

CRID Board Meeting Minutes
November 27, 2023
6:30 – 7:30 pm

Location: Zoom / Remote

2023–2024 New CRID Officers/board members –

- **President** – Haley Hegeman (replacing Amber Ross; there will eventually be a vote for a new treasurer to replace Haley)
- **Vice President** – Liz Chittenden (replacing Jenny Miller)
- **DMAL** – Jen Mari Gunderson
- **MALs** – Audrey McCann and Thom Murphy (replacing Susan Faltinson)
- **Secretary** – Emma Fitzhugh (involved with CRID since 2023)

Open Meeting

Old Business:

Secretary Report – Emma:

- Minutes from the September 25, 2023 [meeting](#) were emailed to all CRID officers in advance. (The CRID conference took place the first weekend in October, and the notes from the financial debrief/conference debrief meeting can be found in the corresponding folder in Google Drive.) Jenny made a motion to approve the minutes, and Susan second the motion. Motion passed and minutes were approved.

New Business:

President Report – Amber:

- Amber will set up an email, under the CRID domain, for the LRSF – the Linda Rimmel Scholarship Fund. Need to confirm information with Lorrie Kosinski first.

- The CRID conference committee should be meeting soon. Amber asked Jenny and Haley for additional information regarding that committee and any updates that need to be shared. Haley stated there are only a few final details remaining in order to wrap up the CRID conference for this year. The hotel has been paid.
- With regard to the CMP sponsorship from TSID, TSID processes all of CRID's CEUs. The CEU processor is about two-thirds of the way complete with processing the conference CEUs. Some conference attendees are emailing Haley expressing concern about not seeing their CEUs reflected in their RID portal. CEUs are currently on hold due to the processor being gone for the holidays, but CEUs will be uploaded prior to the end of the calendar year.
 - The processor is also slightly backlogged due to having many CEUs to process. Reminder emails have been sent on behalf of CRID to TSID. Amber asked if she should send a general email to all conference attendees. Haley stated that could be done, but also doesn't want to solely blame the CEU processor. It might be nice to send a general to respond proactively. Amber will do this.

Vice President Report – Jenny:

- **Committee reports:** No reports to share at this time
- Received a few emails asking about EIPA. Shared information from the CRID website. Also referred individuals to Shauna Moden with CDE and to Phyl Park, the CRID educational interpreter committee chair.
- The LIC (Legal Interpreter Committee) has been working on scholarships for the Linda Rimmel memorial scholarship.

Treasurer Report – Haley:

- Haley shared that CRID still has funds in the budget following the conclusion of the conference.. Taxes were completed last week.
- Jenny asked if there would be any seed money for next year's conference. Haley said not yet, and there would most likely need to be more fundraising efforts. The grant money paperwork that is processed by Danielle Baucom, CRID conference chair, should hopefully be added to the CRID account shortly. At that time there should hopefully be some seed money. Danielle and Haley are working together. If the entire grant amount is approved, that would be approximately \$4,000. That

should leave approximately \$1000--\$2000 left in the account to be designated as seed money for next year's conference.

Deaf Member At Large (DMAL) Report - Jen Mari:

- No new business to report as Jen Mari is still learning more about CRID.
- Kevin Harrer is excited about possibly establishing a CDIT (Colorado Deaf Interpreter Training) committee, so that's a great start.

Member At Large (MAL) Report – Susan (new MALs are Audrey and Thom)

- Previously focusing on completing all of the CRID conference documents, but now focusing on the lifetime achievement awards. That information will be uploaded to the CRID website.
- Amber will coordinate with Susan about uploading information about Shawn Goodwin Miller. Shawn is the Lifetime Achievement Award winner that was honored at the CRID conference last month.

Miscellaneous New Business:

1. Establishing a CDIT (Colorado Deaf Interpreter Training) Committee –

**** The majority of this meeting was spent discussing CDIT.**

- The following description was provided by Kevin Harrer: "Our goal is to establish a CDIT committee under CRID" that would be operated under DMAL (Jen Mari), the chair of that committee, "focusing on Colorado Deaf Interpreter Training (CDIT), with the aim of expanding the community of Deaf interpreters in the state."
- "CDIT's primary objective is to provide comprehensive training, enabling the growth of Deaf interpreters in Colorado. We are hopeful that the training sessions can commence this fall."
- Ideally there would be two or three members on the committee
- Committee plans to develop a curriculum unit/lesson plans which will hopefully be ready starting in fall 2024

- In the state of Colorado there are not many DIs or CDIs (Deaf interpreters or Certified Deaf interpreters). There is also no training in Colorado specifically for Deaf interpreters. All of the interpreter preparation programs/ITPs (interpreter training programs) do not accept Deaf applicants.
- The goal of the CDIT committee is to have more Deaf interpreters working in Colorado.
- Most Deaf interpreter training(s) takes place out of state and can cost \$1,000-\$3,000/person in order to become qualified to take the RID CPC Deaf interpreter exam provided by CASLI
- DIs (Deaf Interpreters) have three different routes to become certified. First, the alternative pathway. Second, having a bachelor's degree — only 20% of Deaf people have a Bachelor's degree. The third track is holding BEI certification. Not sure what BEI qualification requirements are, e.g. if a Deaf person needs to have an Associates or Bachelors degree.
 - **Alternative pathway** - Somewhat more accommodating for DHH and DeafBlind individuals. However, to qualify for this, a DHH or DeafBlind individual must take some college courses, have accumulated a certain number of interpreting hours, and attend a certain amount of training. That presents some barriers for numerous Deaf people who wait many years and have a limited timeframe during which time they can pursue training opportunities, workshops, etc. Trainings can be very expensive.
 - The CDIT committee would develop a curriculum that would have at least eight virtual meetings occurring every two weeks, along with at least one meeting on-site. The committee would begin by developing 8-10 lessons, have biweekly proceedings, and, lastly, give a certificate that is cumulatively – hopefully – approved through RID either through the CEU or ACET track.
 - ACET is for those individuals who are not certified interpreters but take trainings, workshops, etc. for credit. Individuals cannot earn CEUs until they become certified. An individual on the ACET track would be considered qualified and can pursue the alternative pathway, unless they already have a Bachelor's degree and could then proceed with a study group.
 - First of three categories would be workshops for interpreters - hearing community, Deaf community, RID, ADA awareness, etc. Also

plan on discussing how the Colorado Consumer Protection Act applies to interpreting. General workshops will be offered as well.

- Second category is for those who want to become DIs. They would learn fundamentals, the seven tenets of the RID CPC, demand/control schema, and more.
 - Third category is the study group. These individuals would eventually take the certification test to become CDIs.
 - In total this is a five year plan.
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- The goal is to expand to 20 DIs total in the state of Colorado, 5-8 CDIs, and 1-2 legally certified DIs. Hopefully 20 legal DIs, but that's the plan overall.
 - There is no budget right now, so the committee would need some training, volunteers, zoom meetings, sponsorship letters, etc. Hopefully funds could be used to fund the curriculum, presenters, pay for any on-site costs, etc.
 - CDIT committee would like to have their own checking account specifically for trainings, events, and any other transactions.
 - There could be some overlap with the Lindell Rimmel scholarship funds in order to support DI's taking certification tests and/or trainings. But preferably the funds would be kept separate.
 - CDIT will be developing a mission/vision/outline to explain the purpose of the lessons, submit all of the required documentation to RID, and the RID committee will then review and give feedback. Hopefully edits would be made and could be re-submitted to RID for final approval.
 - Haley stated that the only time CEUs wouldn't be approved would be if the presenter wasn't clear on their educational objectives when filling out the CMP/CEU paperwork. However, the presenter would simply need to edit the objectives and re-submit.
 - Individuals can earn 0.1 CEUs per one hour workshop/training/event.
 - 10 sessions that are one-hour each would be a total of 1.0 CEUs that could be earned.

- Considering all options, including the alternative pathway. Factors of consideration include the number of college classes/credits a person has, number of interpreting training opportunities a person has experienced, and total experiences interpreting and/or observing.
 - Need to review how many hours an associate's degree is equivalent to. Close to 60–66 hours. Susan said this was 60 credits. 60 credits isn't equal to 60 hours though.
 - Contingent upon the number of hours per week, this will determine the number of credits. 5 hours/week/semester is 5 credits. 1.5 hours each class/3 hours a week/3 credit hours. Minimum of 60 for college courses.
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- CDIT would be under the 501c3 CRID access, but CRID will be separate and unaffiliated with CDIT. Similar to the LIC (Legal Interpreter Committee); the funds and activities are entirely separate.
 - Jen Mari can still be DMAL and involved with CDIT, as CDIT and CRID are related but still separate.
 - CRID has many committees. Jen Mari is currently nominated to chair the CDIT committee. There is no conflict of interest.
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- Just to clarify, CDIT stands for the Colorado Deaf Interpreter Training. NOT Certified Deaf Interpreter training. The name can change if there are any other ideas/suggestions. Jen Mari preferred to keep the name as is.
 - Kevin made a motion to approve the creation of the CDIT committee. Kevin added an explanation in the Policies & Procedures document shared with all CRID board members and general members on the CRID website. Kevin also developed a draft proposal, very similar to LSRF. He will develop a curriculum with eight units.
 - The curriculum can come from Sorenson. They have a Deaf interpreter Academy on Canvas which can be shared and borrowed. There's also DII – Deaf Interpreter Institute – they have a curriculum that is ready to use. There is another organization that has materials as well. Once funding is secured, experts and specialists can be hired to give workshops. Later on there will be more team training opportunities for hearing and Deaf interpreters.

- Haley clarified that the individual who is responsible for handling CDIT finances needs to be added to the bank account before the account is created.
 - Kevin stated that the CDIT committee will have one chairperson, along with himself and at least two other individuals that handle all of the finances. Several people are interested in joining the CDIT committee, but not sure who will handle the finances at this time. Jen Mari stated that she did not want to handle the finances.
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- Jenny supports the creation of the CDIT committee, and shared that the commission, CCDHHDB, offers a grant for \$10,000. The deadline to apply is June 30th.
 - Jenny made a motion to officially establish the CDIT committee and approve their own bank account that is affiliated but separate from the main CRID bank account. Jen Mari second the motion. Everyone voted in favor. Motion passed.
 - Amber shared what Kevin added in the Policies & Procedures document for CRID –
 - “L. The Colorado Deaf Interpreter Training Committee shall be chaired by the Deaf Member at Large. The committee is dedicated to expanding Deaf Interpreter training and raising awareness within our communities about Deaf interpreting.”
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- Jenny asked if information about CDIT can be shared with Ilah Jackson, the CRID Parliamentarian and Bylaws Chair. Amber previously checked with Ilah and everything was approved.
 - The CRID bylaws need to be sent to Ilah to ensure all of the language makes sense, then the document can be disseminated to members for approval and/or suggestions.
 - Kevin asked if bylaws and any other documents can be sent to him and/or Jen Mari. All documents should be available on the CRID website under organization documents.
 - All of the committee names are listed on the CRID website, but there are no committee descriptions at this time. Maybe Haley could work on that.
 - CDIT, like the LIC, will be listed in the bylaws, but Amber will check in with Ilah regarding this. There might be some language added that CRID will be “under” CDIT, “affiliated with” CDIT, something like that.

- Motion from Jenny to add the letter 'L' before CDIT's description. Motion was second by Jen. All voted in favor. Motion passed.

2. DMAL and MAL email resolution –

- The DMAL and some MAL email accounts could not be accessed due to an issue with the phone number listed in the Google settings. Amber and Haley will work on changing the phone number access codes, but if that doesn't work, the email name might be changed to "member at large" or "Deaf member at large".
- Amber and Haley will meet this week to try and resolve the issue and update everyone.
- Susan is not locked out of her MAL account. This account is named 'MAL2'.
- Jenny asked if a new email group could be created with all board member's email addresses. The board will work on this.
- Next meeting will take place on Monday, January 29, 2024. That is the last January of the month, and the meeting will occur virtually at 6:30 pm.

Close Meeting

- Meeting adjourned @ 7:23 pm.