

# ASLITA Annual Report 2023-24

## Our Vision

To lead and promote sign language interpreting  
across Australia.

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# President's Report

*by Belinda Roberts*

I am privileged to provide the President's Report for the 2023/2024 membership year.

5th August 2023 ASLIA held a Special General Meeting where the new Company Constitution and new name were presented to the members for voting. The new structure and name, along with several other documents such as the State and Territories Terms of Reference were voted in and adopted. The Board proceeded to work with the state associations to close their individual associations and merge with the National Company structure. The 8th May 2024 saw Australian Sign Language Interpreters and Translators Association Ltd become a Company Limited by Guarantee with the new name.

**Total Membership 2023-24:** 592 members

| Associate Members | Ordinary Members | Corporate Members | Honorary Life Members |
|-------------------|------------------|-------------------|-----------------------|
| 103               | 468              | 6                 | 15                    |

## SGM Results

- Vote to close as an Incorporation and change to a Company Limited by Guarantee
  - Passed with 92% approval
- Vote to change the name of the Company by Limited Guarantee to Australian Sign Language Interpreter and Translators Association, ASLITA
  - Passed with 83% approval
- Vote to accept the proposed ASLITA Constitution
  - Passed with 95% approval
- Vote to give authority to board members and secretary to enact the processes to fulfill these changes
  - Passed with 95% approval

The Board also saw to the implementation of the membership requirements as members joined under the new Company structure. Great works were done in communicating with members regarding the new membership process and ASLITA structure through the Strategic Plan and National Restructure Q&A sessions were held in July and August in the lead up to the SGM and regular members emails. Member feedback was sought on the Strategic Plan through to the end of Oct 2023. The Strategic Plan was released with the aim of investing in further consultation in the following year.

## Closure of state committee Associations

New South Wales [closed December 2023](#)

Victoria/Tasmania [closed July 2024](#)

South Australia [closed August 2024](#)

Western Australia [closure in progress](#)

Queensland [closed February 2024](#)

## Board Activities

The ASLITA Board meets every 6 weeks to maintain good governance, approve projects, review initiatives, support in finding positive solutions to complex challenges and ensure synergy across our many moving parts. ASLITA has also recruited new Administration Officer with increased hours. We have also continued to offer the group policy offering for PI & PL Insurance for our members, allowing them to access insurance at competitive rates.

ASLITA engaged with ANZCO reviewing the Occupational Classification of Interpreters and Translators. Interpreters and Translators traditionally sat in the community and welfare Occupational category. During the consultation period, ASLITA provided feedback that we felt the proper positioning of the occupation was in the “professional” category and the skill level was increased to Skill Level 1. The draft was released with Interpreters and Translators in the “Social Professional” Occupational Category and with a Skill level of 1. Feedback on the draft is open from 25th July to 6th Sept 2024.

Language Services Forum and Multicultural Framework Review has been ongoing over this last year with the report being released at the end of July 2024. ASLITA participated in stakeholder meetings and consultations with Home Affairs and Multicultural Affairs to assert that Auslan Interpreters and translators should remain in the review along with our Spoken Language colleagues. This was accepted and ASLITA has joined the National Language Services Forum

facilitated by Home Affairs. The report and its summaries are evidence of the desire for stakeholders to work more effectively and collaboratively to support the Commonwealth in developing appropriate governance in the industry.

ASLITA, along with other industry stakeholders, have called on the Commonwealth Government to install a governance board that has the legal capacity to enforce compliance regarding Language Service Provider Funding, through to individual breaches of interpreting and translating legislations and working conditions. ASLITA continues to be involved in this evolving space.

The Pioneer Project Video and Book was launched on 4th Nov 2023, presenting to members the collection of histories from Interpreters working from 1970-1990. A video and book resource was produced from this event, which will enable future generations to better understand the journey the profession has had in Australia. The second session was held in New South Wales “An Emerging Profession. 1990 - 2013”, with video and histories collected to be added to the developing collection.

As President, I attended the WASLI conference in Jeju, South Korea and represented Australia at the WASLI AGM. This proved invaluable as we are able to see what is happening in the interpreting and translating industry internationally. It also proved valuable as it allowed a space for the Oceania team to meet and devise a structure and plan to support the industry in our corner of the globe.

Deaf Interpreting open forum was held on the 4th October to engage with NAATI credentialed and aspiring credentialed Deaf Interpreters to clarify any challenges in the credentialing pathway, and in the employment arena. This forum had a high level of engagement with lots of suggestions and ideas put forward.

Our amazing Interpreting in Educational Settings Committee had applied for and secured funds from Deaf Connect’s Leonie Jackson Fund for an 18-month research project examining the interpreting support Deaf students receive in primary and secondary school.

The ASLIA National Mini Event was held on the 4th Nov 2023 with 3 sessions of amazing Professional Development for our members. This Mini Event was then followed by the 2022/2023 AGM. The Mini Event was designed as there was a disruption to the standard Conference scheduling due to Covid 19. We are now back in sync for the ANC to be every 2 years.

On behalf of ASLITA, I would like to extend our deepest gratitude to all our industry stakeholders for their incredible support and sponsorship over the past year. Your contributions have been pivotal to the success of our initiatives and events. We are especially appreciative of the generous offers of venue space, the provision of interpreters, invaluable consultations, and IT support. Your sponsorship of the upcoming ANC is a testament to your commitment to our shared goals and has greatly enhanced our ability to deliver exceptional experiences and outcomes.

To all the organisations and individuals who have supported ASLITA in various ways, we offer our sincere thanks. Your support not only strengthens our events but also fuels our mission to advance and enrich the interpreting and translating profession. Thank you for being such an integral part of our journey.

Board members who have served on Board of ASLITA over the past 12 months:

## Executive Directors

President- Belinda Roberts

(New South Wales)



Vice Chairperson- Carla Anderson

(Victoria)



Treasurer- Sheree Murry (Australian  
Capital Territory)



Secretary- Lauren Briigmann  
(Queensland)



Secretary- Christabel Cresdee (SA) until November 2023



## Board Directors

Danielle Ferndale (Queensland)



Neil Phipps (Victoria)



Daniel Hatery (New South Wales)  
until November 2023

Adrian Chia (Western Australia)



Christy Filipich (Western Australia) until November 2023



Maddison Inglis (South Australia) until November 2023



Alana Wiekhart (Western Australia) until November 2023





## Vacancies

While the constitution has changed with the transition to CLG, there remains vacancies across the Board. I encourage each ASLITA member to actively contribute to our profession, as your input is both needed and highly valued. ASLITA thrives on the diverse skills and knowledge of its members. Regardless of your area of expertise or interest, there is a way for you to apply your talents to support ASLITA, strengthen our community, and advance the interpreting industry.

As we reflect on the journey from our beginnings in 1991 to our current status as a Limited Company in 2024, I want to extend my deepest gratitude to everyone who has been a part of this incredible evolution. The transition from an association to a company marks a significant milestone, and it is a testament to the collective effort, dedication, and vision of countless individuals over the years.

To all past and present members, board members, volunteers, and supporters: your hard work, commitment, and contributions have been the foundation upon which we have built our success. From the early days of establishing our association to navigating the changes and challenges along the way, your unwavering support has been crucial in shaping the organization we are today.

We honor and celebrate the legacy of those who laid the groundwork, and we are grateful for the continued dedication of those who have driven us forward. This transformation to a Limited Company is not only a reflection of our growth but also a tribute to the enduring spirit of collaboration and innovation that has defined our journey.

Thank you for your invaluable contributions and for being an integral part of our history and our future. As we embark on this new chapter, we remain committed to building on the strong foundation laid by our predecessors and to advancing our mission with the same passion and purpose that have guided us thus far.

With sincere appreciation,

**Belinda Roberts**

ASLITA National President



# State Committee Reports

## New South Wales & ACT Report

*By Belinda Roberts*

### Excellence

At ASLITA New South Wales/ACT, achieving excellence remains at the forefront of our mission, even as we navigate significant transitions. Despite a temporary decrease in the number of professional development offerings, our commitment to delivering exceptional value to our members has not wavered. This period of change has seen us focus intensely on closing the state association and integrating seamlessly into the new National ASLITA company. Throughout this transition, we have continued to prioritise the delivery of high-quality professional development and actively engage with stakeholders on critical state-based issues. Our dedication to maintaining rigorous standards and fostering meaningful collaborations ensures that we uphold excellence in every aspect of our work, even as we adapt to our new organisational structure. This ongoing commitment underpins our efforts to support and elevate the professional growth of our members and address key industry challenges.

The ASLIA New South Wales/ACT Committee want to extend our gratitude to all those who joined us for our AGM with Special Resolutions 14th September 2023.

The meeting yielded positive results, with the following resolutions being approved:

- 1.** ASLIA New South Wales distributes its surplus assets in accordance with clause 42 of its constitution and section 75 of the Associations Incorporation Act 2009 (New South Wales) (AI Act) to the Australian Sign Language Interpreters' Association (ABN 90 014 641 341, New South Wales Incorporated Association number Y2065241) - passed with a 96% approval rate.
- 2.** ASLIA New South Wales applies to New South Wales Fair Trading pursuant to section 72 of the AI Act for the voluntary cancellation of ASLIA New South Wales as an incorporated association in New South Wales (the Voluntary Cancellation), and takes all steps and obtains all necessary consents to effect the Voluntary Cancellation - passed with 96% approval rate.

**3.** Any Committee member/Secretary/Public Officer of ASLIA New South Wales or their representatives be authorised to prepare and execute any documents and perform any other acts, matters or things on behalf of ASLIA New South Wales which are necessary or desirable to give effect to the resolutions passed and to ensure compliance with the AI Act and all other applicable laws and regulations - passed with an impressive 100% approval rate.

This outcome marks a significant milestone for our association and we extend our heartfelt thanks to our valued membership for your unwavering support throughout this protracted and intricate journey. These changes are aimed at strengthening and enhancing our association, and we are confident that they will ultimately benefit us all.

## Sydney Deaf Festival

Saturday, 26/08/2023 | Sydney Olympic Park, New South Wales

The Sydney Deaf Festival is a peak Community event that sees many different organisations, businesses, advocacy groups and community groups together to celebrate Deafhood. ASLIA has had a stall at this festival ongoing for the past few years as a show of support for the deaf community and to provide a space for deaf community members to chat to us about any industry related topics. The stall is hosted by New South Wales Committee volunteers.





## 2023 ASLIA New South Wales/ACT AGM

Thu 14/09/2023 | Venue: ASLIA Live



You can discuss each company highlight more extensively in short but impactful articles. This is a great way to surface salient points and accompany them with key visuals.

Some prompts that can help: What is the main achievement? What did it take to reach the goal? What is the impact of the outcome on the business, the people involved, and the industry as a whole?

## ASLIA National Mini Professional Development Event 2023 and AGM

Sat 04/11/2023 | State: National | Venue: Zoom



New South Wales Committee Supported National with the IT and facilitation of parts of this event.

## ASLIA Interpreter- An Emerging Profession 1990 - 2013

Sat 18/05/2024 to 19/05/2024 | Deaf Connect Parramatta<sup>[SEP]</sup>

The “ASLIA Interpreters: An emerging profession 1990 - 2013” was a two-day event that documents the evolution of interpreting as a new profession throughout this period in the late 20th century. After the history, transition and growth of interpreting in the '80s, it was realised more interpreters were needed and a strategy to grow interpreting numbers was to train people.



## Ethics- ASLIA Ethics and working in New South Wales Courts

Sat 25/06/2024 | Venue: Online-Multicultural New South Wales



MCNew South Wales and ASLITA have partnered in an Ethics Professional Development unpacking the ASLITA code of ethics and working in the New South Wales courts. We look at the ASLITA code of ethics as a standalone document, then look at how these principles guide us in court-based scenarios.

## Sustainability

As we transition from our state association to operating as a committee under the national company, sustainability remains a core focus for ASLITA New South Wales/ACT. We are committed to meeting our current needs while ensuring the long-term viability of our organisation. To support this, we have conducted a thorough review of our finances, in preparation for planning next financial years projects. We have also clarified roles and responsibilities within the committee to provide clear and effective guidance for new members, ensuring smooth and efficient operations. Additionally, our move to deliver professional development online reflects our dedication to sustainability by cutting expenses and minimising environmental impact through reduced travel emissions. These efforts are designed to reinforce the strength and resilience of our committee as we contribute to the broader national organisation. We also aim to develop ways to foster connections with regional interpreters to support them in their interpreting journey. Our industry is truly sustainable when all those who want to access ASLITA as the peak body, can do so regardless of geographical challenges.

## Collaborative

Collaboration remains a cornerstone of our approach at ASLITA New South Wales/ACT as we strive to provide our members with premier opportunities for professional development. This year, we have worked closely with industry stakeholders to enhance the quality and relevance of our offerings. Notably, our partnership with Multicultural New South Wales has been instrumental in the development and delivery of ethics training tailored for interpreters working

in the court system. Additionally, we had the privilege of collaborating with pioneers of the interpreting field to host the significant event, "ASLIA Interpreter - An Emerging Profession 1990 - 2013," which celebrated the growth and achievements of our profession. Our engagement with government stakeholders through advisory boards has also been crucial, allowing us to contribute to important discussions and shape policies that impact our industry. These collaborative efforts underscore our commitment to advancing professional standards and ensuring that our members have access to valuable, high-quality development opportunities

## Presence

The ASLITA New South Wales/ACT committee is dedicated to establishing a prominent and recognisable presence within the industry. We achieve this by actively engaging in professional development initiatives, collaborating with stakeholders on key projects, and participating in advisory boards to influence and contribute to industry standards. Our strategic partnerships and involvement in significant projects help elevate our visibility and demonstrate our commitment to advancing the profession. Additionally, we maintain robust engagement with our members through our social media platforms and regular email communications. These channels ensure that we keep our members informed, connected, and involved in ongoing activities and opportunities. By combining these efforts, we enhance our impact, foster a strong community, and solidify our role as a leading voice in the industry.

As we mark the closure of ASLIA New South Wales/ACT and transition to operating as a committee under the national structure of ASLITA Ltd, I extend my heartfelt thanks to all our members who have contributed their time, skills, and knowledge over the years. Your dedication and hard work have been the cornerstone of our success and have significantly shaped the path of our association. As we embark on this new chapter, I encourage each of you to continue your valuable involvement with the committee. Our continued success relies on the passionate and committed volunteers who have always been the driving force behind our achievements. Thank you for your unwavering support and for being an integral part of our journey. Together, we will continue to advance our shared goals and uphold the excellence of our profession.

Many thanks,

**Belinda Roberts**

New South Wales Chairperson



# Queensland Report

*By Dr. Danielle Ferndale*

ASLIAQ held our last official AGM as an incorporation in October 2023. Members voted to officially close ASLIAQ to become a committee of ASLITA Ltd. The ASLIAQ exec team, myself, Lauren Briigmann and Allan Chilcott undertook the slow and painful process of administratively and legally closing down ASLIAQ Incorporated. This process was finalised in February 2024, when we officially transitioned to be ASLITAQ. I want to particularly thank Allan and Lauren for their efforts in seeing this process through. It was a learning curve for all three of us and I want to thank National Exec team for their support as well as the lawyers from Baker McKenzie.

Before I talk about all the work the committee has been doing, I want to take a moment to thank the ASLIAQ/ASLITAQ committee for their commitment to the work we do. Each committee member has been generous with their time, skills and energy to bring our members thoughtful, organised and valuable events and professional development opportunities. They regularly put their hand up to help out and support each other, it's been a fantastic committee to be a part of.

## Excellence

Over the past 12 months, the ASLITAQ committee has come together to facilitate a range of social events and professional development opportunities.

This included:

- 12 Committee Meetings (online and face to face) and the committee team building and PD Planning day
- Three Social events
  - End of year Trivia (onsite)
  - Pool Party (onsite)
  - Caption movie (onsite)
- Four Professional Development opportunities
  - Ethics choose your own adventure in Mackay (onsite)
  - Advance Health Directives for CPDI (onsite)
  - Translation to English PD with Christy Filipich (hybrid)
  - 11 P-Plater sessions for early career interpreters (online)



We had planned to provide another professional development opportunity on the topic of LGBTIAQ+. However, for various unforeseen reasons, we were unable to bring it to fruition this year. The ANC was a significant factor in our decisions to organise PD sessions as well as the cost of living for members. This includes the committee members, juggling earning a living, personal commitments and volunteering their time. This year we saw quite a decline in registrations for PD and for social events. As a committee, we have to balance our resources and the benefit to membership in terms of organising events.

Members are regularly asking for events to either be accessible online or recorded. The committee discusses this with every PD and event we plan. There are several factors that inform the decision to make an event hybrid or to record the session:

1. Nature of the event (e.g. if it is interactive or not; nature of topic; length of the PD)
2. Presenter's willingness and ability to present to two different audience types, as this can be a demand on the presenter
3. Managing the accessibility of the event - location and visibility of working interpreters (onsite or VRI), if we have the tech available onsite to make sure they're visible to those in the room and online and on the recording
4. Skills and resources available among committee members - bringing our own equipment, tech know how and ability to solve tech issues
5. Evidence of people downloading and watching recordings
6. Consent from all parties including attendees to be recorded

A lot of these factors combine and sometimes it is not feasible or manageable for the committee to provide hybrid or recorded events. For every PD, the committee has a robust discussion about the format of the PD, the intent and learning objectives and the practicalities involved. Where it is practical, workable and permitted we will provide the PD online and if appropriate, record it.

We have also moved to a new email system, office 365. As a part of this move, our emailing system is more efficient and we are able to make good use of the Office365 suite, including OneDrive. We have changed our filing system over to OneDrive.



## Collaborative

ASLITAQ continues to have representation on the Queensland NAATI Regional Advisory Committee meetings. Meetings are held quarterly. These meetings are where stakeholders within the spoken and sign language industry come together to discuss issues and updates regarding the industry. Prominent with these meetings has been the review of language service provision within Queensland Government. This review has been progressing over the last 12 months. As members can appreciate, with the government involved there are many cogs that need to turn in order to achieve any sort of change. These cogs have been turning and the most significant outcome to date is the development of 'purchase guidelines'. This means that each agency/department within the Queensland Government that 'purchases' interpreting services was consulted to determine their needs and a guideline document was developed to better inform the department that procures services such as language services as to what they're looking for from prospective language service providers. The Queensland Government has also announced they are investing in developing a centralised booking system. The Standing Offer Arrangement (or the contract that results from the tender process) has been extended until the review has been finalised and an improved process can be implemented. ASLITAQ has been consulting throughout this review where possible and developed positive relationships with the parties involved. ASLITAQ continues to advocate for this review to continue as a way of ensuring that when Deaf people require an interpreter in the health and justice system that access is provided, and the interpreter or translator is provided with a safe working environment. We also

continue to advocate for an independent governing authority within the interpreting and translating industry.

Through the NAATI Regional Advisory Committee, ASLITAQ has developed a strong relationship with AUSIT (Peak body for spoken language interpreters) and NAATI. As well, we have facilitated an opportunity for Merie Spring to provide Interpreter Awareness seminar with law students at UQ. ASLITAQ continues to seek out and respond to opportunities to collaborate with stakeholders with the view to furthering the objects of ASLITA.



## Presence

Until January 2024, the ASLITAQ Committee put out a comprehensive email newsletter every month updating members on our activities and events. This has since changed, to submitting content to be included in the monthly ASLITA monthly e-news. We continue to promote our events with at least 4 weeks notice where possible. ASLITAQ also endeavours to share the events of our sister associations and from National to ensure our members have the best opportunity to be aware of the events accessible to them. We also continue to wish our NAATI test candidates good luck for their NAATI test and celebrate various days of acknowledgement throughout the year. To improve the visibility of the committee and ASLITAQ we had social media posts introducing the members of our committee.

As a committee, we have had feedback and discussions around whether we promote/pass on information about professional development opportunities that are not organised by ASLITA committees. Typically, these non-ASLITA events are not advertised as being Auslan interpreted. As a committee, we decided in solidarity with our Deaf colleagues, we won't promote events that don't specifically say they have or are willing to book interpreters.

## Sustainability

The sustainability of our committee is always at the forefront of our work. Although we have had a full committee for the majority of the past year, our committee was comprised of mostly new members and new interpreters.

The committee is also cognizant of our regional colleagues. We have had many discussions about how to support and provide PD opportunities for our non-Brisbane, regional interpreters. Emily Christofferson from regional Queensland has joined our committee and has already hosted her first PD event in Mackay. The committee are very grateful to have her on board and to have her insights into make sure we are meeting the needs of our regional members.

We definitely want to make sure our regional colleagues have the opportunities and support they need. Having a representative from those areas to guide us and be our on the ground support - guide us to the good venues, offer tech support is a crucial part in being able to provide that support. If anyone would like to put their hand up to be our on-the-ground person either fully on the committee or just a helper, please get in touch.

In summary we have been very busy doing seen and unseen work in service of our association and membership.

**Dr Danielle Ferndale**

Queensland Chairperson



# South Australia Report

*By Christabel Cresdee*

ASLIA South Australia voted to voluntarily wind-up the association at the Special General Meeting (SGM) held on 27th October 2023. Since the SGM, all funds were transferred to ASLIA National (now ASLITA) and the bank accounts were closed. An application was made to cancel the ABN and Australian Sign Language Interpreters' Association (South Australia) Incorporated has been formally deregistered.

Due to the work involved in winding down ASLIA SA, no professional development was delivered in the reporting period.

Thank you to all members who have volunteered their time to support the association over the years. Your contributions to the industry have uplifted the professional standards we work to and the quality of interpreting services provided to the Deaf community.

Christabel Cresdee

SA Chairperson



# Victoria & Tasmania Report

*By Neil Phipps*

Dear members,

In last year's annual VIC/TAS President report, I made a silly joke about how it was technically the last of its kind, foreshadowing that the next report would be from the Chairperson of the VIC/TAS state committee of ASLITA. Now that the time has come, I think you'll all agree that waiting a year for that joke to land was truly worth it. Grab your nearest and dearest, let's keep the merriment going as we review another year in the life of Australia's only dedicated CLG supporting the Auslan interpreting and translating community.

Last year's AGM was a huge learning curve for me. Not only was it the first AGM I have ever Chaired, it was preceded by a monumental legal process in order to wrap us up as an association, and to transform into a Company Limited by Guarantee. In order for this to happen, legal firm Baker McKenzie agreed, pro bono, to guide us through the process, ensuring that absolutely every line of every state's constitution matched the wrapping up procedure, and that every document's wording was followed to the letter. Unfortunately, when going over the 2016 VIC/TAS constitution with a fine tooth-comb, they found discrepancies which weren't in line with the 2020 update, meaning our AGM also had to act as an SGM, whereby all members had to agree on a "blanket" repair approach in order to close. Delightfully, the AGM went without a hitch, all special resolutions were adopted, and our paperwork was sent to Consumer Affairs Victoria to be verified. As of now, VIC/TAS ASLIA is closed, and the VIC/TAS state committee of ASLITA is open for business.

Whilst we live on in a slightly different form, I'd like us all to raise a glass to the legacy of ASLIA. The association has seen such growth, acceptance, and engagement with the community for so many years, thanks to the hard work and dedication of so many of our colleagues. These positions are voluntary, and those that came before us have juggled work, life, and a passion for improving the skills and camaraderie of our profession.

With that in mind, I'd like to tip my hat to those committee members who said farewell to us after the AGM. I.T. guru extraordinaire Alex, Newbie liaison Gemila, and our fabulous Tassie representatives Nat and Roey. I greatly enjoyed their input, insights and indestructible wit, under sometimes difficult circumstances. And by those, I am referring to the times we all got on a Zoom, and I would cry and wail, and they would tell me to stop being a goose and that everything was, in fact, just fine. To those ex-committee members, my sincerest thanks for all of your contributions, I am always in your debt.

A special farewell to Carla Anderson, who is stepping down this year from both the VIC/TAS committee, and also her other role as National Vice President. Carla's perspective has been invaluable to us. Her wealth of community knowledge, and solid devotion to both the Deafblind space, and Deaf Interpreter space, has been of such service to ASLITA. I know she has been juggling many hats in the last year, including the many hats of many grandchildren, so to Carla I say yes! Please sit down and put your feet up and have a cocktail. It's Carla time ;)

Following the merge, I received several questions about the exact meaning of VIC/TAS' identity under ASLITA. Whilst the background mechanics were tricky to navigate, the front-facing representation is almost the same. Officially, the states become state committees, the state Presidents become Chairpersons, the state VP and Treasurer role are removed. All our assets were transferred to National, though our financials were not all put into the one bucket: VIC/TAS still has its original bank balance, it was simply moved to the "umbrella" account of National. ASLITA is also in the process of becoming a registered charity - a slightly separate legal procedure. A flash new email system was implemented, and at the time of writing this report, a new logo design is being workshopped. Go team!

Our planning day for 2024 kicked off the year, which was open for any and all members of the community to attend. Not only did we attract a great crowd of fresh blood we could bounce ideas off, we got a wealth of feedback about the PD topics which would be of most use to our members. We identified around five areas to focus on: support for newly accredited interpreters, mental health and wellbeing, a more advanced look into working with the Deafblind community, a dedicated investigation into the variety of terminology found in sports coaching (piggybacking on Olympic fever, of course) and more chances to let our hair down and simply be social.

One of the members in attendance that day was so inspired by our awesome-to-the-max-ness, that they decided to join us on our journeys. First new committee member for the year, please take a bow, it's Gen Cassin. Gen has become our new Newbie Liaison, having become recently NAATI accredited as a CPI, and her vitality and infectious positivity has made us all the stronger. With my working hat on, I had the pleasure of tandem interpreting with Gen many times last year, and at the risk of making her blush, I found her to be simply flawless. If you happen to meet her, please grab her, and toss her into the air with joy. It's the right thing to do.

The next committee member to join was our new Tasmanian representative, Priscilla Young. Priscilla was with us for a few months, though sadly, has had to step away due to scheduling clashes. She has given us much food for thought however, about the divide between Vic and Tas. Most notably, the lack of 'terp numbers in Tas and the geographical divide between them, which mirrors the issues facing regional Vic. Tasmanian interpreters continue to feel disconnected to the mainland, and particularly in relation to PD, if we are trying to re-engage with the

community, providing only onsite events excludes them. Providing an online link can include them, though then we are up against the technological limitations of how many laptops, cameras, mics etc which we can access to delivery a quality session.

With that in mind, we put great energy into setting up our first PD of the year, which was to be a “speed dating” style event, where newer terps could meet more experienced terps, swapping real-world anecdotes in preparation for the new world they are now experiencing. We had brainstormed a couple of ways a Zoom link could connect those not in Melbourne metro, though unfortunately, when we went live with our announcement, numbers were too low for the event to be viable. This issue seems to be similar across the country, and we find ourselves in dire need of a deep and meaningful conversation: what is it that we need to do, or not do, to increase our engagement.

You already know how fabulous our ASLIA VP Julia Murphy is, right? If you don't, let me tell you. In April, Julia was chosen as one of the five Australian participants in the Deaf Connect Gallaudet University Immersion Program. Gallaudet is the only liberal arts, Deaf/HOH college in the world. The program takes place over three weeks, with full immersion into the academic world of Gallaudet, including class time, school events, and of course, becoming tri-lingual and dedicated to an ASL space. The campus is in Washington D.C. and getting to know the local deaf community is the added bonus. Julia had a transformative time there, and her beaming smile recounting the experience was one of the highlights of the year.

By the time you read this, it's almost the ANC. I don't have to tell you how excited every is about it, because record numbers of 'terps have already registered so you can FEEL the excitement through your toes! Special mention to Gemila, who was the winner of our ANC competition, covering the conference ticket. I'll see you all there, can't wait.

A whopping great hug to the best committee one could ask for: Julia, Kate, Carla, Amber, Wendy, Priscilla, Gen, and NAATI RAC Tricia. We are truly in very good hands with this crew, pun intended.

Thank you all so much for all that you do, and for being the heart of ASLITA VIC/TAS. We are here for you, we wouldn't be here without you, we want to support you the best way we can. The future is ours! \*fist pumping against the sky\*

## Neil Phipps

Victoria & Tasmania Chairperson





# Western Australia Report

*By Adrian Chia*

## Committee Composition

Christy Filipich CCI - President

Adrian Chia CPI- Chair

Dennis Ong CPI - Treasurer

Danielle Pritchard CPI

Cara Smith CI

Brittany Manifis CPI

Anneleis Kroon Student Representative

Our student representative position that was established in the 22-23 period has successfully helped bridge the gap between the committee and future interpreters. We have since seen the original student representative graduate their CPI course and obtain NAATI certification. This representative has also transitioned to a full committee member and is a great contributor to our efforts. The committee filled the vacant student representative position by liaising with the current cohort of CPI students and taking expressions of interest. Currently engagement with CPI students is strong with over half having attended ASLIA (WA) events and several having expressed interest in attending ANC 2024. ASLIA (WA) is proud to be mentoring and fostering new generation of Auslan interpreters at a time where there is a shortage of services.

## Excellence

ASLIA (WA) Has had a successful 2023-2024 period with strong engagement from members and an ongoing steady delivery of professional development and social events.

Our student representative position that was established in the 22-23 period has successfully helped bridge the gap between the committee and future interpreters. We have since seen the original student representative graduate their CPI course and obtain NAATI certification. This representative has also transitioned to a full committee member and is a great contributor to our efforts. The committee filled the vacant student representative position by liaising with the current cohort of CPI students and taking expressions of interest. Currently engagement with CPI students is strong with over half having attended ASLIA (WA) events and several having

expressed interest in attending ANC 2024. ASLIA (WA) is proud to be mentoring and fostering new generation of Auslan interpreters at a time where there is a shortage of services.

ASLIA(WA) has hosted a range of events over the past 12 months with a total of 4 PD workshops 2 social events, 1 giveaway competition and an information night alongside our regular meetings and other commitments.

## Professional Development

ASLIA (WA) has run a number of events over the past 12 months including 4 professional development sessions.

**Tandem Interpreting:** A workshop aimed at providing interpreters with strategies and knowledge that will improve working together in tandem. The workshop consisted of delivered content and practical activities.

**Translation and Transcription:** A PD aimed at providing interpreters with skills to create translations and transcripts for Auslan videos.



## Social Events

**The Garden:** A social event held at a local beer garden with a focus on welcoming current CPI students and reconnecting old colleagues.

ASLIA (WA) has invested heavily in its members this year accepting and approving numerous funding applications from a wide range of those seeking assistance to attend ANC 2024. A total

of 6 applications were approved all representing interpreters at different stages of their professional development. As a result, WA representation at ANC 2024 looks to be robust.

## Collaborative

ASLIA (WA) has continued to maintain a relationship with NAATI WA. The committee provided volunteers at the recent WA careers expo where NAATI had a presence and helped to promote Auslan interpreting alongside other spoken language interpreting as career options. The committee has also assisted by providing an information forum regarding the recent RPT NAATI credential for Deaf translators.

ASLIA (WA) maintains a strong relationship with the WA Association of the Deaf (WAAD). Consulting and assisting with the Auslan now and then project established in the 2022-2023 period. ASLIA (WA) also continues to support WAAD by attending their events such as the WA Deaf community markets and the recent signmorph project presentation hosted by WAAD and presented by Dr. Adam Schembri and Dr. Marta Morgado.

ASLIA (WA) were also representatives at a new initiative established this year by Deaf Connect named the Deaf Sector Roundtable. This was a meeting for Deaf-led and Deaf adjacent organisations in WA to come together and liaise in order to establish new relationships and bring the WA community closer together.



## Presence

Several ASLIA (WA) committee members are also representatives on other committees such as the Interpreting in Educational Settings (IES) specialist committee and the Communications committee.

The committee's representation on other committees such as AUSIT, Professionals Australia, and AUSIT may change in the near future due to a change in staffing on the WA committee, though efforts will be made to maintain these commitments.



## Sustainability

The committee meets monthly via Zoom to coordinate upcoming events and respond to communications from members. In early March the committee met in person for our annual “planning day” where we brainstorm events for the year and do some team building.

Possibly our biggest news this year is the closure of ASLIA (WA) in preparation for the new ASLIA restructure. On the 12th of June ASLIA (WA) held an EGM and proposed the closure. Members voted in the affirmative and processing is now underway.

ASLIA (WA) is continuing to grow with new committee members joining and some moving on to bigger things. We will strive to continue providing support and PD opportunities to our members into the foreseeable future and look forward to a fresh new structure soon under ASLITA as a CLG.

## Adrian Chia

Western Australia Chairperson



# Specialisation Committee

## Reports

### Interpreters in Educational Settings (IES) Report

*By Daniel Hately*

The 2023-2024 year has been incredibly productive and successful for the IES committee. As a committee our working motto over the last twelve months has been ‘giving new things a go’ embracing different ideas and ways of working, being innovative, and not being afraid of either succeeding or failing. This approach has invigorated the committee with renewed energy and collegiality, resulting in significant achievements. As a committee we are incredibly proud of the amount of focus and support that has been given to educational interpreters, a large and important section of the Auslan interpreting industry.

#### National Research Project

A significant milestone this year was securing funding for a landmark National Research Project on Educational Interpreting. The IES committee led the design and development of this project, engaging in extensive discussions and consultations with interpreting, deaf, and education communities. The project's initial impetus stemmed from the committee's identification of a severe lack of academic data on the employment and work of individuals who interpret or translate for deaf students in primary and secondary schools. To advocate effectively for educational interpreters, we must understand their work, their journey, and, crucially, the experiences and perspectives of the deaf students they work with.

In December 2023, we were notified of our successful application to the Leonie Jackson Memorial Fund, securing a grant of \$127,241. Extending our success, we were delighted to appoint Deakin University as our research partner for this project. Deaf Australia also provided a

grant of \$20,000 to develop targeted and accessible resources to disseminate the research findings to education departments, parents/carers, deaf students, interpreters, and interpreter training organisations.

We extend our sincere thanks to Tamara Pearce for her invaluable support, leadership and volunteer time on this project, alongside Daniel Hately, Sheree Murray, and Tahlicia Osei-Poku. We look forward to keeping the membership informed of the progress of this important work.

## Professional Development (PD)

The 2023-2024 year saw a strong focus on delivering high-quality and varied PD opportunities for educational interpreters. A dedicated working group was established to organise the 2024 PD schedule. In December 2023, we announced a suite of seven PD sessions for the 2024 year, all tailored for educational interpreters complete with incredible presenters. Having all of the 2024 PD locked in and announced in advance was a significant achievement.

As part of this initiative, we introduced a new option allowing members to purchase all seven 2024 PD sessions in one transaction at a discounted rate. This initiative was a resounding success, with 70 members taking advantage of the offer.

Delivering PD events requires substantial volunteer time and effort. To streamline this process, the committee developed 14 detailed templates, which have greatly enhanced the organisation and execution of our PD activities. We also invested in training for the committee on using Canva for creating flyers and social media content, as well as hosting effective online Zoom webinars. These training sessions were conducted in-house, drawing on the expertise of skilled IES committee members.

Over the 2023-2024 year, the IES committee successfully ran five PD sessions:

- Auslan to English Interpreting for Educational Interpreters\* (24th July 2023)
- Inquisitive Minds: Interpreting Science and Maths\* (20th February 2024)
- Inclusive Insights: Deaf+ Students and Educational Interpreters\* (23rd March 2024)
- Literacy Landscapes: Interpreting English & Humanities\* (16th May 2024)
- Breaking Barriers: Language Deprivation and Educational Interpreters\* (12th June 2024)

We broke records for registration and attendance over this year, with 688 participants benefiting from our IES PD offerings. We thank all of our presenters, facilitators, and interpreters who worked with us to successfully deliver this PD.

We also established an online community of practice concept, called 'Sandbox,' intended to provide a space for educational interpreters across Australia to connect virtually via Zoom to engage and unpack their work. Unfortunately, this initiative did not gain the expected traction. The IES committee has decided to pause this concept, with the possibility of revisiting it if there is sufficient interest in the future.

## Engagement

The IES committee continued to engage with members and the educational interpreter workforce via social media, aiming to foster a sense of community and provide direct engagement opportunities with ASLITA and other educational interpreters. Our Facebook group has been particularly successful, growing to 503 members with 130 posts, 332 comments, and 2,100 reactions over the 2023-2024 year. Additionally, the IES committee established an Instagram account in March 2023, further expanding our outreach.

## Business Operations

As the IES committee continues to grow, we recognised the need to separate our financials from the central ASLITA National cost centre. With the support of Rosalie Kassulke and ASLITA Treasurer Sheree Murray, the IES committee now has its own cost centre, enabling more accurate tracking of income and expenditure and the reinvestment of surplus funds back into the membership.

## Committee Membership Changes

At the close of 2023, we bid farewell to three dedicated committee members: Christy Filipich (WA), Roey Wilkinson (Tas), and Natalie Leahy (Tas), who have moved on to new adventures. We warmly welcomed new members Tahlicia Osei-Poku (WA), Lucy Wilmore (Vic), and Lewis Opehl (ACT) who have already contributed immensely in their time on the committee. On behalf of ASLITA and our membership, we extend heartfelt thanks to Christy, Roey, and Natalie for their valuable contributions, with special recognition to Christy for her years of dedication to the IES committee.



## Conclusion

On behalf of ASLITA and specifically our members working in education, I would like to thank and commend the IES committee for their volunteer time, energy, and commitment over the past 12 months. Often juggling competing personal and professional commitments, these individuals have continued to contribute for the benefit of our members and industry. We hope ASLITA members have enjoyed these activities, which we believe have enriched their work and helped them excel as educational interpreters supporting deaf and hard of hearing students across Australia.

\*Auslan applause\* for: Julieta Carroll (Queensland), Peta McNaughton (Queensland), Lewis Ophel (ACT), Lucy Wilmore (Vic), Laz Carter (Vic), Teresa Maiolo (SA), Dani Pritchard (WA) and Tahlicia Osei-Poku (WA).

Daniel Hatley

IES Committee Chair



# Mentoring Report

*By Sarah Kennewell*

Over the past 12 months, the ASLITA Mentoring Program has undergone developments aimed at enhancing support for interpreters across various stages of their careers. Following the new structure, the mentoring portfolio has become a 'Specialisation Committee' with Sarah Kennewell as the Chairperson and Danielle Ferndale as the Board representative. Under the new constitution, the committee can have up to 10 people doing the behind the scenes work to continue the mentoring program.

Key achievements include:

- Updating the mentor list and profiles on the website.
- Streamlining the process for prospective mentees to contact mentors via the website directly.
- Establishing a clear Terms of Reference for improved governance.
- Moving to a more efficient emailing system.

Over the past 12 months, we have identified that there is a disparity in the numbers of mentees that our mentors are working with at any given time. Some mentors are working with a high number, 7 or more mentees and others are working with 1,2 or even none at all. It isn't clear why this is the case. It's potentially due to the mentor's status in their region (e.g. how visible or well-known they are in the community), or their areas of expertise. As we review the operations and process of the committee, and grow the program, we will continue to collect feedback and review these types of data.

As we reviewed the mentoring website and processes, we have identified a few challenges and key areas of focus for 2025:

- Prospective mentees don't know who to contact, when they don't have prior relationships with any of the mentors and they contact the committee instead.
- Some mentors reported feeling unsupported due to perceived inactivity from the committee.
- Received feedback from mentors requesting better/updated resources and support.
- The varying levels of mentoring activity among mentors

Moving into 2025, the focus of the Mentoring committee will be to:

1. Refresh training materials and resources to equip mentors with up-to-date skills and knowledge.
2. Increase visibility of the mentoring program through enhanced social media strategies and community outreach efforts.
3. Foster stronger relationships between mentors, mentees, and the ASLITA committee to ensure ongoing support and collaboration.
4. Recruit members onto the committee.

As a first step, the mentoring committee will host a session at the 2024 ANC to facilitate informal mentor-mentee interactions and build rapport. Moving into 2025, the committee will further review the operational guidelines of the program and provide mentor training sessions.

**Sarah Kennewell**

Mentoring Committee Chair



# Deaf Interpreter and Translator Report

*By Julia Murphy*

In October 2023, we hosted an open forum to discuss the needs of Deaf interpreter and translators and to unpack where the gaps are in Deaf interpreting and translating. We received so many ideas and visions. We really appreciate the open discussions that were had and as a result we set up a committee to work on supporting this space. The committee consists of Julia Murphy, Carla Anderson, Rachael McQuillan, Danni Walker & Llewellyn Jones.

On paper it may not look like not a lot has happened, but we are working with specific people to see if there is potential to collaborate on some exciting PD and workshops. We understand that there is a need to upskill the Deaf interpreting and translating community. Watch this space... We also would like to remind agencies and organisations that we would love to collaborate and work together to provide opportunities to upskill the workforce. Go on, get in touch with us!

Recently we had two committee members leave us, Carla and Danni. We really appreciate the ideas and skills that they brought to the group. The door is open for anyone who has skills to bring to the table to work together and support Deaf Interpreters and Translators. If you are interested, reach out to us.

Thank you. We look forward to bring some exciting opportunities to you very soon.

Julia Murphy, Rachael McQuillan & Llewellyn Jones



# Operations Committee Reports

## Communications Report

*By Dr. Danielle Ferndale*

Since January 2024, we have moved to one national e-news instead of separate state-based communications plus a national e-news. We have also established a communications committee, comprised of volunteers from Queensland, New South Wales and WA. We have a Terms of Reference and Communications Policy guiding the work of the committee.

Using the Office365 emailing system, we have established a monthly roster and process for each member of the committee to be responsible for compiling the content of each month's e-news.

We have communicated the process to each committee inside of ASLITA. Each committee is aware of where to send their content and reports to and the deadline for receiving the content. This process has worked well. The move to one monthly e-news with content from all the committees has been effective. One of the benefits is that all members can see the activities of each committee and therefore have a broader understanding of the work that ASLITA does on behalf of its members. Sharing the work of creating and sending the e-news also means that there is more visibility to our members of the various volunteers working behind the scenes.

The ASLITA e-news has been successfully sent out on the third Friday of the month all year. The e-news contains updates from ASLITA and the committees, updates from the wider industry, opportunities and list of events and PD coming-up. About 50% of members are opening the e-news. It is not clear why the remaining 50% are not opening the e-news, if it's going to their junk mail or if there are issues with the layout or content.

ASLITA also maintains a Facebook page and Instagram account. We continue to share ASLITA as well as external events on these social media accounts. Prioritising information being emailed to members first, before being posted on Social Media.

We regularly receive comments on posts about events asking if the event will be recorded. To reduce the number of comments we need to reply to, we have endeavoured to make it clear in the original post whether it will be recorded or not, and if the event is not an ASLITA event who to contact with their questions.

Dr. Danielle Ferndale

On behalf of Communications Committee



# Representative Committee

## Reports

### WASLI Report

*By Belinda Roberts*

Event Details: Event Name: WASLI Conference 2023

Theme: Shaping our world for a better future

Date: 4-9 July 2023 (Including pre-workshop)

Venue: Jeju Island, South Korea

The WASLI Conference was held 4-9 July 2023 in Jeju Island South Korea. The conference provided access to an incredible body of knowledge with presenters sharing information on research projects, government policy changes, best practices, working with deaf blind and reflecting on our own interpreting strengths and weaknesses. The conference also looked at how to build capacity in leadership within the industry and build collaborations between communities and stakeholders.

Of note was from Slovenia, looking at their constitutional requirements that enshrines the use of interpreters in chapters in law, and the change in interpreter education to include working with deaf interpreters. Much of this was heartening as ASLIA at that very moment was going through public consultation to change its structure to ensure that Deaf interpreters and translators are included and recognised in the interpreting industry in Australia.

Australia was well represented with many interpreters making the trip over for the conference as well as facilitating presentations and chairing sessions. The announcement was also made for the venue of the next WASLI conference which is Abu Dhabi in 2027.

## WASLI AGM

6th July 2023

WASLI has 52 National Members representing 48 different countries.

- WASLI Board for the 2023 - 2027 was elected.
- Dr. Christopher Stone (UK) was declared President
- Dr. Kounghiee Lydia Koh (South Korea) was declared Vice President
- Timothy Tinat Gwazah (Nigeria) was declared Secretary
- Jovana Gisela Garcia (Venezuela) was declared Treasurer
- Arūnas Bražinskas was declared Deaf Interpreter Advisor





Australasia & Oceania Region: Krishneer Sen (deaf), & Inise Tawaketini (hearing). The AGM also saw Susan Emerson step down after the last 12 years working on the WASLI executive board. Susan has served a total of 3 terms, 2 as Treasurer and the last term as Vice President, serving from 2011-2023.

We were unable to complete the full AGM agenda items in this time, and a second AGM session was held in Sept 2023 to complete the meeting.

June 22, 2024 saw the 2024 AGM held online where a proposal was submitted for change for determination of Membership fee from next year was submitted.







# WASLI Oceania Report

*By Zane Hema*

## Committee Composition

Inise Tawaketini, Claudette Wilson, Patricia Miller, Sarah Strong, Zane Hema & Nicole

## WASLI Oceania Committee - Training

(Committee: Inise Tawaketini, Claudette Wilson, Patricia Miller, Sarah Strong, Zane Hema & Nicole Clarke)

Training has been working on creating structured training programs delivered on the ground in Oceania Regions, staffed by experienced interpreters and interpreter trainers to support the professional development of interpreters in the Oceania Region. With financial and in-kind support from ASLITA, the Committee are planning to run the program in October 2024 - 2025. More details regarding the program are detailed below.

## Training Program

- Developed from feedback from the Region.
- A final draft of the program is ready and was finalised following Cultural Etiquette Training for the trainers that was delivered in August 2024.

- Cultural Etiquette Training, sponsored by SLIANZ, was provided by Dr Bakalevu (Fiji) an expert in the field of providing training for people intending to work in Pacific communities.
- The program will be delivered on Wednesday evenings 5-7pm AEST, scheduled start 2 Oct 2024 through to June 2025 and will be delivered across 5 time zones.
- Participants now potentially from 8 Countries - PNG, Solomon Islands, Fiji, Samoa, Kiribati, Vanuatu, Nauru and Tuvalu.
- An Information Session for potential participants was held on 31 July. Initial interest resulted in 95 expressions of interest and participants will be selected from a selection criterion.
- Enrolment/payment processes are being finalised with in-kind support from ASLITA
- The teaching team is likely to be 8 or more teachers from various Oceania regions including Aus, NZ, Fiji and Samoa. Allocation of Trainers to the Course Program is now underway
- The program was scheduled for 4th September 2024 (a week before Enrolment opens)
- The team is continuing to seek funding to host this program.
- The program will be administered by a team based in Fiji (Inise - Supervisor - Claudette/Patricia - Admin Team) with support from Association of Sign Language Interpreters of Fiji (ASLIF) in relation to space and equipment and from ASLITA in relation to setting up procedures to pay invoices, procedures for enrolment, procedures for refunds, procedures for record keeping, procedures for reporting, procedures for publicity & promotions work etc.
- The program is valued at \$A53,030. Funding Application have been submitted to the British High Commission pending (first round) however, the committee is work based on not getting any funding. ASLITA has sponsored \$A10,000 (\$7,800 Teaching, \$2,200 Admin), SLIANZ Sponsorship of FIJIS 300 (Cultural Etiquette Expert).
- Upon completion of the program, the plan is to present Certificates at the Conference 2025
- Sustainability - Beyond 2025 includes the training of local trainers as part of the program, identifying potential leaders/trainers, mentor support, further training for trainers, further training for interpreters not part of this round

Respectfully submitted,

Zane Hema

ASLITA Representative to WASLI Oceania





# Financial Report

Please see attached documentation.

## Contact

For further information, please reach out to us at [info@aslia.com.au](mailto:info@aslia.com.au)

[www.aslia.com.au](http://www.aslia.com.au)

