

ASLIA National **Annual Report** **2018/2019**

Thanks to our 2018-2019 Corporate Members



Thanks to our 2018-2019 Media Sponsors





Annual Report 2018/2019

Chairperson's Report	4
Board Directors for 2018-2019	8
ASLIA NSW & ACT Report	10
ASLIA Queensland Report	12
ASLIA South Australia Report	14
ASLIA Victoria Report	16
ASLIA Western Australia Report	18
ANC 2018 Report	20
Council of Australasian Tribunals (COAT) Conference Report	22
WASLI Report	24
WASLI Oceania Report	25
Mental Health Interest Group	28
Education Subcommittee	29
Creating Opportunities Fund	30
Legacy Fund	30
Financial Report	30

Chairperson's Report

Julie Judd



Well what an amazing amount of work has been done by ASLIA members in the last financial year! I wish to extend my heartfelt thanks to the numerous volunteer members and those who support ASLIA externally. It takes dedication to contribute, as so many of you have, especially with other demands such as children, families and health issues on top of a paid job!

Excellence

The ASLIA National Conference "Partners in Practice" held in Brisbane 21-23 September 2018 was a huge undertaking that culminated in a very successful conference and Street Leverage pre-conference event. My appreciation is extended to all involved including the Keynote presenters Brandon Arthur and Rosie Henley, the JW Flynn Orator, Susan Emerson, along with the hardworking ANC OC, Interpreters, Sponsors, Deaf community groups, Captioners, Volunteers, Presenters, attendees and ASLIA Queensland. Thanks for ensuring the ANC 2018 is one that will be remembered!

For those who were unable to join us in person, parts of the event were live streamed via ASLIA Live and some footage is now available for purchase by visiting the 'Webinar' section of ASLIA's website.

At the ANC, ASLIA launched the Legacy Fund established from kind donations received after the sad loss of our colleague Ben Souter. We also welcomed the newest Kathy Walsh Memorial Fund recipient Tishani Grioli – thanks to Eve Hedley for her support.

ASLIA Victoria have been developing and managing the Mentoring program which has now expanded nationally, this was launched at the 2018 AGM. ASLIA members who may be potential mentors and mentees are welcome to peruse the ASLIA website and to participate in this program.

The annual survey to members was conducted and the information provided assisted the Board to plan with state ASLIA associations the offering of PD events for 2019. These PD events include at least 2 ASLIA Live (livestreamed events) offerings from each state for the calendar year. I extend my appreciation on behalf of all members to the individuals within local state associations for their time and energy in ensuring these PD events are provided.

Sustainable

Those who were unable to attend the Annual General Meeting in Brisbane in 2018, please note that there was a successful vote endorsing a change to our constitution to clarify that corporate members receive one "member discount" only as opposed to a discount for all employees of that organisation.

ASLIA saw the end of an era with the cessation of the E-update newsletter in December 2018. Paul Heuston stepped down from the Editor position in December 2018. We extend our immense appreciation to Paul and to those who were involved previously and diligently worked voluntarily to provide a monthly update. We were also delighted to see the launch at the start of 2019 of the "Debrief" managed by De Brown (SA) and Danielle Ferndale (Qld) outlining articles of interest to our industry each month. If you haven't yet viewed the articles published to date – log in to the website and take a look. Danielle and De are always looking for interesting articles so please feel free to contact them and submit.

The board are continuing to investigate ways to reduce the administrative and financial tasks of state associations. Since the resignation of Peter Davies – ASLIA Manager in May 2019, the board decided to appoint an assistant treasurer – Rosalie Kassulke (CPA) - we welcome Rosalie to the ASLIA team and value her expertise and knowledge that will assist the Financial Subcommittee in recommending approaches to support state associations' financial arrangements. ASLIA wishes to provide further support to ASLIA state associations by reducing the replication of comparable tasks across Australia. Our profession is evolving at a rapid pace and we need to ensure we are managing our professional association in an efficient and effective way, for all members. We will be continuing to work towards this goal throughout the next 12 months.

Over the last year ASLIA has uploaded a new round of ASLIA policies, procedures and guidelines to our website. Thanks to Bernadette Chapman for driving this work. More will be added as they are reviewed and ratified. The board is also developing new necessary policies to reflect changes in the industry. Some of these documents require extensive consultation and background research, for example the Social Media policy, so if the completed document you require is not yet on the website please send us an email and we can keep you informed of its progress.

Collaboration

It is terrific to know that a number of ASLIA members attended the WASLI Oceania Conference in Fiji in August 2018 and the WASLI Conference in Paris in July 2019. ASLIA is proud to have supported the Oceania conference with funds raised by the membership through state associations. ASLIA was pleased to be able to contribute as joint major sponsor of this event.

Michelle Ashley (ASLIA Vic President) convened what was reported to be a very successful WASLI conference in Paris – well done Michelle! In addition, Susan Emerson (Vic) has been appointed as the incoming Vice President of WASLI – congratulations Susan! The former WASLI president Debra Russell who has done a sterling job over an 8-year tenure will be replaced by Christopher Stone (UK). ASLIA looks forward to working with WASLI's new board. Joneti Rokotuibau has been appointed as the new Oceania representative, replacing Angela Murray. We welcome Joneti and thank Angela for her valued contribution whilst in her role. ASLIA will be working with SLIANZ to support Joneti in her new role.

Insurance is one of those things that you often don't think about until something untoward happens so ASLIA has done the thinking for you. In 2018 -19 we had 105 members take up the reduced-price group insurance. I wish to thank Kerrie Ann Viitala and Amy Blaylock for their tireless work behind the scenes to ensure ASLIA members don't have to pay huge premiums as individuals. The insurance offering is valid from 1st September until 31st August for the 2019/20 year and can be arranged by visiting the ASLIA website.

ASLIA has again been able to receive the support of several interpreter agencies as our Media sponsors. We wish to thank Auslan Alliance, Auslan Connections, Auslan Services, Deaf Can:Do, Deaf Society, NABS and Western Australian Deaf Society for their continuing relationship with ASLIA and with ASLIA members around the country.

Presence

ASLIA has conducted the following work over the last 12 months including:

- Providing feedback on the update to the Standards for Community Interpreting;
- Stakeholder meetings regarding Auslan courses at TAFE colleges in NSW;
- National Mental Health interpreter guidelines and training which has formed the basis for the Mental Health sub-committee;

- Attended and presented two keynote presentations at the SLIANZ conference in Wellington, NZ.
- Represented ASLIA at a joint meeting with Professionals Australia, NAATI and AUSIT to discuss issues of mutual concern in the I & T industry.
- Met with SLIANZ president Micky Vale to keep abreast of our respective activities.
- Met with Deaf Australia to keep abreast of our respective activities
- Educational Subcommittee meetings and distribution of survey to EIs
- Mental Health Advisory Group activities
- Representation by Karen Clare and David McQuiggin at a number of NDIS Forums
- Della Goswell represented ASLIA at the Legal Interpreting Symposium at the University of NSW.
- In WA ASLIA has been supporting AUSIT regarding training requirements for interpreters along with collaborating regarding some industry issues.
- Various requests for advice and guidance from the wider community via email and telephone
- Megan Bytheway has led the work surrounding interpreters and Social Media. A social media survey has been distributed to members. (We would like to thank Auslan Consultancy for their assistance with the format and for providing Auslan translations).
- ASLIA has been keeping abreast of the 'Break the Sound Barrier' campaign by Deafness Forum and provided comments in relation to the government response to the recommendations submitted by Deafness Forum that relates to Auslan<>English Interpreting
- Feedback provided to a report to the NDIS community of practice
- Sheree Murray (ASLIA Secretary) represented ASLIA at the NDS Virtual Conference on NDIS Quality and Safeguarding
- NDIS Deaf Australia consultation attended by member Karen Clare
- Presentation on Legal interpreting in conjunction with AUSIT by member Kim Saxton
- Discussions with NAATI regarding the certification for English to Auslan translators
- International Sign Collaboration Project – we are in the initial stages of working on this project
- NAATI Resource Grant received– Kylie Scott has co-ordinated the initial stages of this project which aims to create video resources. The successful tenderer was Auslan Consultancy who have commenced work on this project.
- Mentoring Program is continuing to match mentors with mentees, many thanks to the committee for their hard work.
- ASLIA Live logo launched – The logo will be used for online events that are live streamed so you can identify easily the events that offer this option. Thanks so much Christa Jonathan and Michelle Ashley for your input and development of the design.
- We plan to communicate with MP's once the federal government restructure is clear and complete on issues important to our industry. Many thanks to Peter Bonser for assisting us with drafting this correspondence.
- ANC 2018 Videos are now available for purchase if you missed out on attending in Brisbane last year. Many thanks to Len Bytheway for filming and editing the footage. Look out for the details soon or go to our shop on our website.
- Duke Moolenaar and Bernadette Chapman from the ASLIA board attended the WASLI Conference in Paris, in July, and shared information with members as to what is happening internationally.
- ASLIA have also continued work on upgrading our website. ASLIA now has automated certificates for any National and state-based ASLIA workshops, and to keep track of previously attended workshops for re-certification requirements.

- ASLIA will begin webcasting certain professional development events. The first PD will be on Auslan linguistics in collaboration with Auslan Consultancy. This will be available via our website in the near future.
- ASLIA continue to work on improving the consistency of our policies and procedures. A big thank you goes to everyone involved in this.
- David McQuiggin submitted feedback to the Department of Social Services and the NDIA for their 'thin markets' project, focussing on interpreting in remote areas, and for Deaf Blind and Deaf people with complex needs.
- ANC2020 planning and the announcement of the dates for the ANC - We are excited to announce dates for ANC 2020 and related events - 18-21 September 2020 in Newcastle NSW.
- Keynote presenters for the ANC2020 decided – stay tuned for the announcement!
- A proposal for a parallel stream specifically for Auslan teachers at ANC2020 has been received, and the Board has agreed in principle to this.
- Responded to member queries and issues related to www accessibility

With the increasing need to represent members at important meetings and forums it has been decided (and budgeted) by the board that a sitting fee to cover Board member attendance is necessary. This policy ensures that our volunteers are not severely impacted by taking time out from their working day.

General Business

We were pleased that Sheree Murray (ACT) accepted the role of ASLIA Secretary in March 2019, taking over from Bernadette Chapman (QLD)) who conducted this role previously. Bernadette resigned from the ASLIA board recently and was replaced by Sarah Bennett (QLD). We would like to pass on our heartfelt thanks to outgoing board members, and look forward to the new incoming representatives.

We are continuing to enhance the new website. Please feel free to provide us with your feedback so we can ensure the website is meeting your requirements

Reciprocal reduced membership prices for PD and events through AUSIT and SLIANZ – simply enter your ASLIA member ID number that can be found on our website next to your name <https://aslia.com.au/about-us/find-a-member>

At the start of 2019, ASLIA changed email hosts as we had a major crash just before Christmas affecting all email addresses. I would like to thank Roberto from ROBTEC Hosting in WA for his wonderful assistance. ASLIA is proud to support the Deaf ecosystem.

The ASLIA Board would also like to acknowledge the work of Peter Davies as former ASLIA Manager. We wish to thank Peter for all his hard work and tireless efforts.

Most of all, I wish on behalf of the ASLIA Board to thank our members. We have a group of very passionate and dedicated people that make up our industry. Please continue to challenge and engage with this YOUR association.

The secret of getting ahead is getting started. The secret of getting started is breaking your complex overwhelming tasks into small manageable tasks, and then starting on the first one.

Mark Twain

Board Directors for 2018-2019

On behalf of our members, ASLIA gratefully acknowledges the contributions of the people that have served on the Board in the last financial year.

Executive Directors for 2018-2019



Julie Judd
CHAIRPERSON



David McQuiggin
VICE CHAIRPERSON



Amy Blaylock
TREASURER



Sheree Murray
SECRETARY
March 2019 - Current



Bernadette Chapman
SECRETARY
September 2018- March 2019



Kylie Scott
SECRETARY
until September 2018

State/Territory Board Directors for 2018-2019

VICTORIA



Michelle Ashley
ASLIA VIC PRESIDENT



Julie Judd
VIC REPRESENTATIVE

NEW SOUTH WALES



David McQuiggin
ASLIA NSW PRESIDENT



Kylie Scott
NSW REPRESENTATIVE
until April 2019

State/Territory Board Directors for 2018-2019 (continued)

QUEENSLAND



Julie Tait
ASLIA QLD PRESIDENT
until December 2018



Duke Moolenaar
ASLIA QLD PRESIDENT
from December 2018



Bernadette Chapman
QLD REPRESENTATIVE
until March 2019

Sarah Bennett
QLD REPRESENTATIVE
from April 2019

WESTERN AUSTRALIA



Suzie Scott
ASLIA WA PRESIDENT
until January 2018



Adrian Chia
ASLIA WA PRESIDENT
from January 2018



Karen Boocock
WA REPRESENTATIVE
until September 2018



Christy Filipich
WA REPRESENTATIVE
From September 2018

SOUTH AUSTRALIA



Amy Blaylock
ASLIA SA PRESIDENT



De Brown
SA REPRESENTATIVE



Sheree Murray
ACT REPRESENTATIVE

ACT

The Tasmania and Northern Territory Director positions were vacant for the 2018-2019 financial year.

ASLIA NSW & ACT Report

David McQuiggin

Excellence

“FREEZE!” Back in August of 2018, interpreters paused for a day to consider the impact of the various ethical decisions we make daily in our profession, from clothing choices to our facial expressions. Delivered by Chevoy Sweeney, this thought provoking workshop not only included a delicious lunch, but had members watching and critiquing common situations which involve thousands of integral split second decisions, many of which you don't even realise you're making!



After an exciting lucky dip process, two ASLIA NSW members (one from regional NSW, the other from Sydney) had their registration covered to attend ANC 2018 in Brisbane. The lucky pair, along with a contingent of ASLIA NSW members, enjoyed networking and learning from this well organised and insightful conference.

In May, after getting past our initial fan-girl love of Vocal Control coach Anna Hruby (you know her, she's the actress from Home and Away, Prisoner, Sons and Daughters, The Sullivans, All Saints... AND she's a qualified Auslan Interpreter!), we learnt how to warm up and move our lips, control our breathing and improve our articulation. Admittedly it felt completely foreign at times, our exaggerated facial movements and strange noises sometimes bordered on the ridiculous! But it was a lot of fun and gave us a few tools in the toolkit for those lengthy Auslan-English jobs.

We continued our Wine and Whine evenings in two locations in June, Parramatta and the Central Coast. It was a great opportunity to celebrate with our graduating Diploma of Interpreting students and discuss preparation strategies with them for their upcoming NAATI test. We also enjoyed watching our local Deaf ladies present on AuslanX, with the event livestreamed to our venues.

Sustainable

In January we opened our strategic planning session to all members so they could let us know what they want from their committee. This collaboration ensured we had a PD calendar set for the year, with all events advertised well in advance so our interpreters could be prepared and 'save the date'. Responding to member feedback, in April we provided an NDIS workshop in Goulburn, specifically for our regional interpreters. This event was well attended, with interpreters discussing the new and emerging settings rising from the NDIS landscape, and strategies for managing this dynamic new world.

Presence

ASLIA NSW continue to advocate and consult on the NAATI Regional Advisory Committee and with Multicultural NSW (consisting of a variety of Language Services, Emergency Services and Educational Institutes).

The End of Year Interpreter Party and AGM saw one committee member finish their tenure and two new committee members raise their hands to join our hard-working team- yay! Plans are well underway to ensure this year's revamped event encourages more members to reflect on and celebrate another year of dedicated professionalism.

Collaborative

ASLIA NSW always looks forward to October when we can participate in the Deaf Festival, celebrating with our community and providing free stuff! Last year was no exception as we shared information, stories, laughs and handed out lollies!

After the exciting announcement that NSW will be hosting ANC 2020, ASLIA NSW kicked it up a gear and have been working in collaboration with the ANC 2020 Convenor to secure a venue, discuss gala night ideas and work out collaboration and partnership strategies with our wonderful Deaf Community to ensure the success of this event – watch this space!

We have continued our valuable partnership with two local interpreting agencies, Sweeney Interpreting and Deaf Society, and jointly provided a number of professional development opportunities over the year. We look forward to more opportunities to collaborate in the future, and thank them for their ongoing support of ASLIA NSW. Further to this our annual partnership with Auslan Services for the ASLIA NSW end of year party. Such mutual alliances reveal the true nature of our profession, with values like collegiality and solidarity underpinning all our efforts. We will continue nurturing these partnerships to ensure the best possible outcomes for all our clients.



ASLIA Queensland Report

Duke Moolenaar

Excellence

ASLIA Qld has offered a host of professional development events in the last financial year. Our most popular event was our Mental Health workshop which saw up to 100 attending face to face and 200 via ASLIA live. We also met the demands of the interpreting community and offered a Deaf Interpreter workshop to our emerging deaf interpreter cohort. All professional development events offered are interpreted where requested and all locations are wheel chair accessible and in central locations.

Our primary sources of communicating with members are via Mailchimp and social media. We have worked on our social media presence ensuring content is posted regularly, Auslan videos are posted containing information on our PD's and that we respond to member queries as promptly as possible acknowledging that we are all volunteers.

Presence

Presence within our membership was increased by hosting 2 social/networking nights that brought together our Queensland interpreting community and interpreting students. All our attending committee members wore their ASLIA Qld branded shirts and we handed out business cards and our proposed professional development calendar. Our presence on Social media has also increased with our Facebook page having 1073 page likes and an average post reach of 428 people.

Education Queensland invited ASLIA Qld to a forum regarding Deaf education in Queensland. Topics raised included: employing NAATI Certified interpreters at an appropriate remuneration as well as an offer for Permanent work; the working conditions of current employed interpreters. ASLIA Qld also supported the group proposal of a School of Excellence for Deaf/Bilingual compared to the current model in place.

On 3rd July 2 of the ASLIA Qld Exec committee attended WASLI Paris. Whilst there we networked with various delegates we thought might be able to deliver PD for us, in particular Nigel Howard and Christopher Tester to deliver further workshops in the DI space. We also met with Andy Carmichael from ASLI (thanks to Julie Judd for setting up this meeting) to discuss their Social Media policy and how both ASLIA National and ASLI can support and collaborate with each other.

Collaborative

We have a working relationship with Education Queensland, which the committee are keen to continue pursuing as well as representing ASLIA Qld at the NAATI RAC (Regional Advisory Council) meetings.

We are seeking to become a corporate member of Deaf Cultural Council of Queensland (DCCQ) and look forward to potential joint projects together for the benefit of both Deaf and Interpreting communities.

We are developing our collaboration and relationship with Auslan Connections / Deaf Services as the largest employer of interpreters in Queensland. Looking into 2020, we are working with them to establish a sponsorship agreement for our professional development program.

Sustainable

At the start of the calendar year, our committee reconvened after a long Christmas break to plan the next 6 to 8 months of professional development. This is a valuable time for the committee to work together, see each other face to face and set out the expectations for the coming year.

In May the committee came together including Anna Duncan from Mackay to attend a two day strategic planning weekend at Mount Tambourine. This weekend was important for us as a committee as it gave us focus for the next 5 years using ASLIA National's strategic plan as a framework and setting ASLIA Qld KPI's against each strategic goal. We identified our strengths and weaknesses, areas of risk (committee burnout, workload sharing) and areas we are doing well in. The committee identified our stakeholders and developed a communication plan to ensure that we are representing our Queensland membership base well on top of providing our core business which is providing professional development.

ASLIA South Australia Report

De Brown

Sustainability

Due to declining volunteer numbers we were unsure if our state branch of ASLIA could continue into 2019. We were very pleased to have new committee members join us at our delayed AGM in Nov 2018. Our new committee members were Stan Nowakowski (Treasurer), Christabel Cresdee and Maddi Inglis. The continuing committee members of Amy Blaylock (Chairperson) and De Brown (Secretary) welcomed the new committee and thanked the hard work of Chelsea Turner and Claire Morrison for their service over 2018.



Collaborative

Our Strategic planning meeting was held at the Pickled Duck Inn on the 11th April, where the committee investigated our state-based partnerships and contributors to our community who we already had existing networks with. This was an insightful mind map for the committee to develop, and this helped us to consolidate our vision because we understood our stakeholders and partnerships better. From this meeting we have continued to build on our skills by learning about our top 5 strengths (gathered from the Gallop Poll) helping us identify how to work more cohesively, building on the natural talents already within the team.

We have spent time planning a partnership with Pip Cody at Dare Wellness to provide PD for our state members. We are also in liaison with Deaf Can Do and Deaf Community & Sports SA, building professional networks so that we can support our state membership in a sustainable way over the coming years.

Excellence

As a committee we have been striving for professional practise within the organisation. This has been done by updating our state position descriptions for great transparency and role clarification. We have also updated our internal records to reflect current best practise for record keeping and professional conduct/information sharing.

We have spent considerable time both under the guidance of Chelsea (our outgoing Treasurer) with Stan and Amy's expertise (at a National and state ASLIA level) trouble shooting some discrepancies within our records management and banking issues. Their volunteer contributions towards these large ongoing management issues are greatly appreciated.

It was great to see our members generously providing support and feedback to the Deaf Can Do Fast Track Program interpreting students at the practice sessions they organised outside of their course hours in the first half of 2019. We are so pleased that the students' hard work has paid off, and our newest cohort of Certified Practicing Interpreters are entering the field.

Professional Development (PD)

Our face to face PD session was at the Walkers Arms Hotel on the 9th February. We used the Multimeter app to submit anonymous ideas/ethical considerations that were discussed over lunch. This time was valuable for building professional relationships with our co-workers, clarifying our individual and state needs regarding training, and as a social gathering. Further PD's are currently being developed including potential webinars that we hope will be available at a national level as soon as practical.

As a small state, with 20% of our membership working on our current committee, we are proud that our state association is developing and growing and we look forward to more people committing to the work of ASLIA to grow our profession locally and nationally.

ASLIA Victoria Report

Michelle Ashley

Excellence

In demonstrating excellence, we have provided a busy calendar of professional development, engaging the most experienced from the field – locally, domestically and internationally. We have also encouraged opportunity for emerging interpreter trainers to lead workshops and events, aiming to broaden this pool.

A number of our events have been made accessible to our regional Victorian and Tasmanian members free of charge via ASLIA Live. The ASLIA National Board has put in great effort to develop a comprehensive suite of guidelines, policies and procedures and we have drawn on these when responding to member and stakeholder queries. The ASLIA Victoria committee has embraced technology to make our meetings and AGMs accessible to those who cannot attend in person, and uphold effective communication through our social media and e-newsletter channels.

In late 2018 ASLIA Victoria hosted two Roundtable events focusing specifically on the issues of Education and Training, and Working Conditions. The first of these Roundtables eventuated in a productive relationship and open dialogue with the Royal Melbourne Institute of Technology (RMIT) and collaboration with industry to better support our future colleagues during their learning. The issues raised in the second Roundtable, “Working Conditions” are yet to be properly addressed.

Presence

Our presence is reflected in healthy membership numbers, a full committee and many members volunteering at our events and on sub-committees. Our material communications always maintain a consistent look and feel, contributing to strong brand recognition. We endeavor to embrace inclusive practices via delivering the majority of our professional development in the first language of the community with which we work, Auslan; providing free access to livestreamed events to our regional, remote and Tasmanian members; and hosting specific workshops for our growing membership of Deaf Interpreters. This membership year we celebrated our highest number of Deaf Interpreter members and we strive to be relevant to, and inclusive of, their needs. By being inclusive we aim to be transparent and accessible, sharing our financial reports and other reports or summary of activities with the membership via our e-newsletter. The ASLIA Victoria library is now more accessible to members - they can log on to the ASLIA website to browse and request the borrowing of items.

ASLIA Victoria continues to strive to engage with our Tasmanian colleagues. Activity has included “online hangouts”, the donation of all of our DVD resources to the Expression Australia Tasmania office, free access to all Victorian led ASLIA Live! events, and the upcoming Spring School and AGM in Hobart.

Collaborative

ASLIA Victoria highly values its collaborative partnerships and relationships with stakeholders. In particular, our relationships with Deaf Victoria and the Victorian Deaf Education Institute (VDEI) has strengthened in this past membership year. With Deaf Victoria we have co-hosted five events and engage in continuous dialogue on all matters related to the interpreting and deaf communities. Our collaboration with VDEI has seen a major opportunity for Auslan<>English Interpreters working in school settings. ASLIA Victoria commissioned a small scoping project and based on the findings, presented a number of recommendations to VDEI. One of these was the appointment of a part-time Project Officer to work specifically with and for educational interpreters. Daniel Hatelly was appointed to this role after responding to an Expression of Interest.

We have hosted a number of events that the deaf community have been integral to the success of, for their sharing of lived experiences, knowledge and expertise. These include the events Interpreter Stories; Practical Tips for working in NDIS settings; Deafblind Meet and Greet; NDIS 101; Language cohorts and diversity (older signers); and International Sign Tasters.

A summary of our major collaborations are as follows:

- Support of various grant applications by deaf community organisations
- The Mental Health Interpreting course with Monash University and Deaf Victoria
- Development of an interpreting policy for the Victorian College for the Deaf (VCD)
- Large stakeholder meeting with RMIT, ASLIA Victoria, Melbourne Polytechnic, interpreting agencies and interpreter trainers from Victoria and Western Australia
- Facilitation of RMIT Diploma of Interpreting student placements to gain on the job exposure, in collaboration with interpreting agencies
- Contribution to the review of VCD, to share perspectives and information pertaining to the important work of interpreters working in school settings

We wish to thank our valued partners for their generous sponsorship and in-kind support to allow us to provide the learning and networking opportunities across the 2018 - 2019 membership year.

Sustainable

ASLIA Victoria is committed to ensuring our association remains sustainable and relevant to our membership and stakeholders. Each committee member has a dedicated portfolio which has been allocated according to their strengths and/ or interests. This encourages motivation and efficiency when completing tasks. Our committee has a balanced representation of years of experience, a broad range of qualifications, of the Deaf Interpreter community, of the Interpreting student cohort and a diverse set of complementary skills that all contribute to efficient output and good governance. One of our main strengths is the expertise we have in the Treasury, along with a viable and reliable income stream. We are pleased to welcome members, students, and the deaf community to contribute to committee meetings and associated tasks, to sit on sub-committees and volunteer at events which offers a more balanced workload for the committee.

JULY 2018 14th Deafblind Meet & Greet (Auslan Connections) 28th NDIS 101 (Deaf Victoria) OCTOBER 2018 18th Feeling Safe at Work (Echo Interpreting) 1st Deaf Interpreter DC-S JANUARY 2019	AUGUST 2018 13th AGM w/ Nigel Howard 17th WASLI Oceania Conference NOVEMBER 2018 9-11 + 16-18 Mental Health course (Monash Uni and Deaf Victoria) FEBRUARY 2019 8th Interpreter Stories (Auslan Stage Left) 18th Co-Interpreting and DI Feeding w/ Nigel Howard (Auslan Connections) MAY 2019	SEPTEMBER 2018 21st ASLIA National Conference DECEMBER 2018 15th ASLIA Vic planning day MARCH 2019 13th Practical tips for working in NDIS settings (Deaf Victoria) JUNE 2019 5th International Sign Part Two (Deaf Victoria) 8th Educational Interpreters Workshop (VDEI)
APRIL 2019 13th Language cohorts & diversity: older people (Deaf Women Victoria) 24th International Sign Part One (Deaf Victoria)		

Highlights of the committee's activities include:

- Introduction of the "Newbie" liaison role, offering dedicated support, networking and resources to newly certified interpreters
- Streamlining of event booking and webinar purchases on the ASLIA website for ease of record keeping for recertification purposes
- Comprehensive feedback provided to the ASLIA National Executive concerning future structures of ASLIA and state associations
- Promotion and award of the John Michael Lovett Bursary to Fiona Brindle, who is currently studying her Masters of Interpreting and Translation studies.
- Continuing efforts to enhance the profile of Auslan<>English interpreting as a profession, with the addition of search tags leading to the ASLIA website.

ASLIA Western Australia Report

Christy Filipich

Excellence

We held a live-streamed PD on NAATI recertification to ensure members were aware of their recertification requirements and were able to fulfil them to maintain excellence in the field.

Another way to ensure excellence in the field is through trained mentors and a mentoring program. Under the heading collaboration there is further information on how we worked on this strategic objective.

While the mentor trainers were here, we utilised their skills and knowledge to hold a follow-up workshop to Demand-Control Schema that Julie Judd had provided for our members in 2017. This workshop focused on the practical rather than the theory of the previous PD, with members working in small groups to pull apart and analyse real cases from their experience. It was an incredibly successful weekend enjoyed by many of our members.

While we have not provided any other PD, we have promoted PD provided by other organisations such as AUSIT, WAITI and Professionals Australia, as well as ASLIA PD accessible via ASLIA Live. Many of our members have attended these events.



Presence

ASLIA (WA) continued our presence on various committees and advisory groups such as the NAATI Regional Advisory Committee, Centenary Celebration Committee for the WA Deaf Society (now Access Plus), and at events such as the North Metropolitan TAFE Auslan Day, and the Deaf Community Markets hosted by the WA Association of the Deaf (WAAD).

Collaborative

We worked with Access Plus to bring the mentor training program to WA. We had an engaging weekend with Julie Judd and Pip Cody, with many members completing the mentor training and registering to become mentors through the ASLIA mentoring program, and able to be found on the website.



We were recently successful in liaising with the Office of Multicultural Interests (OMI) over resources created for Languages Week and their depiction of Auslan. Previous materials created by OMI contained inaccurate and misleading information; through collaboration with WAAD, a new resource with information that celebrates Auslan and the Deaf Community was published. We have also been working with OMI on the WA State Language Services Policy which is currently under review, providing extensive feedback on the previous policy and the draft materials created for the updated policy.

Sustainable

One of the biggest projects we've been working on in the background has been the successful application of a Lotterywest Grant to purchase various technological equipment for committee members to ensure we have access to the resources we need to function as a committee, to provide professional development locally, and via ASLIA Live, as well as to facilitate a smoother succession and induction for new members to the committee. We have also provided funding for two committee members to access training that will strengthen committee activities.



ANC 2018 Report

Megan Bytheway

The ASLIA National Conference 2018 (ANC2018) was held at the Novotel Brisbane 22-23 September 2018 and was supported by our sponsor and ANC2018 partner, Auslan Connections. Auslan Connections also made it possible to host the pre-conference workshop StreetLeverage Australia on 21 September, helping us to bring facilitator and keynote presenter Brandon Arthur all the way from the U.S.A. Sunday was opened by another international presenter, Rosie Henley (New Zealand), and we were very fortunate to learn from each of their interpreting perspectives.



All of the planning and budgeting for ANC aimed at 150 paying registrants for ANC, however ANC2018 reached only 131 Saturday and 130 Sunday not including ASLIA Live participants; and 110 for the Gala Dinner. There were also a high number of complimentary tickets for various days/events which covered the catering cost of the Organising Committee, ASLIA Board, Contractors, Interpreters, Exhibitors, Sponsors, Volunteers, and Special Guests.

There were challenges and successes that arose throughout 18 months of preparations and during the conference itself, and we are delighted to share some of the highlights.

The ANC App was a complete success. An App was explored when it was decided that the conference would try to decrease its environmental footprint. The OC avoided printing and encouraged sponsors to reduce their paper-based promotional materials. With this, the ANC



Program was not printed, but made available on a mobile App. The App was extremely successful with 100% of participants surveyed agreeing that it should be used at the next conference. It was also successful with the organising committee as program changes could be made and delegates notified immediately. Delegates were able to provide feedback on presentations and learn about sponsors, interpreters, presenters and the Organising Committee.

As part of our communications leading into the conference, we ensured that Auslan translations accompanied all major announcements, engaging local NAATI recognised Deaf Interpreters (who were also ASLIA members) and providing guidance and support from Dr Maree Madden. We sourced in-kind support from Deaf Services Queensland (now Deaf Services), utilising their equipment and facilities at no charge. We found the translations to be a useful additional resource, as well as supporting local DIs to develop their skills and showcase local talent.

This leads to the last key success that was raised by organising committee and delegates alike. We encouraged a high-level of Deaf community involvement throughout the conference as part of the “Partners in Practice” theme, recognising the skills within the community and involving the community that interpreters work within. Starting with the involvement of two Deaf people in the Organising Committee, we also sourced local DIs to produce Auslan translations; invited a Deaf conference attendee to participate in the selection panel for ANC



interpreters; engaged DIs in the conference interpreting team; had Deaf volunteers; saw many papers presented by teams of Deaf and non-Deaf delegates; and invited Deaf community organisations as exhibitors. We also invited the general Deaf community to social events at “Community Rates”.

There were also many volunteers throughout the conference who made each element of the conference successful. Most of the volunteers and committee members were from Brisbane, however several members of the OC were not from Brisbane and not only contributed their time to conference portfolios, but also their personal time away from families when attending meetings in Brisbane.

Throughout the conference the committee received much feedback from the delegates about the quality of the presentations, the attentiveness of the volunteers and OC, the appropriateness of the venue and catering and the overall appeal of ANC2018.

There was also feedback from the Organising Committee (OC) that they felt like they enjoyed the delivery of their portfolios, whilst also acknowledging that it was hard work.

All in all, ANC2018 was a success. There is always room for improvement and we captured feedback through a post-conference survey and lessons learnt from the organising committee, all of which has been captured in an ANC2018 report and passed on to the ASLIA Board and the next 2020 ANC committee.



Council of Australasian Tribunals (COAT) Conference Report

Kim Saxton

Communicating Justice: Tribunals in the Community The COAT National Conference 2019 Melbourne



I was asked to attend and partake in the breakout session on ***“Working with interpreters; a practical workshop bringing some tricky issues into focus”*** on behalf of ASLIA at the COAT - Council of Australasian Tribunals' 2019 Conference “Communicating Justice; Tribunals in the Community”.

Tricky issues indeed.....

The session was presented by Susan Burdon-Smith, a Senior Member of VCAT (the Victorian Civil and Administrative Tribunal). Susan was also a committee member that contributed to the Judicial Council on Cultural Diversity (JCCD) publication of the ***“Recommended Standards for Working with Interpreters in Courts and Tribunals”***.

In the session Susan gave an overview of the work done by the JCCD committee and most interestingly spoke about how this work changed her approach - to now seeing the Interpreter as an integral part of the Tribunal team. This was very encouraging and the first comment I made was to agree that this is how we see ourselves. That Auslan Interpreters working in the judicial system understand we are ‘officers of the court’.

My ten minute slot seemed so brief that after responding to some of the things Susan said I decided to take an informal approach and open it up to questions from the audience. The first went right to the linguistic heart and perhaps was the questioner's number one ‘tricky issue’. This delegate asked about the term ‘Interpreter’ rather than ‘Translator’. No doubt we will all find our own way to respond to these types of questions as they arise over our careers, mine was to give a potted history into the ‘conduit doctrine’ that I, as a green Interpreter in the mid 1990s was raised in, to the more current theoretical perspective that takes into account our place within the interpreting interaction. I added that being aware of what we bring personally to the Interpreting assignment, in order to be and remain within the boundaries of our professional role, is crucial. This seemed to satisfy the questioner. Another person wanted to know about equipment. What equipment may assist someone who doesn't use sign language but who is unable to hear the proceedings? I answered as best I could about T switches on hearing aides and hearing loops and that possibly notetakers or live captioners may be employed rather than Interpreters. And that was as much as my time allowed. Susan had also invited Rowan Hughes from TIS who spoke about how to go about booking Interpreters through their system.

A week or so after the conference, I received a warm email from Susan thanking me for my input. She acknowledged the session only scratched the surface and asked if I would be open to returning for a more informal sessions with her frontline staff, a pleasing email to get. Nothing further has been arranged so far.

In closing I'd like to add a little to the context of where we have come from. Why being invited to speak at the COAT conference was such a pleasure and why the work that went into creating the Standards should be appreciated and the Standards themselves used.

In 1993, the year I commenced my Auslan studies in Melbourne, the eminent (now former High Court Justice) barrister Michael Kirby in his paper *A legal System for Multicultural Australia* writes;

The problems of linguistic diversity in a country such as Australia are large enough. But to these problems must be added those of Australian- born litigants and witnesses who need interpreters. They include people who are deaf or mute or otherwise unable readily to express themselves and understand what is going on in this unfamiliar and sometimes terrifying environment.

...But even today experienced and humane judges can err in failing to recognise the special dangers of injustice to a person who must comprehend the events of the court room through a glass darkly: helped by a skilled interpreter bridging the gulf of linguistic difference or verbal impairment.

He goes on to cite a 1988 case (a landmark case for Auslan interpreters) in which the Interpreter was charged with perjury for not following the Judge's instruction (although he does not refer to the charge as such, only to her conduct being upheld by the Court of Appeal) .

One such case is *Gradidge v Grace Bros Pty Limited* (1988) 93 FLR 414 (NSWCA). There, a deaf mute in the Compensation Court of New South Wales required manual/ visual language interpretation. The interpreter continued to translate exchanges between the judge and the barristers during legal submissions. She persisted in doing so despite the instruction of the judge that the exchanges did not need to be interpreted. Her insistence upon translating everything that occurred in the public courtroom was upheld by the Court of Appeal:

"Ultimately, it is for the court to be satisfied that a person understands what is happening. Otherwise, the court hearing may be reduced to little more than a charade so far as that party is concerned. Especially is this true in the case of a person whose disability is not just a lack of the English language but the lack of hearing. Into that silent world justice penetrates."

https://www.michaelkirby.com.au/images/stories/speeches/1990s/vol30/1054-Law_Soc_of_NSW_-_A_Legal_System_for_Multicultural_Aus.pdf

Thanks to that brave Auslan interpreter, who back in 1988 paved the way for us to be seen as 'one of the team', so that justice may well penetrate that silent world ...in which we are privileged to spend much of our lives.

I can't imagine a more 'tricky issue' to be confronted with.....

Thanks also to Julie Judd for asking me to attend the COAT Conference.



WASLI Report

Debra Russell

Dear ASLIA Members,

Our WASLI Board of Directors would like to congratulate you on another successful year of outstanding achievements. It is clear that there are many activities that have kept your association busy over the past year as you advocate for standards and work on the larger issues affecting interpreters and Deaf people in your country. Allow me to comment on just a few of your many successes this year, beginning with the launch of Debrief, which replaced your excellent newsletter, bringing a fresh approach to information sharing. I appreciate the range of content, from board updates, to ethical decision-making discussions, and reviews of the workshops and conferences hosted. It is not a small undertaking to produce such a quality product and I commend the committee members that produce it.

Each year I continue to be impressed with the range of professional development available to your members and the ways in which your members can access the training, be it remotely or in person. The ASLIA Live appears to offer even greater access, meaning there simply is no excuse for any of us not to be accessing quality professional development! The Professional Development records being web-based is also a fantastic addition to supporting members. The presentation topics demonstrate how actively engaged your committees and members are in creating and participating in meaningful opportunities for continuous learning.

One amazing contribution has been the implementation of group insurance for your members – this is something needed in so many countries and I know other countries will be seeking information from ASLIA on how to structure similar insurance programs.

On a personal note I want thank you ASLIA for your role in supporting the WASLI 2019 conference in Paris – your financial contributions to supporting our Fijian delegates were so generous, and so many of you also chose to attend the conference as delegates, furthering your support. I would be remiss if I didn't acknowledge the countless volunteer hours put forward by ASLIA members during the conference – every time I glimpsed volunteer scooting down the hall working on a task, it was likely an Aussie! Your ASLIA Victoria President, Michelle Ashley was our amazing conference chair and I thank her for the months of time she gave us to produce such a stellar conference, and thank you to ASLIA for sharing her with WASLI! Susan Emerson has been one of our strongest executive members, again, donating her time and talent to strengthen WASLI in your region – thank you Susan. To Julie, and the entire board of ASLIA, thank you for your leadership and consistent future orientation to building ASLIA into one of our strongest national WASLI members. I wish you all the best as you celebrate your many accomplishments over the past year at the annual meeting and conference.

This will be my last note to you as out-going WASLI President so to each of you, thank you so much for the many ways you have supported me, welcomed me to your country, and worked to build this profession. I am extremely grateful to have had the opportunity to work with, and learn from you.

With my warmest regards,



Debra Russell,
Honorary President
on behalf of the WASLI Board of Directors



World Association of
Sign Language Interpreters

WASLI Oceania Report

Angela Murray

The WASLI Conference in Paris, July 15-19 2019, marks the end of my term as WASLI Oceania representative. Over the 4 years I worked to the following goals:

- Help to facilitate more open communication and collaboration between interpreter associations ASLIA and SLIANZ in the region for sharing of resources, information and efforts to support WASLI initiatives.
- Continue to open up channels of communication with the network of interpreters (representatives from each country) throughout the region.
- Support the development of emerging interpreter associations eg Sign Language Interpreters Association Fiji (SLIAF)
- Hold an inaugural WASLI Oceania regional conference in Fiji in 2018.

I have had the privilege to represent WASLI at a number of conferences and events listed below:

- Annually attend SLIANZ National conference/AGM
- NAC- ASLIA and Deaf Australia combined National AUSLAN Conference. Melbourne, Australia, October 2016
- Signs of Professionalism Conference- combined SLIANZ and NZSL Tutors Association Conference, Auckland, New Zealand, November 2017. Also attended a meeting after this conference with representatives from Papua New Guinea, Solomon Is, Fiji and New Zealand to discuss development within the region.
- FIT conference and post-conference workshop in Brisbane, Australia, August 2017. Spoke to Auslan interpreters about WASLI and the WASLI Oceania conference. Met with ASLIA president and WASLI Oceania Conference organising team
- Pacific Regional Conference on Disability, Samoa. February 2017. Supported local interpreters working and led a workshop on WASLI. Attended an Oceania meeting between Deaf participants to talk about future developments in the region.
- Attended WASLI board face-to-face meeting 2017 in Panama. Also represented Oceania at the Latin American Regional Conference also in Panama.
- Attended WASLI board face-to-face meeting held prior to the WASLI Oceania Conference, August 2018 in Nadi, Fiji.
- Will attend WASLI board face-to-face meeting in Paris, France July 2019 as well as represent Oceania at the WASLI Conference.
- Meetings with Deaf Aotearoa, New Zealand
- Meetings with Kyle Miers, WFD Secretariat Oceania.
- Meetings with Creating Opportunities Fund (COF) Australia
- Meetings with country representatives throughout Oceania via Facebook messenger or skype.
- March 2019. Was consulted as the regional representative for WASLI Oceania on the situation of sign language interpreters in the Pacific. This was for a design of a situational analysis on the lives of Deaf people in the Pacific that if funded could potentially have a large impact on improving the lives of Deaf people in Oceania.

Major goal for the term

The WASLI Oceania Regional Conference, held in Fiji from the 17th-19th August 2018 was the focus of my regional rep role for a large chunk of the last 2 years of my term as rep. This was a collaborative approach between New Zealand, Australia and host country Fiji. As conference co-chair, along with Susan Emerson, I was responsible for a large amount of the organisation

and delivery of the conference. The conference met its aims in bringing interpreters and the Deaf community from throughout the region together to learn, share and network under the theme of 'No Interpreter is an Island'. The conference theme came across strongly as participants learnt and were able to witness first-hand about collaboration and what it meant to be an ally, particularly between interpreters and the Deaf community. This was shown in the post conference workshops when some of the interpreters from emerging countries began to realise the impact their role and ethics can have on the lives of Deaf people. Feedback on the conference and workshops was extremely positive and from what I have seen it made an impact on the participants from all over Oceania and beyond. The theme of collaboration and being an ally came through strongly,

Limitations

Contact with Pacific Island people is best done face to face as internet connections and written English is not very accessible for many. I was fortunate to have flights and accommodation funded so I could travel to Samoa where I met with interpreters from 3 different Pacific Islands. I have also previously worked in the Solomon Islands so I have fairly good contact with them. However, it would have been great to have more opportunities like this where I could meet interpreters where they are and get a better understanding of the issues they face and be able to offer them more training opportunities. It was therefore important that we got funding for as many Pacific Island interpreters and Deaf community leaders as we could for the WASLI Oceania Conference in Fiji. Having a good number of delegates from around the Pacific meant they could not only learn from the presentations but they could also learn from each other and we could learn from them and their experiences. They also had a chance to receive much needed training which is the main need that is requested. Not having funds to be able to travel to meet with interpreters around the region is a limitation of this role.

Summary of activities over the past year

Collaboration in Oceania: The presidents of ASLIA and SLIANZ have regular online meetings where they share professional development opportunities and any issues impacting the interpreting profession. SLIANZ have been helping SLIAF with their constitution.

New regional rep: Joneti Rokotuibau

The WASLI executive board, ASLIA and SLIANZ discussed the position of the WASLI Oceania Regional Representative for the next term 2019-2023. Previously the role has alternated between Australia and New Zealand as the only two countries in the region to have registered national interpreter associations. The Sign Language Interpreters Association in Fiji (SLIAF) is growing and almost at a stage of registration so based on the work we saw at the conference in Fiji we offered Fiji the next regional representative role.

We received one nomination from Fiji: Joneti Rokotuibau. Joneti has extensive experience as a sign language interpreter in Fiji and is a previous chairperson of the Sign Language Interpreters Committee (SLIAF). She has been involved in supervision, mentoring and training of interpreters. Joneti worked with George Major during her term as regional representative and also had the experience working with me to train and support teachers, sign language interpreters and Deaf students in the Solomon Islands. Her vast experience and passion for interpreting and seeing the profession grow makes her a suitable candidate to represent Oceania.

"We have full confidence that Ms Rokotuibau will do an outstanding job in terms of building rapport with sign language interpreters in the Pacific and maintain a sustainable network that will allow for training and assistance within our Pacific countries." Patricia Rokotuinuku, SLIAF Chairperson.

In addition, ASLIA and SLIANZ give their full confidence and support and have offered to support the regional representative with an advisory group made up of the outgoing rep, ASLIA and SLIANZ members. A terms of reference is currently being written for this group.

Draft design on the Deaf People in the Pacific:

There are significant gaps regarding the situation of deaf children and adults living in Pacific Island Countries. Deaf children and adults are not able to participate in development opportunities and enjoy their human rights due to some fundamental barriers that includes a lack of service provision. Dr Elena Jenkin, Philip Waters, Krishneer Sen and Paul Heuston were the project team appointed by Pacific Disability Forum to design a Situational Analysis on Deaf People in the Pacific. The team had a collaborative development approach to the design that included consultation with deaf people, their families, government and non-government stakeholders in Solomon Islands, Samoa and Fiji. In addition, individuals and organisations working in the region, together with DPO representatives from neighbouring Pacific Island countries were also consulted. The draft design report found the following key themes to stand out: Education, sign language interpreters, deaf community/association, employment/livelihoods and sign language communication.

The situational analysis design proposes to gather an evidence base by which to: A) Promote, develop and record sign language B) Promote inclusion within human rights reform C) Foster and expand early intervention and education services.

The proposed design recommends that interventions are to be made over two phases: A technical team will be established to carry out activities with the aim of handing over the work to local organisations to provide advocacy or service delivery. The Technical team will provide technical advice to key stakeholders, provide training and capacity building activities to strengthen service delivery.

The team also provided 7 recommendations. The second recommendation was focused on sign language interpreters: Increase the availability, accessibility and skill of sign language interpreters. It is proposed that Pacific wide, there would be certificates in sign language that lead to a 1 year Diploma/Certificate IV of sign language interpreting course. Further, there was a recommendation to increase the number of sign language interpreters via paid employment opportunities.

Upcoming activities

SLIANZ National Conference and AGM will be held on the 6-7 July in Wellington, New Zealand. ASLIA National Conference (ANC) will be held 18-21 September in Newcastle, Australia. Deaf View 4 will be held 13-15 September 2019, Auckland New Zealand.

Deaf Aotearoa has bid to host WFD 2023 and if successful the WASLI Conference could be in New Zealand. SLIANZ have been preparing for this possibility and with Tourism NZ have prepared a feasibility study. This would have significant impact for Oceania's interpreter and Deaf community and Deaf Aotearoa has already approached the New Zealand Government to support Pacific Is attendance. The announcement of the successful bid will on the 22nd of July.

Personal note It has been an absolute pleasure to be the Oceania representative for the past 4 years. I have learnt a lot and feel very honored to be welcomed into the wider Oceania community through this role. I thank the interpreter associations of this region, especially SLIANZ who have been extremely supportive and generous. My passion for the interpreter development in the Pacific has grown and I look forward to staying involved and supporting Joneti going forward.

Mental Health Interest Group

Bernie Chapman

The ASLIA Mental Health Interest group 2019 is a recent reincarnation of the previous formalised ASLIA Mental Health Sub-committee. The interest group is comprised of a group of interpreters who are keen to see some positive action in the area of mental health interpreting. Most of the participants are from the Monash University Mental Health Interpreting Course for Auslan - English and Deaf Interpreters held in Melbourne in November 2018 (see a summary of the course below). Other members of the group are interpreters who have a keen interest in this complex area of interpreting and wish to contribute to improved outcomes for Deaf and hard of hearing consumers of mental health services. Any ASLIA members who are interested in contributing to the group in either an advisory or hands-on/administrative capacity please email secretary@aslia.com.au. New members will be warmly welcomed by the group facilitator Bernie Chapman.

The Monash University Mental Health Interpreting course was a thorough and thought provoking five days of learning and sharing. It was facilitated by Dr Jim Hlavac and structured as a combination of face to face training with compulsory reading of pre-course literature and video resources. The extensive curriculum was accompanied by Robert Pollard's (1997) resource "Mental Health interpreting: a mentored curriculum". There were multiple aspects covered throughout the course including, but not limited to: theoretical frameworks for decision making; diagnostic discourse; issues faced by deaf consumers, clinicians and interpreters; interpreting psychiatric evaluation and other assessments; mental health terminology and concepts; collaborative working relationships; policy, practice and research in mental health interpreting; models of therapy; professional supervision and self-care.

As a result of the course four main themes emerged that the ASLIA Mental Health Interest group are keen to address. These are outlined below with a just a few examples of each.

1. Pre-assignment concerns: eg. hand-over protocols, booking procedures, appropriateness and consistency of interpreters.
2. During the assignment concerns: eg. pre/post briefing with clinician and with Deaf interpreter, interpreting various mental health assessment tools.
3. a) Resources for clinicians: eg. Just-In-Time training; interpreters' role and method in briefing the new clinician.
b) Resources for interpreters: eg. effective distribution of resources; mentoring and training; online portal for resource sharing
4. Interpreter wellbeing: eg. professional supervision/counselling/support for mental health interpreters; professional solidarity; stresses of the profession in a disruptive climate of change;

The ASLIA Mental Health Interest group would like to thank those members and external stakeholders who have offered their support and guidance to further advance the field of mental health interpreting. We look forward to welcoming any new members who share our passion and commitment to this complex, yet rewarding, sphere of our profession.

Education Subcommittee

Kerrie Christie

In the period September 2018 to August 2019, the educational subcommittee have undertaken a range of activities as outlined below.

- Laz Papenfuss joined the subcommittee in June 2019.
- Our current committee comprises: Kerrie Christie (Chair, NSW), Carolyn Montague (Vic), Christy Filipich (WA) and Laz Papenfuss (Vic).
- A follow-up survey was conducted at the end of 2018 to capture information missed in the previous survey, including interpreter qualifications and accurate job title and pay scale. There were fewer respondents than for the previous survey, but we did receive good data regarding interpreter qualifications, both when people began their EI role and currently. Results showed that EIs in Victoria & WA have the highest rate of qualified interpreters working as EIs. Unfortunately, very few respondents answered the pay scale question, although most gave accurate job titles. State by state and an overall report of results are available if required.
- Based on the survey results, a number of recommendations were made to the ASLIA EC. Currently the subcommittee are following up on these recommendations including:
 - Familiarising ourselves with the new ASLIA website to determine where an EI section would best fit;
 - Sourcing articles, other resources and links to useful reference materials for EIs, which will be placed on the website;
 - Making the education-chair email address available on the website for EIs to contact for support/debriefing – any requests will be allocated to the most suitable subcommittee member for the particular request;
 - Developing PowerPoint presentations which can be used by EIs who are asked, or would like to share some deaf awareness and interpreter role information to with staff at their schools;
 - Investigating pay scales across states;
 - Liaising with ASLIA re giving greater prominence in the mentor program page to EIs so they are more available to those working as EIs.
- Replied to email correspondence from several parents of deaf children seeking support in obtaining appropriately qualified EIs for their children.

Plans for the next 12 months:

- Continue working on the recommendations, as outlined above, setting up the the education section of the ASLIA website and providing support to EIs.
- Looking into strategies to encourage unqualified EIs to gain qualifications and to become ASLIA members (and hopefully the education section of the website will go a long way towards encouraging membership).
- Working with NSW Department of Education in the development of a disability strategy, in the deaf education space. Kerrie will represent ASLIA in partnership with other deaf organisations.

Creating Opportunities Fund

Amy Blaylock

The fund at the end of June 2019 holds \$13588.71. There is currently no COF sub-committee, so the ASLIA Board continues to make the decisions around the use of the fund for requests that align with the objectives of COF, as well as requests to state ASLIA associations for fundraising. We now have our new WASLI Oceania representative, Joneti Rokotuibau, to provide guidance on the use of COF funds in the region.

Legacy Fund

Amy Blaylock

The ASLIA Legacy is a bursary established in memory of Benjamin Souter who sadly passed away in February 2018. Ben, as he was known to most of us, was a talented interpreter practitioner and trainer, with a passion and commitment to the mentoring of trainee interpreters. The ASLIA Legacy will recognise Ben's and other deceased ASLIA member contributors who were committed to the advancement of sign language interpreting in Australia. Recipients of the ASLIA Legacy will be awarded \$500 per year, to one successful member applicant for the purpose of mentoring. The fund is intended to ensure the memory of our deceased colleagues. Anyone can make donations to the fund through the ASLIA shop. The fund currently holds \$1220.

Financial Report

Amy Blaylock

ASLIA returned a small profit of \$14,124 for 2018-2019. This was in part due to the successful conduct of the ASLIA National Conference 2018, where 70% of the profits were retained by ASLIA (\$7151.07) as per the MOU with ASLIA QLD. We moved to charging a credit card fee on purchases made through the ASLIA Shop, to reduce the expense to the association on each product sale. Members are still able to request to pay on invoice if they prefer. A small fee was also added to the group insurance policy premium to ensure cost recovery for the administration of the scheme. This was the first financial year where membership fees were split 50:50 between ASLIA and the state associations, so that the cost of the web site, ASLIA Manager's role and association insurances could be covered without the administrative burden of requesting contributions back from states.

**AUSTRALIAN SIGN LANGUAGE
INTERPRETERS ASSOCIATION
INCORPORATED**
ABN 90 014 641 341

**FINANCIAL REPORT
FOR THE YEAR ENDED 30 JUNE 2019**

Contents	Page
Statement of Comprehensive income (Profit and Loss statement)	2
Statement of Financial position (Balance sheet)	3
Notes to the financial statements	4

AUSTRALIAN SIGN LANGUAGE INTERPRETERS ASSOCIATION INCORPORATED

ABN 90 014 641 341

STATEMENT OF COMPREHENSIVE INCOME (PROFIT and LOSS)

FOR THE YEAR ENDED 30 JUNE 2019

	Note	2019	2018
		\$	\$
INCOME	6		
ASLIA Group Insurance Policy by Members			
- Income		\$ 23,239	\$ -
Grants		\$ 9,845	\$ 10,000
Membership fees		\$ 24,183	\$ 47,010
Registration fee - ANC		\$ 70,123	\$ 19,933
Other Income		\$ 477	\$ 1,123
Sales		\$ 6,128	\$ 5,884
Sponsorships		\$ 22,255	\$ 15,700
State Contributions		\$ -	\$ 21,987
Total Income		\$ 156,250	\$ 121,636
EXPENSES	7		
Conference Catering and event hire		\$ 32,438	\$ 22,334
Event expenses		\$ 41,185	\$ 1,702
Insurance		\$ 24,992	\$ 4,458
Interpreters		\$ 12,330	\$ 11,725
Membership funds transfer		\$ -	\$ 54,097
Wages and salaries		\$ 16,310	\$ 22,418
Website development, hosting and IT costs		\$ 5,374	\$ 21,204
Other expenses		\$ 9,496	\$ 18,730
Total Expenses		\$ 142,126	\$ 156,668
Net Surplus/Deficit		\$ 14,124	-\$ 35,032

AUSTRALIAN SIGN LANGUAGE INTERPRETERS ASSOCIATION INCORPORATED

ABN 90 014 641 341

STATEMENT OF FINANCIAL POSITION (BALANCE SHEET) AS AT 30 JUNE 2019

		Note	2019	2018
			\$	\$
CURRENT ASSETS				
Cash and cash equivalents	2		96,482	72,478
Trade and other receivables	3		0	6,752
TOTAL CURRENT ASSETS			96,482	79,230
TOTAL ASSETS			96,482	79,230
NET ASSETS			96,482	79,230
CURRENT LIABILITIES				
Trade and other Payables	4		40,175	40,059
TOTAL CURRENT LIABILITIES			40,175	40,059
TOTAL LIABILITIES			40,175	40,059
MEMBERS' FUNDS				
Retained Profits/earnings	5		56,307	39,171
TOTAL MEMBERS' FUNDS			56,307	39,171

The accompanying notes form part of this financial report.

AUSTRALIAN SIGN LANGUAGE INTERPRETERS ASSOCIATION INCORPORATED

ABN 90 014 641 341

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2019

1. Summary of Significant accounting policies

Basis of Accounting

This financial report is a special purpose financial report prepared in order to satisfy the financial reporting requirements of the Association Incorporated. The committee has determined that the association is not a reporting entity.

The financial report has been prepared in accordance with the requirements of the Associations Incorporation Act 1984 and the following Australian Accounting Standards:

AASB 112	Income Taxes
AASB 1031	Materiality
AASB 110	Events after Balance Date

No other applicable Australian Accounting Standards, Urgent Issues Group Consensus Views or other authoritative pronouncements of the Australian Accounting Standards Board have been applied.

The financial report has been prepared on a cash basis and is based on historic costs and does not take into account changing money values, or except where specifically stated, current valuations of non-current assets.

The following material accounting policies, which are consistent with the previous period unless otherwise stated, have been adopted in the preparation of this financial report.

	2019	2018
	\$	\$
2. CASH		
Bank - Everyday Account	\$ 13,813	\$ 33,188
Bank - Business Debit card	\$ 252	\$ -
Bank - ASLIA TAS	\$ 2,988	\$ 2,988
Bank - COF	\$ 13,589	\$ 28,181
Bank - Savings Account	\$ 64,621	\$ 8,121
Bank - ASLIA Legacy Account	\$ 1,220	\$ -
	<u>\$ 96,483</u>	<u>\$ 72,478</u>

AUSTRALIAN SIGN LANGUAGE INTERPRETERS ASSOCIATION INCORPORATED

ABN 90 014 641 341

	2019	2018
	\$	\$
3. Trade and other Receivables		
Trade Debtors comprising	\$ -	\$ 5,902
Ordinary Memberships	\$ -	\$ 90
Corporate Memberships	\$ -	\$ 600
ANC Gala Dinner	\$ -	\$ 2,500
ANC sponsorship	\$ -	\$ 1,000
State Contributions to website	\$ -	\$ 1,212
ANC Kathy Walsh Memorial sponsorship	\$ -	\$ 500
Superannuation	\$ -	\$ 98
BAS	\$ -	\$ 752
	\$ -	\$ 6,752

	2019	2018
	\$	\$
4. Current Liabilities		
Membership funds transfer	\$ -	\$ 896
ASLIA Legacy Funds	\$ 1,220	\$ -
TAS Funds	\$ 2,988	\$ 2,988
COF Funds	\$ 13,589	\$ 28,181
PAYG Tax	\$ 1,114	\$ 2,994
Loan Payable	\$ -	\$ 5,000
Membership fees in advance	\$ 8,850	\$ -
NAATI Grant in advance	\$ 9,690	\$ -
Superannuation Payable	\$ 66	\$ -
PD fees belong to State - advance	\$ 2,657	\$ -
Total Current Liabilities	\$ 40,174	\$ 40,059

AUSTRALIAN SIGN LANGUAGE INTERPRETERS ASSOCIATION INCORPORATED

ABN 90 014 641 341

		2019		2018
		\$		\$
5. Retaining profit/earnings				
Retained earnings at the beginning of the financial year		\$ 39,171		\$ 94,037
(Net Deficit) Net Surplus		\$ 14,124		-\$ 35,032
Prior year adjustment		\$ 3,013		-\$ 19,834
Retained earnings at the end of financial year		<u>\$ 56,308</u>		<u>\$ 39,171</u>

	2019		2018
	\$		\$
6. Income			
ASLIA Group Insurance Policy by Members - Income	\$ 23,239		\$ -
Bank interest	\$ 198		\$ 227
Copyright licence payments	\$ 279		
Grants	\$ 9,845		\$ 10,000
Interpret - Ed	\$ -		\$ 395
Membership fees	\$ 24,183		\$ 47,010
Professional Development	\$ -		\$ 5,884
Registration fee - ANC	\$ 70,123		\$ 19,933
Other revenue			\$ 500
Sales	\$ 6,128		
Sponsorships	\$ 22,255		\$ 15,700
State contribution to ASLIA Manager	\$ -		\$ 12,142
State contribution to insurance premiums	\$ -		\$ 3,327
State contribution to TAS Roadshow	\$ -		\$ 80
State contribution to Website	\$ -		\$ 6,438
Total Income	<u>\$ 156,250</u>		<u>\$ 121,636</u>

AUSTRALIAN SIGN LANGUAGE INTERPRETERS ASSOCIATION INCORPORATED

ABN 90 014 641 341

	2019	2018
	\$	\$
7. Expenses		
Accountancy & Audit fees	\$ -	\$ 1,195
Bank charges	\$ 184	\$ 257
Conference catering and event hire	\$ 32,438	\$ 22,334
Events expenses - State profit distribution	\$ 3,065	\$ 1,702
Film and production costs	\$ 16,507	\$ -
Flights and travel expenses	\$ 4,455	\$ 8,259
Graphic design	\$ 300	\$ 728
Insurance - National	\$ 4,534	\$ 4,458
Insurance - Group insurance by members	\$ 20,458	\$ -
Interpreters	\$ 12,330	\$ 11,725
Meals and accomodations	\$ 345	\$ 623
Membership funds transfer	\$ -	\$ 54,097
Printing Postage and stationery	\$ 604	\$ 363
Professional fees	\$ 21,046	\$ 727
Refunds	\$ -	\$ 1,435
Sponsorship	\$ 1,000	\$ 688
Stock write off	\$ -	\$ 703
Stripe fees	\$ 2,554	\$ 1,206
Office and General administration expenses	\$ 613	\$ 2,375
Superannuation contribution	\$ 1,562	\$ 1,779
Wages and salaries	\$ 14,573	\$ 20,640
WASLI	\$ 183	\$ 171
Website development, hosting and IT cost	\$ 5,374	\$ 21,204
Total Expenses	\$ 142,126	\$ 156,668

8. EVENTS AFTER BALANCE DATE

There have not been any further matters or circumstances that have arisen since the end of the financial year which significantly affected or might significantly affect the operations of the Association, the results of those operations, or the state of affairs of the society in subsequent financial years.

**INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF THE BOARD
OF
AUSTRALIAN SIGN LANGUAGE INTERPRETERS' ASSOCIATION INC
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2019
ABN: 90 014 641 341**

Report on the Financial Report

We have audited the accompanying financial report, being a special purpose financial report, of Australian Sign Language Interpreters' Association Inc (ASLIA), ABN: 90 014 641 341 which comprises the committee's report, the Balance Sheet, the Profit & Loss statement for the financial year ended 30 June 2019, with notes comprising a summary of significant accounting policies and other explanatory information, and the statement by members of the board and their associates.

The Board's responsibility for the Financial Report

The board of the association are responsible for the preparation of the financial report, and they have determined that the basis of preparation are appropriate to meet the requirement of the Australian Accounting Standards and relevant reporting framework and is appropriate to meet the needs of the members. The board's responsibility also includes such internal control as the board determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We have conducted our audit in accordance with the Australian Accounting Standards and relevant reporting framework. Those standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the board's preparation of the financial report that gives a true and fair view, in order to design audit procedures that are appropriate in the circumstance, but not for the purpose of expressing an opinion of the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the committee, as well as evaluating the overall presentation of the financial report.

Auditor's Opinion

In our opinion, based on the information provided by the board, I am satisfied that information, in form of QuickBooks, documents supplied, questions answered et al, has been maintained in accordance with the Australian Accounting Standards and relevant reporting framework, and that the financial reports fairly represent the financial position of ASLIA as at 30 June 2019



Andrew R Correll

BTAX UNSW, Cert III Fin Serv Ash, ASA, ATPA, Reg Tax Agent, ASIC Registered Agent

Andrew Correll Accounting and Bookkeeping Services

38 Terowli Street

Sunnybank Hills QLD 4109

29/8/2019

AUDIT MANAGEMENT LETTER

I have not come across any audit management letter from last year audit or even beyond it. My objective is to assist ASLIA is to identify room for improvement and to implement necessary changes.

Activity Statement

Data in the Activity Statement should be on a cash basis. It cannot be a mixture of both cash basis and accrual basis. I note that there was a one off \$122 credit arising from PAYGW from the June 2019 BAS. I suggest that care should be taken in not to confuse both cash and accrual basis especially in area of GST.

ACNC

I suggest that ASLIA look into becoming a charitable organisation to receive tax deductible donations. I suggest that the board of ASLIA explore the possibility of becoming one to boost potential revenue and to engage corporate charitable sponsorships in the long term.

Aged Receivable

I advise that ASLIA chase up overdue amount aging over 90 days. I suggest that a policy should be made up for unpaid amount. ASLIA will need to impose punitive action such as suspending membership, expulsion of members et al.

Losses

Does ASLIA have any strategic plan to address losses and methods to reduce running losses? If not, it is recommended that ASLIA adopt a strategy plan to mitigate running losses to a manageable level or to reduce it to nil.

Grant Fund

I note that there were grants supplied by two organisations. Both of them were recorded in the liability account. This is correct. We need to account for both in the liability account. However, due to the fact that when a grant has been given to an organisation, it is expected that an organisation provide accountability of how the grant was used. I suggest that a spreadsheet be created for each grant to show the amount of grant and how was it spent. The reason for that is from my experience as a treasurer, I had to provide evidence to these grantors. My suggestion to have spreadsheets is to assist with provision of evidence to grantors.

I believe that you can set up a "division" or "tracking" function in QB or Xero to assist with categorizing income and expenses.

Administration Fees

It should be classified as services fees instead of sales as this is a bank transaction fees recoupment.

Invoices

I have noticed that some invoices do not match with what was recorded in QB. However, I was able to match invoice number on spreadsheet. This has caused some considerable time to cross reference and

to verify. I suggest that to minimize time wasted by handwriting down details on why there are difference in figures on invoices and related documents.

Electronic filing system

The information that were supplied to me contained duplicate copies of certain documents. In some instances, there were same documents, but copies were spread over a month or two. This is one of the issues of electronic filing system. To over come this issue, I recommend that:

- There should be only one copy of the document and avoid duplication of it
- Group documents into one document i.e. one PDF file for several documents, for one transaction.
- Documents should be stored into the correct month when a transaction has occurred.

Sale of Product

There is an account "Sale of Product" which has indicated that there are stock involved. Although, you mentioned that there was no record of stock. I suspect that it has to do with the convention or conference, where products were sold. I am not sure if there are leftover stock and it might be worth selling it off to the public if there are some to generate revenue for ASLIA.

Financial Report of the Convention or Conference

I suggested that a financial report be made specifically for the convention or conference hosted by ASLIA. There are threefold reasons for it as part of continual improvement of ASLIA:

- Analysis of cashflow
- Future planning
- Budgeting

Accounting System

It is recommended that ASLIA change from QB to Xero due to user friendly and ease of data processing. Reports are easy to create and are presentable. I can assist with moving data from QB to Xero if the board of ASLIA approves.

Back Up System

Backing up system is crucial to keep file storage safe and isolate from any threat of having data hacked or deleted. Loss of data or unauthorized alteration of data can impact on accuracy of financial report and compliance with certain law and regulations. Despite all of these assurances by cloud system providers, I am skeptical about the security of data. To overcome this issue, I suggest ways of backing up the system as below:

- Regularly back up system into hard drive, which is dependent upon amount of information transacted. It could be weekly, fortnightly or monthly. I understand that you have a monthly reporting, so the best way is to do it on a fortnightly basis but if you are overly concerned weekly basis is great.
- Even though you keep an electronic record in Google Drive, it is best to have a back up of all documents in both Microsoft and PDF format into portable hard drive. Ensure that you dated

the back up file so that you know which one is the latest copy. You will need to keep three copy of back up file on three different date. The oldest (the fourth copy) can be deleted to save space in portable drive.

- Back up copies of file from QB in CSV format or Excel format and PDF format. It is best to download CSV / Excel file copy of the General Ledger which contains all transactions. There are a few data that you may need to download as well. What you need to do with backing up file from QB:
 - Back up the General Ledger in both Excel and PDF format from 1st of July 2019 on a monthly basis.
 - Back up the Trial Balance in both Excel and PDF format from 1st of July 2019 on a monthly basis.
 - Back up PDF copy of monthly and cumulative report of both Balance Sheet and Profit & Loss Statement
 - Optional back up of customers file
- Back up copies of ASLIA documents and records (non-financial) if needed just in case!

I hope that you can improve the way things are being done with ASLIA finance.

I respectfully submit this letter to the financial committee of ASLIA or treasury team of ASLIA as well as the Board of ASLIA



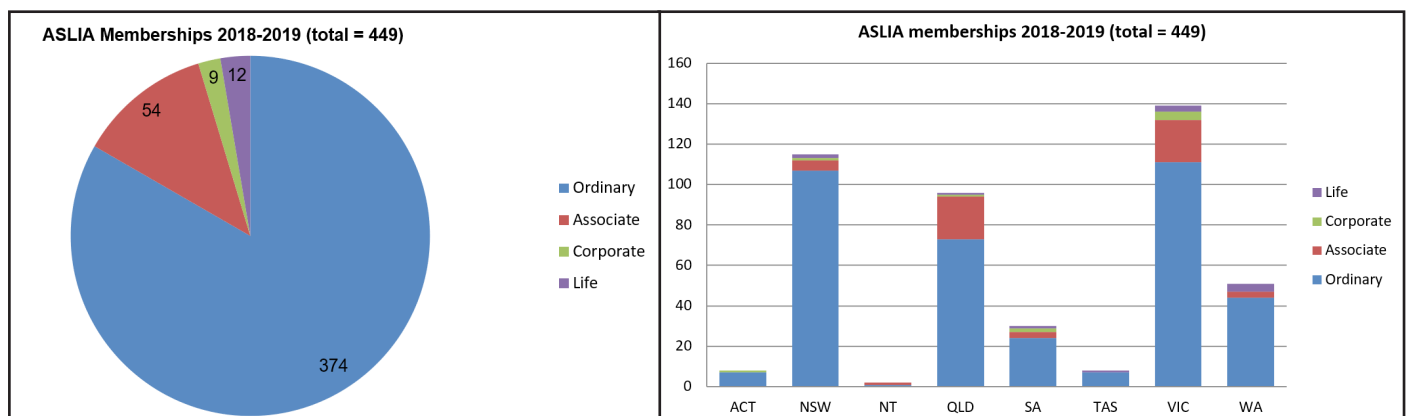
Andrew Correll

28 August 2019

Congratulations to the ANC2018 Organising Committee, and everyone who supported them, for a successful and profitable Conference. The Financial Summary prepared by Megan Bytheway as part of the Final Report to the Board is presented here as a separate table for clarity. Megan and the committee provided detailed recommendations for the next conference which included improvements in the management and reporting of the finances between all parties, which will be adopted.

EVENT	Sum of DEBIT	Sum of CREDIT	TOTALS	ANC Profit/Loss	ASLIA Profit/Loss
ANC	\$ 91,227.11	\$ 103,149.31	\$ 11,922.21	\$11,922.21	
ASLIA AGM	\$ 501.90	\$ -	\$ (501.90)		-\$501.90
Gala Dinner	\$ 23,030.55	\$ 24,915.24	\$ 1,884.69	\$1,884.69	
ITNS	\$ 1,823.16	\$ 1,157.81	\$ (665.35)		-\$665.35
JWFO	\$ 6,483.57	\$ 1,855.48	\$ (4,628.09)	-\$3,591.09	-\$1,037.00
StreetLeverage	\$ 13,091.66	\$ 15,708.55	\$ 2,616.90		\$2,616.90
Grand Total	\$ 136,157.94	\$ 146,786.39	\$ 10,628.45	\$10,215.81	\$412.65
Allocation to ASLIA (70%)				\$7,151.06	\$412.65
Allocation to ASLIA Queensland (30%)				\$3,064.74	

Total memberships for 2018-2019 were 449 (see pie chart), only 8 members less than in 2018-2019. Membership numbers remain highest in the states with the largest populations, but all states and territories were represented (see table). Corporate members remained at nine, but there was a higher proportion of Ordinary members (83%) to Associate members (12%) compared to last membership year (75%, 20%). Membership fees were received from 67% of members in June and July, with 80% renewed by the end of August, and some renewals received each month after that except for February. Of the members in 2018-2019, 75% were members last year, 14% were new members and 10% were last members in 2016-2017. A handful of members from each of the four membership years prior to that also joined ASLIA again.



In response to a member query, Kerrie Ann Viitala (VIC) led an insurance investigation for the Board. From her recommendations, the Board appointed Austbrokers Countrywide to broker a Professional Indemnity and Public Liability Insurance Group Policy for ASLIA members. 105 members (23%) took up the offer of cover and are enjoying a premium less than half the price of an individual policy, and the protections provided when they work as sole traders or while undertaking pro-bono assignments.

Rosalie Kassulke, CPA, was appointed at the start of May 2019 on a 1 year contract to support ASLIA for five hours a week. She brings a wealth of financial expertise to the role, and with a focus on reconciliation, this has allowed me to step back and focus on member queries, payments to states and more strategic matters such as ASLIA's systems. Rosalie, Kerrie Ann and I have formed a Financial Services working group to investigate better options for ASLIA's accounting system and procedures, with the aim of reducing double-handling for the states and improving efficiencies.