of residence.
10. Members wishing to address a motion on the floor will state whether they are speaking in support or in opposition of a motion. To indicate a Point (order, question, information, or clarification) members are to indicate so by stating such, being identified by the Chair, and then stating the nature of the Point.
11. A maximum of six members, three in support and three in opposition to the motion/resolution on the floor, may debate each debatable item. Each member is allowed a maximum of two minutes for debate. A member may be recognized a second time to address the same issue, only if there are no other members desiring recognition to address the issue on the floor.
12. All voting shall be done with valid voting cards received from the Membership Committee.

## Registration Form

October 6, 2018  
 ICRID Annual Conference  
 Indiana School for the Deaf

Please print clearly:

Name: \_\_\_\_\_ E-Mail: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Phone : (\_\_\_\_) \_\_\_\_\_ Circle: voice videophone text

RID Member # \_\_\_\_\_

For registrations *before* **October 1<sup>st</sup>** :

A boxed lunch is included with your conference registration. Please indicate your preference below:

- Turkey Sandwich \_\_\_\_\_
- Ham Sandwich \_\_\_\_\_
- Garden Salad (gluten free) \_\_\_\_\_
- Do not want lunch \_\_\_\_\_

Please the workshop in which you plan to attend:

Unmentionables in Education \_\_\_\_\_

How are we doing in proving mental health services and mental health interpreting \_\_\_\_\_

Upgrade Your Toolbox: Applied Trauma-Informed Interpreting \_\_\_\_\_

Yoga and Meditation for ASL Interpreters \_\_\_\_\_

### Conference Fees:

|                |          |
|----------------|----------|
| *Member        | \$100.00 |
| Non-Member     | \$125.00 |
| **Student      | \$75.00  |
| Senior Citizen | \$75.00  |

\* ICRID or other Region III state affiliate chapter members (please provide proof)

\*\* Must provide full-time documentation (Copy of current schedule & ID)

\*\*\* **The cost of same day registrations will be increased by \$10.00**

**Cancellation Policy:** Cancellations received before Sept 1, 2018 = 50%

Cancellations received/postmarked after Sept 1, 2018 = 0% refund

Please send registration and check payable to ICRID to:

**Mail completed registration form to:**

ICRID  
 Attn: Annual Conference Committee  
 7512 Madden Drive  
 Fishers, IN 46038

**Office Use Only:**  
 Received by: \_\_\_\_\_  
 Date received: \_\_\_\_\_  
 Cash / check: (Ck \_\_\_\_\_)  
 Amount paid: \_\_\_\_\_

To register online, go to: [Annual Conference Registration](#)

# Upcoming Local and Regional Workshops

## Indiana:

- September 29: [Communication Access in our Changing World](#)
- September 29: [Allyship: Cultural Sensitivity and Awareness](#)
- October 6: [ICRID Annual Conference](#)
- October 19: [The Happy Interpreter: Self Care In & Outside](#)

## Ohio:

- October 13: [Demystifying Legal Interpreting](#)
- October 23: [Interpreting for Patients with Type 1 Diabetes](#)

## Illinois:

- September 29: [So you want to be a church interpreter](#)
- September 29: [Head to toe basics of medical interpreting](#)
- September 29: [Educational Do's and Don'ts](#)
- October 20: [Translation to Interpretation: An interactive\(...\)](#)
- October 26-27: [AFC Deaf Ministry Conference](#)

## Tennessee:

- October 19: [Licensure: All you want to know and more](#)
- October 19: [The 3 Lens of Engagement in the Deaf World](#)
- October 20: [What is language privilege?](#)
- October 20: [7-Tenet Activity: Dropping English and ASL Form](#)
- November 9: [Medical Interpreting: How can I interpret that?](#)

## Kentucky:

- October 12: [Communication skills assessment training](#)
- October 12-15: [SERID Conference](#)

## Michigan:

- Multiple locations: [Ethical Discussion Group](#)

## Minnesota:

- October 2: [Tools for Navigating Children's Rhymes and Songs](#)
- October 6: [Technology for Learning](#)
- October 26-28: [MRID fall conference](#)

## Wisconsin:

- October 6: [Mastering the BEI](#)
- October 7: [Enhancing Patient Care: Considerations for LGBTQ+](#)
- October 7: [Building Relationships: Effective Team Interpreting](#)

# Thanks for reading!

