

## Summary:

**The CASLI Board** met with 67 members in 7 meetings along with many Deaf individuals/representatives of Deaf organizations. These meetings were to discuss the goal to move the CASLI Professional Conduct Review Process (PCRCP) out of the Bylaws and into a policy document as well as to start to envision how the Canadian national association can move into the future in a healthy and robust manner that support members and community in the most effective way possible.

**The PCRCP discussions** focused on information seeking – revisiting the rationale that can be found in this video regarding how the PCRCP takes up a significant chunk of CASLI Bylaws, and Bylaws should be short and clear, how the PCRCP in a policy will be easier to update and keep current, how the PCRCP was reviewed twice and how CASLI can implement the recommendations more easily when the PCRCP is policy vs Bylaw. There were concerns regarding protecting the integrity of the PCRCP as policy and concerns regarding the lack of ASL PCRCP information.

**The ideas brought forward regarding the future of CASLI** were wide ranging. Members commented on maintaining many of CASLI current processes. Members brought forward the Code of Ethics, the CES system, and the PCRCP as integral to the continuation of a national organization. A commitment to lifelong learning and growth was brought up in every meeting as integral to the work of ASL-English interpreters. More focus on supporting the Deaf interpreters was also mentioned by members as being something for the future of CASLI, along with a commitment to supporting IBPOC interpreters. Discussions ranged from how CASLI might impact interpreter education programs across the country, advocate among the community, support the creation of/addition of Deaf Interpreter training at post-secondary institutions where IEPs are housed. There was also a strong thread throughout all the meetings of the need for personal reflection on bias and privilege, the need for collective discussion and healing, and the recognition that society and the Deaf community have changed over time and this is now the interpreting community's opportunity to have more discussions on how our profession needs to evolve in order to continue to be effective.

**Moving forward**, the CASLI Board will be working to set the date and agenda for the 2021 AGM, which will be virtual. At the AGM, the Board will bring forward some action items related to these discussions. In the meantime, if there is something you would like the Board to know regarding the PCRCP vote, the restructuring that is needed for CASLI, ways in which we can move forward on a good path, please submit your thoughts and ideas via the feedback form in the member only section of casli.ca.

Full notes attached below.

## PCRCP

**Relevance & effects** of having a stand-alone PCRCP Policy & Procedure document: The PCRCP policy & procedure is attached to Bylaws. This limits the ability to edit the PCRCP procedures.

**Later in 2021**, there will be an (electronic) vote by members to determine if the PCRCP will be separated from the bylaws.

### **Is the rationale to remove the PCRCP from bylaws because we are in conflict of the bylaws without an operational PCRCP?**

Sort of, yes. As a not-for-profit organization it is not a serious conflict to have it on there. But, to remove the PCRCP and have it as its own policy & procedure would allow for changes to be made more efficiently and easily. In the Bylaws, there will be a statement to follow the PCRCP (or whatever it will be called) for any conduct review process.

### **In 2018, there was a thorough review of the PCRCP (formerly DRP). We have the resources available to CASLI from the review, so why reinvent the wheel?**

Bylaws are intended to be a simple, succinct document. Policies and Procedures are usually separate documents that complement the Bylaws. This is a great point, though. We have the information; we need to determine where CASLI will start “fixing” the process?

### **Who will be reviewing the PCRCP? How often? Will there be a review committee? What will the timeline look like?**

There is a possibility of establishing a taskforce committee. Annually or biennially, this taskforce can review and make recommendations to the membership. The first step to all of this is to create a Policy & Procedure document specifically for the PCRCP. Once that is done, changes can be made. The current situation with the amalgamated bylaws with PCRCP.

### **Do we need a taskforce? The work has been done already. What should the scope of the taskforce be?**

Potentially. The answer to this relates to the second part of this meeting: the future of CASLI. One option is to create a paid position and hire someone whose role is to review and maintain the PCRCP.

### **Will it be up to each AC to maintain its own PCRCP? I'd like to see a variety of people proportionately reflected in this discussion (to review the PCRCP)**

It will be CASLI's responsibility to maintain the PCRCP for AC's to use.

### **Around 2016 there was a vote to change the PCRCP. Do we have a record of that? Would that give us some flexibility to *not* have to remove the PCRCP form the Bylaws? And again, why waste a lot of time for no reason?**

Unfortunately, we do not have the actual vote for that. You are right. We do not need to recreate the wheel. CASLI has consulted with members, legal counsel, community at large, etc. who deemed the PCRCP “good.” However, there are still people who identified significant issues with it. We must balance the two. It's important we have conversations with communities (e.g., BIPOC, Deaf, DI), to ensure they are included with the process.

### **Why is the PCRCP included with the bylaws in the first place?**

CASLI Board of Directors is made of its membership -- volunteers. With so much turnover on the board of directors, there may have been the thought that having the PCRCP in the Bylaws added security to the association.

**What happens after the PCRP has its own policy and procedures – exactly how will changes be made, enforced, who votes, etc.?**

The PCRP will be an official policy & procedure document, any permanent changes to it will be approved by membership. We'd like the PCRP to be more rehabilitative than punitive. Any changes made will be proposed, discussed, then approved. Members can discuss adding a line to the Bylaws that defines how changes can be made.

**Will the PCRP eventually be returned to be part of the bylaws again?**

Maybe! That is up to membership to decide.

**How will members be impacted if the bylaws no longer contain the actual procedure for the PCRP?**

The actual function of the PCRP will be the same. The PCRP will simply be its own document. After the PCRP is separated, the Bylaws will make mention to refer to the current policy to determine dispute resolution procedures.

Right now, the Bylaws are quite lengthy. Any changes to the Bylaws (as they are now) means changing taking several steps to make any change. Even the first step of voting for changes (if the PCRP is part of the Bylaws) is lengthy. Each individual change must be voted and passed. To make them (the Bylaws) efficient, separating the Policies and Procedures from the Bylaws document.

If the PCRP were to remain attached to the Bylaws, it would be a slow process to change, review and vote every part of the process. It is potentially costly and lengthy for members to go through this process.

**Will the PCRP still be used as a resolution process?**

Yes! First, CASLI needs to move the PCRP into a Policy document. Then ensure that recommendations are enacted, then we can start using the process. When it becomes its own document, the PCRP will become an official policy & procedure for CASLI. The Bylaws will refer to the specific Policy & Procedure document title to use as a resolution process. For example, the Bylaw may read as: "Refer to the current version of the PCRP Policy & Procedure to address all resolution processes involving a CASLI member."

**Can the vote be postponed until the next AGM?**

It could be. CASLI must consider what members have been asking for: progress.

Member comment: I am still really worried about the PCRP and Bylaws separation. I understand that it will be easier to make changes to the official policy, but I worry about what happens to the PCRP, who has the authority to make changes to it, how often, will we run into the same issues with Bylaws (i.e., tenets that conflict with each other).

**Where is the PCRP policy and procedure that was developed in 2016?**

That was a report rather than a policy. CASLI does have that report filed. That report was intended to be a reference to update the process. The membership did vote to use that as a reference to establish a new PCRP process, however that was put on hold.

**Will be PCRP be its own document indefinitely?**

Not necessarily, no. Creating a separate policy document for the PCRP is simply the first step in being able to modify it. Eventually, there is the option to hire someone (to work for CASLI) who is solely responsible for PCRP oversight.

**The PCRP process as it is now has a high risk for people to re-live their trauma. It is harmful, not helpful.**

That is a major part of why the PCRP needs to be thoroughly planned in partnership with leaders from the Deaf, CODA, BIPOC, LGBTQ, and other marginalized communities. Even for CASLI members, the process seems to be punitive rather than rehabilitative.

Member comment: Many community members and CASLI members are not in support of the current process. Though it could be easy to have the current PCRP procedure stand as an official Policy, it still needs to be reviewed to make it fair for all communities affected by CASLI.

In July and August 2021, CALSI will meet with Deaf communities to have the same type of Townhall meetings. It will be open to *all* Deaf organizations (national and provincial) and D/deaf individuals. There may be more townhall meetings if requested or deemed necessary.

**How did idea of separating the PCRP from the Bylaws come about?**

The decision to propose the separation was the cumulation of several discussions: experience, legal counsel, discussions with other organizations. Previous Board members received counsel that a separation should happen. It is CALSI members who will decide if the Bylaws and PCRP are separated.

**Have the current and previous two boards met to provide context to the current board to make decisions going forward?**

Not at this point, no.

Not all ACs have a PCRP or resolution process, some already do. It is important to check with each AC to see how they will be affected by the Bylaw change if there is a simple "Refer to the PCRP process" statement in the Bylaws.

**Is it the board's intention to review the PCRP? We really do not know if the current PCRP is effective or not; it was never used!**

It is important to be aware of how we communicate the intentions of the PCRP once it is its own document. It may happen that it is good in its current state. There will be a legal and organizational review of the PCRP. One avenue to consider is hiring a full-time employee to oversee the PCRP.

**Comment**

The PCRP right now is in English text only. For those whose first language is ASL, this should be made available in ASL. It is a dense document; it should be made available in ASL & English.

**Comment**

The PCRP should be at the national level and neutral, official processes and equal to both hearing and Deaf interpreters. There should not be much policing of AC by CASLI. There are some aspects of the association that are applicable to today's, some need to be completely.

The US system of a licensing board and professional organization have opposing philosophies. It is important to be mindful *if* CASLI does follow suit with the US, it is done with a shared philosophy in mind.

## Future of CASLI: Open Floor Discussion

(these notes capture the free flow of the discussion and are not meant to indicate decisions nor actions)

### Evaluations System

**Value of Certifications:** The evaluations system is so important. Interpreters do a lot of analysis of situations (self, community). The COI provides a fantastic opportunity for an outside party to assess an interpreter's skills.

**Preparing for Evaluations:** Many interpreters are unaware that there is a one-year prep for the TOI available to CASLI members. This would encourage more members to take the COI. The COI process is a bit inefficient. CASLI and members (taking the COI) pay a lot of money to go through the process. With COVID, we have been forced to learn how to do everything online. We can use virtual tools to make the process more efficient. Encourage more members to take the WTK & TOI. It is comparable to earning a masters or doctorate degree in interpreting. Identify what is stopping members from going through the evaluations process. It is inaccessible to some (e.g., financial, linguistically, logistically).

**Maintenance Program (post-certification):** There should be a maintenance program after interpreters receive their COI. With the evaluations system, we should consider how to encourage members to continue improving their skills. It must be an ongoing career-long process. There is a shared value of continued learning with those who have earned their COI. Those members have proven they know how to access PD.

**Certification Structure:** There could be multiple tiers of certifications and a maintenance program (like CEU's with RID), a mentorship program, or pre-test evaluations to determine readiness to take the TOI.

### Structure

**Value of CASLI/national organization:** Having a national association is important. CASLI exists for a purpose, just as it always has. It is important to acknowledge what is ineffective or inapplicable to the reality of today. As society evolved, the profession evolved, while the association lagged.

**Potential I – A National Hub:** CASLI connects ACs to national deaf organizations. The national association can act as a hub, a historical library, connections to IEP, government lobbying, Deaf community, access to language (with more resources in ASL) and represent *all* interpreters in Canada.

**Potential II – Professional Development:** Education, advocacy, lobbying, PCR, mentorship.

**Potential III – Partnerships:** Partnership across the country and globe. As much as I wish there was a specialized interpreters association (e.g., a K-12 interpreting organization) to easily share information and resources.

**Short-term goals to consider:**

- Invite AC rep to CASLI board meetings.
- Regular updates (email) to members.

Community

- **Trust:** Trust is hugely important. The incoming boards historically do not keep contact with outgoing boards. It is important to pass on pertinent information for progress to happen.
- You will notice that those who feel safe together, stay together. Right now, the profession does not feel safe.
- **Roots:** It seems like the walls of CASLI are crumbling. It is seen through apathy, fear, distrust, cliques, gossip, separation etc. We must be willing to have honest, open discussions with each other and *build* trust. There must be opportunities for open dialogue to strengthen the foundation of CASLI. Look back at AVLIC and see what happened, why the foundation started to crumble.
- **Joint Community Taskforce:** The D/deaf community needs to always be at the core of CASLI. This JCT was established to maintain partnerships between CASI and the Deaf associations.
- **Equality of Impact (AC):** Consider how the small communities across Canada can have equal impact as the larger communities. The difference between Saskatchewan and Ontario is a good example of the strength in numbers.
- **BIPOC:** This always needs to be discussed, but it is often put to a backburner. There are multiple special-interest groups who need to be considered when making decisions for the association.

Evaluations System

- *Why is the whole CES on hold until there is a new system? Why isn't the current system operating and replaced when there is a new one ready?*
- The financial cost of running the CES.
- **AC:** more privileges or autonomy to ACs to make changes. The current structure of CASLI is divisive as it seems to try to appease every AC.
- **Type of Board:** Transition from a working board to an advisory board. CASLI is comparable to organizations like CHS and WIDHH. There has been a lack of consistency due to: (a) Frequency of changes to the board, (b) few employees. As a volunteer board, there is little accountability to ensure each board member fulfills their duties. If CASLI does hire employees, the membership fees would increase.

- CASLI Board of Directors is made entirely of volunteers. Each member must assess if they have the time and energy to volunteer their time. This means members who have the privilege of time and energy are reflected and those without are left behind.
- **Goals:** Advocacy at a national level, professional development, Code of Ethics and Guidelines for Professional Conduct, certifications, qualifications. The Code of Ethics and mission and values is a reasonable starting point that can guide CASLI to restructure. The core value of CASLI is to support the D/deaf community.
- **Member Engagement:** Support for the members who are in various seasons of their lives and career, e.g., student interpreters, new interpreters, interpreters in remote communities, DI, CODA, BIPOC. Many interpreters do not know each other, especially with the physical distance. Even those who live in the same area may not know each other. This lack of familiarity can weaken the organization.
- **Code of Ethics:** The Code of Ethics and Guidelines for Professional Conduct is focused on hearing interpreters. It almost seems that Deaf Interpreters are added as an afterthought. It should be updated to expand on the role of the DI.
- The Code of Ethics does not cover every situation an interpreter is in. Interpreter is an “it depends” profession that requires an interpreter to use their best judgement to best facilitate communication for the parties involved.
- **Value of CASLI:** PCR, CES (national standards of skills), professional development opportunities, Code of Ethics & Guidelines for Professional Conduct
- **Certification:** It seems like are some steps missing in the CES. Being a professional includes continuing education. The certification does not hold a lot of value if I am already doing what I need to do to continuously learn and develop my skills. If there were additional features to earning and maintaining certification, COI would be more valuable.
- Deaf national-level organizations were consulted when developing the current CES. At the time, the RID model was deemed to be. RID has CDI certification that is unavailable to CASLI members who are DIs. CASLI must develop a CES for DI or accept RID CDI.
- **Virtual/Remote Meetings & Conferences:** there is no way to make a virtual event equal to an on-site event. I prefer on-site events. For an AGM discussion, it is clear to see who is in the “In favour” queue and in the “Opposed” queue.
- **Member Inclusion/Communication:** I felt “in the loop” when I read the recent open letter. It was much appreciated.