



ASLIA

THE FIRST
25 YEARS
1991 - 2016

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FOREWORD

ASLIA's (Australian Sign Language Interpreters' Association) 25th Anniversary sub-committee is proud to present *The First 25 Years* on behalf of the ASLIA EC (Executive Committee). *The First 25 Years* documents some of our shared history as an association from 1991-2016.

Many of ASLIA's collective achievements have been recorded by a diverse range of members, individuals and organisation representatives that have been invited to contribute to the kaleidoscope that is ASLIA. However, due to space restrictions, this is not an exhaustive, extensively researched documentation of each and every achievement, event, key stakeholder or issue that forms our history.

ASLIA's history is deliberately placed at the centre of this book. Our focus is not the history of interpreting in Australia, or the state branches, the Deaf community, specific individuals, organisations or institutions. Each element has played, and indeed continues to play, a vital role in the life of ASLIA. All these elements effectively wrap around ASLIA, interacting and supporting the association.

We have included a brief description of the interpreting landscape in the lead up to establishing AASLI (Association of Australian Sign Language Interpreters) in 1991. We have also included some significant events that have shaped the association as we know it today. In 19th and 20th century Australia, interpreting between Deaf and hearing people was customarily performed by different groups of individuals. These groups included, but were not limited to, family and friends of Deaf people, Teachers of the Deaf, Missioners, Deaf people and Welfare Workers.

Beginning in the late 1970s into the early 1980's, discussions were taking place about the need to separate the role of interpreter from that of welfare worker. Administrators, welfare workers and Deaf leaders discussed this topic at the annual AFDS (Australian Federation of Deaf Societies) and AAWWD (Australian Association of Welfare Workers with the Deaf) meetings.

The United Nations International Year of the Disabled Person in 1981 meant that for the first time, Australian Deaf people were being invited by the wider community to participate in many local, state and national meetings. Suddenly there was a need for Deaf individuals to be able to represent themselves and their community rather than others speaking for them - thus creating a demand for interpreters.

A number of other critical factors contributed to the successful separation of welfare worker and interpreter into two distinct roles. For example, in 1982, the introduction of NAATI (National Accreditation Authority of Translators and Interpreters) testing and accreditation in what was then called Deaf Sign Language. Within a few years, interpreters started to organise themselves and formed stand-alone, state associations in New South Wales and Victoria in 1986 and other states later.

Additional factors that laid the groundwork for ASLIA's establishment include the Deaf community, particularly AAD (Australian Association of the Deaf now known as Deaf Australia) and state Deaf consumer bodies, the Auslan (Australian Sign Language) Dictionary, interpreter training programs, and the Commonwealth government White Paper recognising Auslan as a community language. The Commonwealth Disability Discrimination Act (1992), State/Territory government equal opportunity and anti-discrimination legislation and supporting policies as well as interpreting agencies. The inaugural AASLI (Association of Australian Sign Language Interpreters) AGM (Annual General Meeting) was held on 29 April 1992 resulting in renaming the association ASLIA National. The next two decades saw ASLIA grow and develop, creating a range of policies and PD (Professional Development) events as well as collegial support for interpreters.

ASLIA's role and value should not be underestimated in the working lives of interpreters, Deaf people and the wider Australian community. The National Auslan Conference 2016 is another significant achievement, marking ASLIA's 25th anniversary and Deaf Australia's 30th anniversary. In commending this book to you, I would like to sincerely thank the ASLIA EC, the 25th Anniversary sub-committee and ASLIA membership, as well as the many writers who have generously contributed to this book.

Paul Heuston

Chair, ASLIA 25th Anniversary sub-committee

ASLIA BEGINNINGS

Convenor 1991 to 1993 — Marianne Bridge

Before we became ASLIA National, we were AASLI - and before that we were members of our state interpreter associations. Some of us were working in the education sector and some were not connected to any interpreting support group. In 1991 ASLI, the Association of Sign Language Interpreters (United Kingdom) was four years old and RID, the Registry of Interpreters for the Deaf (United States of America) had just celebrated its 25th Anniversary.

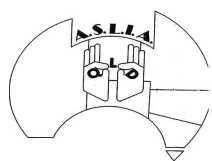
In April 1991 AFDS and AAD (Australian Association of the Deaf) met in Adelaide for their annual National Deafness Conference. This was a full weekend of intellectual challenge, politics, advocacy, information sharing and socialising with the Deaf community. In the absence of the visual technology available today, this was a great collegial, educational and motivating opportunity for interpreters from around the country. We fledgling interpreters were inextricably linked to these organisations. They encouraged and supported us financially, philosophically and socially.

In Adelaide on 26 April 1991, 20 representatives from four state/territory associations and individual members met on interpreting issues. The idea of a national body for sign language interpreters was discussed, and those gathered accepted a motion establishing a national sign language interpreters association. An interim committee with Marianne Bridge, Dr Meredith Bartlett and Julie Judd as members was established to prepare for the first AGM of the "Association of Australian Sign Language Interpreters" to be held in 1992.

These were heady days. (Definition of "heady": exciting, stimulating, invigorating, galvanizing)

In 1992, 23 AASLI members met with a full business agenda in Perth. After State Reports were presented, the association's name became the topic for a robust, impassioned debate. Four suggestions including those from AAD were considered. The name "Australian Sign Language Interpreters Association" won the vote (21 votes out of 22). An interim committee comprising Marianne Bridge (Convenor), Peter Bonser, Julie Judd, Dr Maree Madden and Fiona Perry was established. During the 1992/93 year this committee co-opted members and developed a constitution, membership criteria, objectives and the structure of the national executive as well as a Draft Employment Contract for Interpreters. AFDS donated a seeding grant of \$450 to ASLIA National to assist in its preparatory work.

During the 1993 National Deafness Conference in Melbourne, ASLIA National would hold its 2nd AGM where its National Executive would be elected and the association would participate for the first time at the national level in formal meetings with AAD and AFDS.



ADVANCING THE CAUSE FOR NAATI ACCREDITATION

John W. Flynn

At the annual meeting of the AAWWD in April 1979, John Flynn drew attention to the possibility of all “manual and visual interpreters for deaf people” being officially recognised by NAATI. The Commonwealth Government in 1977 established NAATI for the testing of interpreters who spoke community languages used by migrants. Another of its objectives was to establish professional standards for T/Is (Translators/Interpreters) and to develop the means by which T/Is can be accredited at various levels. This aim was also shared by workers in the Deaf field. Therefore in 1978, our energies were turned toward getting NAATI to be the interpreter testing authority for what was then called Deaf Sign Language or Deaf Oral Language.

The initial NAATI reaction was that, because deaf manual language was not a “foreign” spoken language, the Authority had no role in accrediting Deaf Sign Language. AAWWD persisted with its demand. The outcome was that, at NAATI’s request, John Flynn went to Canberra on 2 October 1981 to put a case to the Executive Committee as to why Deaf Sign Language interpreting should be part of the Authority’s testing program. To support the case, he gave them copies of some of the recent literature showing that Sign Language was a language in its own right. The Authority accepted the argument, thus opening the way for NAATI tests.

Subsequently, the Minister for Immigration and Ethnic Affairs invited John Flynn to occupy a place on the fourteen member National Authority Board with specific responsibility for Deaf Sign and Deaf Oral Languages. John attended his first meeting on 26 March 1982. Sir George Cartland, (then Chairman of NAATI), called a meeting in February 1982 which led to a testing panel being appointed to write the tests and conduct them. The first Level I test (now defunct) was on 22 November 1982. The first Level II test was on 8 June 1983 and the first Level III occurred on 22 May 1986. Responsibility was later split into a Deaf Sign Panel and a Deaf Oral Panel.

As is the custom with other languages in which NAATI conducts accreditation tests, a National Panel for Deaf Language was established. The panels write the tests. The original panel was John Lovett (Deaf Community Leader), John Ferris (Social Worker/Interpreter, Deaf Society of New South Wales), Jacqui O’Callaghan (Better Hearing Australia), Ray Jeanes (Lecturer, Training College for Teachers of the Deaf), Brian Reynolds (Principal, then Victorian School for Deaf Children), Anna Fratta (NAATI Board Member and an Italian/English Interpreter) and John Flynn (Executive Director, Victorian Deaf Society). John Flynn chaired the Panel.



PRESIDENT 1993 - 1995

Peter Bonser

I was honoured to be appointed the first President of ASLIA National (as it was then known). I acknowledge the efforts of all the people already mentioned in this history of ASLIA.

During my time as President, ASLIA continued to work at strengthening its alignment with AFDS, AAD and boosting its involvement in the National Deafness Conferences.

Standardising interpreter training programs nationally and aligning with training programs for spoken language interpreters was of primary importance at this time. Although the focus was on the training of entry level interpreters, ASLIA also investigated possible further training options for existing interpreters seeking to gain higher level accreditation or specialisation. ASLIA also investigated ways to create training opportunities for interpreters in regional areas.

Rebecca Ladd and I worked towards developing a constitution and establishing membership categories and fees for ASLIA National. In addition, we worked on the development of an ASLIA National logo. Ultimately, members were invited to submit possible logos and a competition process ensued.

The ASLIA National Executive engaged an independent facilitator to assist in the development of a strategic plan to guide the association forward. This meeting took place in Melbourne during October 1993.

ASLIA National established the *National Newsletter* in 1993. The newsletter was produced by Dr Karen Bontempo and Fiona Perry. In 1995, the newsletter had a name change to *Flying Fingers* and was produced by Dr Angela Dillon.

In 1993, ASLIA National began selecting individual interpreters to deliver a presentation entitled "My Journey" at the National Deafness Conferences. In 1995, I wrote to John Flynn seeking permission to name these presentations in his honour and to invite him to give the inaugural JW Flynn Address at the National Deafness Conference, Hobart in May 1996.

In April/May 1994 in Sydney, ASLIA National participated in the National Deafness Conference where the 3rd AGM was held.

The inaugural Interpreters' Summer School, organised and led by Dr Maree Madden, was held in Brisbane during January 1993.

A National Professional Development Weekend was held in Adelaide in May 1995 where the 4th AGM was held and I confidently handed over the Presidency to Dr Maree Madden.



IMPORTANT INFLUENCES

Deaf Australia President - Todd Wright

Growing up as a deaf child in the Australian Deaf community, I have always understood the importance of having professional, ethical interpreters as part of our lives. I was fortunate to have an interpreter as my mother, as she made me understand the importance of professionalism and ethics in interpreters at a young age, and my mother was a strong supporter of ASLIA and the values it stood for.

ASLIA was established in 1991, only five years after Deaf Australia was also established (then called the Australian Association of the Deaf), and the two organisations have played a central role in the recent development of the Deaf community and the interpreting profession. Of particular significance was the establishment of NABS (National Auslan Interpreter Booking and Payment Service) in 2005 and the adoption of the current Code of Ethics by ASLIA in 2007. Together these events rapidly increased the demand, development and professionalism of Auslan interpreting in Australia.

In 2016, recognising the significance of a new era in the Deaf community and the interpreting profession with the rollout of the NDIS (National Disability Insurance Scheme) and increased demand for interpreting in new fields - theatre, video remote interpreting, and Deaf interpreters - ASLIA and Deaf Australia are collaborating together to host the inaugural National Auslan Conference. This will bring the whole Deaf community together

Auslan Linguistic Research, Adjunct Professor Trevor Johnston — Macquarie University

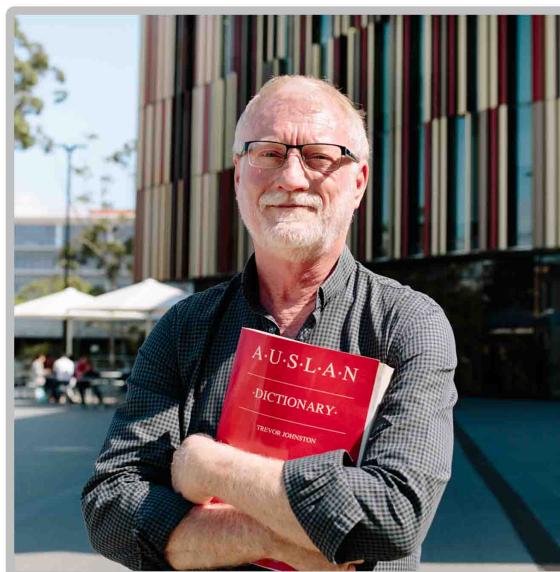
On the occasion of the 25th anniversary of ASLIA, I recall how my research and sign language (SL) interpretation in Australia have been intertwined. Life-long exposure to SL interpretation, against the background of general wider community ignorance about SL, prompted me to document this language – christened Auslan – in a dictionary based on scientific principles.

I wished to (i) prove that interpreters used a sophisticated knowledge of a language in their work; and (ii) caution some interpreters as to some constraints on their practice, e.g., showing what was, and was not, conventionally coded in the vocabulary of Auslan.

My collaboration with ASLIA on these fronts were manifested in (accepted) invitations to share my research at ASLIA events. For example, two presentations were made at the ASLIA National Winter School in 2003 (“The Representation of English using Auslan signs” and “Deafness, literacy and interpretation”). Other presentations were made at the ANCs in 2008 (“Medical Signbank: Growing our understanding of medical interpreting practice” with co-authors Major & Napier), and 2010 (“Interpreters and medical terminology: Exploring the findings of the Medical Signbank project” with co-authors Napier, Major & Ferrara). Work on grammar and discourse, as exemplified in the analysis of the Auslan Corpus, was also shared in two presentations to ASLIA in 2008 (“Current Projects in Auslan Linguistics” with co-author de Beuzeville, and “The Auslan Archive & Corpus”).

All this research showed that Auslan had no problem in meeting the needs of its users because it also used a rich system of sign modification, visual depiction and enactment that greatly augmented its expressive power. This information and research has always been well received by ASLIA members. In addition, many ASLIA members have been enthusiastic students in sign linguistic programs I have taught. Indeed, many Auslan interpreters have contributed to the analysis of the Auslan corpus and Auslan Signbank and thus have helped to advance SL research in this country. Their observations and experience have been invaluable.

Thank you and congratulations on the anniversary!



PRESIDENT 1995 - 1999

Dr Maree Madden

I began my term as President when ASLIA National was just a few years old. We were starting from the “ground up” in creating a working structure that allowed for good governance and effective support for members through information, resources and leadership. As is most likely still the case, there was a great deal of work that happened behind the scenes which sometimes had tangible results that could be seen by our members.

Our collective efforts included policy development and governance documentation. We were able to develop the first Strategic Plan; Procedures Manual; Grievance Policy; Guidelines for the Selection of Interpreters at state, national and international events; and a Code of Professional Conduct, a precursor to our present-day Code of Ethics. Additionally, we developed a template Contract of Employment, and guidelines for what would become the ASLIA Bursary. Of greatest significance was the development of ASLIA's Occupational Health and Safety policy, a document which informed members and employers about safe working conditions of interpreters. Ultimately, this impacted upon employment terms and conditions, which resulted in improved work practices that saw team interpreting become the norm in many settings.

The types of issues that ASLIA National was considering, and providing input into, included the management of vicarious trauma, and the management of work in differing genres, particularly the emerging area of the use of NAATI accredited interpreters in educational settings. This included both compulsory and post-compulsory education.

Our focus was upon improving the profile of interpreters nationally, along with raising the recognition of our profession. Included in this work was the creation of a recommended national remuneration scale, working towards a coordinated, national approach to the education and training for interpreters and liaising with AAD, NAATI and AUSIT (Australian Institute of Interpreters and Translators).

Some of the challenges faced by ASLIA National at this time included successful delivery of our *Flying Fingers* Newsletter; sufficient funds to provide for our bi-monthly teleconferences which used landlines and national teleconference hook ups, which were exorbitantly expensive; and finding our place as a new profession within the deafness sector.

ASLIA National's sole income stream was one fifth of the membership fees paid to state branches. We were reliant on grants received from supportive organisations within the deafness sector. These much appreciated funds were used to create our first Strategic Plan and to establish a national fund to support members to undertake PD.

ASLIA National was pleased to be involved with WFD (World Federation of the Deaf) in relation to the organisation of the XIII World Federation of the Deaf World Congress held in Brisbane in July 1999. During the Congress, interpreters from around the globe held the initial meeting to canvass the notion of an international association for Sign Language interpreters. It was an exciting time and a fitting end to my term as ASLIA National's President.



Chief Executive Officer - Mark Painting

In 1981, NAATI's original responsibilities were expanded to include the assessment and accreditation of interpreters in deaf languages. Since then, we have enjoyed a long and positive relationship with ASLIA and the broader deaf community.

The first Deaf language panel was established in 1982. By the end of that year, four people (Jennifer Adcock, Margaret Phillips, Stuart Vaughan and Betty Ward) had successfully passed the Level 1 Deaf Oral trial test and another group of people including Teresa Cumpston Bird, Louise Neary, Jocelyn Teh and Russell Watts passed the Level I Deaf Sign Language trial test. By 1985, Level III, which is now called Professional level, testing had been established with over 80 people taking tests across the country.

The years of 1993 and 1994 were a particularly exciting time, as NAATI officially changed "Deaf Sign Language" into Auslan in response to advocacy from ASLIA and the Deaf community. It was also during this period that NAATI chose to discontinue testing in the "Deaf Oral Language" and granted the first course approval to a Certificate of Auslan Interpreting offered by the Southbank Institute of TAFE in Queensland.

From ASLIA's formation in 1991 until 2007, NAATI was under the leadership of our longest-serving CEO, Sherrill Bell. It was under Sherrill's tenure that NAATI developed a particularly close relationship with ASLIA due to the introduction of the revalidation system in the mid 2000's. ASLIA was the first industry association to strongly endorse revalidation and has continued to be a key source of policy advice for NAATI at all levels.

Since then, ASLIA's relationship with succeeding NAATI CEO's: Lindsay Heywood (2007 — 2010), John Beever (2010 — 2015) and Mark Painting (2015 — present) continues to be strong. For example, NAATI introduced Deaf Interpreter (DI) recognition in 2013 as a result of advocacy by ASLIA. And in 2016, the first Diploma of Interpreting for Deaf interpreters as approved.

Today, thanks to the work of ASLIA and its supporters, there are over 1,000 NAATI accredited Auslan-English interpreters and 18 recognised Deaf interpreters working in the community.

Current statistics:

1036 accredited Auslan interpreters.

967 of those are currently accredited.

512 interpreters gained their accreditation through an approved course.

549 interpreters gained their accreditation through testing.

18 recognised Deaf interpreters in our system.

74 Deaf Interpreter recognitions across five skill areas have been awarded.



PRESIDENT 1999 - 2005

Amanda Dolejši

Two key events that informed ASLIA National's direction and purpose in relation to the international sign language interpreting environment were the WFD World Congress in Brisbane in 1999 and the International Congress on the Education of the Deaf in Sydney in 2000.

After these two events, I then attended the first meeting of WASLI (World Association of Sign Language Interpreters) in Washington, DC in 2002. Through my involvement, ASLIA National was represented on the working group to set up the association. ASLIA National had found its place on the international stage.

During my time as President, the National Executive's main achievements were establishing the annual PD opportunities, which at that time were known as Winter Schools. Further, rebranding of the JW Flynn Address to the JW Flynn Oration and creating it as an annual event. As well, ASLIA National participated in the research that resulted in the establishment of the National Auslan Interpreter Booking and Payment Service.

It was during this time that ASLIA National established its first website. This created a steep learning curve for the EC as we came to terms with notions new to us, such as registering the domain name and finding an Internet Service Provider to host the site.

The Oration, named in recognition of John W. Flynn and his pioneering work in the field, was first proposed in 1995. John delivered the inaugural address in Hobart in 1996, and since then, the Oration has become a highlight of the ASLIA National Conferences.

During this time, the Commonwealth Department of Family and Community Services commissioned Orima Research Pty Ltd to undertake research into the *Supply & Demand of Auslan Interpreters across Australia (2004)*. ASLIA National, along with AAD and the Deaf Societies, was heavily involved in the Working Group that was established to guide Orima Research in its task. The findings of the research resulted in the Commonwealth Government's decision to establish and fund NABS. During this process, ASLIA National also had representation on the NABS Advisory Reference Group.

NATIONAL PROFESSIONAL DEVELOPMENT 1991 - 2006 **— A Selection of Events**

1993 Professional Development Weekend for Interpreters, Melbourne **— Marianne Bridge**

The weekend of 1 to 3 October 1993 saw ASLIA Victoria, with assistance from the Victorian Deaf Society, host the second residential Professional Development Weekend for Interpreters from across the country. ASLIA Victoria's Kathy Hassan, Julie Judd and Karen Clare organised three informative, motivational, fun days covering interpreters' "burning issues" of the day.



1994 Winter School, Brisbane **— Merie Spring**

This extraordinary Winter School held at Griffith University featured a strong emphasis on Auslan development. One of the highlights was a storytelling session delivered by local Deaf community members.

Auslan to English interpreting skill development was the focus of the first day with workshops conducted by experienced interpreter trainers and Auslan instructors representing local and interstate Deaf communities.

1995 National Professional Interpreters' Development Weekend, Adelaide **— Dr Angela Dillon**

In response to the increased number of interpreters succumbing to injury, ASLIA South Australia organised a national PD to address interpreter health and safety. ASLIA National held its third AGM as part of this weekend.

This was the first time that ASLIA National chose to hold its gathering of the profession outside the National Deafness Conference. This was a clear indication of ASLIA National's strengthening identity.

2003 Winter School, Gold Coast — Eve Hedley

This was the first Winter School that ASLIA National assisted in organising, with a remarkable 64 registrations. Guest speaker Adjunct Professor Trevor Johnston shared his predictions about technology and medical intervention that would change communication access for the Deaf community. The weekend gave participants many opportunities to consider our profession's past, present and future including important discussions about promoting sign language interpreting research and developing an undergraduate degree.

2005 Winter School, Cairns **Co-Convenors** — Marcel Leneham and Karin O'Reilly

This was the first Winter School to be held in Far North Queensland and to have a Deaf person — Andrew Wiltshire — deliver the JW Flynn Oration. Further, it was the first time that an Indigenous Welcome to Country was included; and Auslan-English interpreters were provided for the entire event.



2006 Winter School, Perth **Co-Convenors** — Dr Karen Bontempo and Robyn Tsapazi

This Winter School marked the end of the workshop format for this national PD. Over 100 delegates attended and enjoyed keynote presentations by Dr Betsy Winston on educational interpreting, and mentoring. Professor Jemina Napier delivered the JW Flynn Oration. This event marked the first time more than 20 deaf and hearing interpreter educators had the opportunity to attend the ITW (Interpreter Trainers' Workshop).



DEAF PEOPLES' REFLECTIONS

Carla Anderson — Victoria

Being a Deaf interpreter from the United States of America, I came to Victoria in the mid-1980s and immediately began working closely with interpreters providing support and input into PD. Through the years, I worked closely with ASLIA Victoria as well as with ASLIA, particularly in the areas of Deaf interpreters and people with Deafblindness.

I was honoured in 2013 to be the JW Flynn Orator and this honour was more poignant for me because of the fact that John Beever, CEO of NAATI, announced NAATI's recognition of Deaf interpreters.

Bobbie Blackson — Queensland

The 1980s and 1990s were fertile periods of achievement and accomplishment for the Australian Deaf community and ASLIA stands as an ally and as witness to this huge social change.

As a co-founder of DeafLink and later, Australian Communication Exchange, I knew interpreters were essential to our goal in communicating with those with influence and power. The National Relay Service continues as a testament today.

As President of AAD, we bid for, and won, the rights to host the WFD World Congress in Brisbane 1999. Again ASLIA walked beside us.

Diana Hodgetts — Tasmania

As a Deaf Tasmanian, I am grateful ASLIA sowed the seed for a small group of dedicated interpreters to form a branch in Tasmania. In this way, they brought positive changes and independence enabling the Deaf community to move away from dependence on welfare support by enabling access to NAATI accredited interpreters. The first successful collaboration between ASLIA Tasmania and TasDeaf organising interpreters for a major Deaf community event was when a distinguished international guest, the American Dr Harlan Lane, visited Tasmania in the late 1990's. Congratulations on an amazing milestone achievement — 25 years!



Amanda O'Sullivan — Australian Capital Territory

I have worked with interpreters across the nation, not only in Canberra. I believe that ASLIA must continue to lobby the Federal government about the importance of Deaf people's right to access information in their language, Auslan. I also believe that ASLIA has a responsibility to all interpreters, and offer PD opportunities to members to make sure they keep up their own professional development and their professional standards.

Katrina Parker — South Australia

I have enjoyed two ASLIA National Conference experiences in Adelaide in 2012 and in Sydney in 2013. Both had amazing benefits for networking and keeping abreast of national and international trends in interpreting.

I have seen the growth in interest in ASLIA, which has become a dynamic association and worthy of recognition for the commitment interpreters show to undertaking PD. The increase in Deaf interpreters participating in the conferences is also pleasing to see.

Josie Scarvaci — Western Australia

Over the past 25 years, ASLIA has supported and developed the professionalisation of the interpreting field. In particular, thanks to the pioneering efforts of ASLIA, Deaf interpreters have been afforded membership status and opportunities on par with their hearing interpreter peers. Collaborating with NABS, ASLIA devised and implemented the first ever national testing for Deaf interpreters in 2007. In addition, with extensive lobbying from ASLIA, NAATI awarded recognition to Deaf interpreters for the first time in 2013. Congratulations ASLIA!

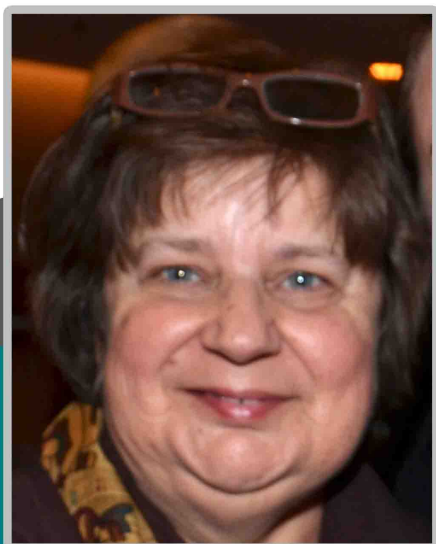
Paula Thornton — Northern Territory

I was fortunate to be living in Darwin when ANC (ASLIA National Conference) 2008 was held there. Liz Scott Gibson, a quality keynote speaker, and other presenters impressed me, providing great networking opportunities for the local Deaf community in this remote city.

Andrew Wiltshire — New South Wales

I will never forget the time when I was asked to be the first Deaf person to present the JW Flynn Oration at ASLIA Winter School, Cairns in 2005. It was a huge honour to present it to my interpreting colleagues there on the day.

All the best to ASLIA as it adapts to the future, especially with the roll out of NDIS as demand will grow for interpreters and the industry becomes person-centred and increasingly competitive.



PRESIDENT 2005 - 2007

Dr Karen Bontempo

During the period 2005 - 2007, there were a number of significant initiatives and achievements by ASLIA National, these include policy and guideline development, process and governance improvements, communications and networking with stakeholders, engaging in research and increased financial liquidity.

Policies and guidelines were developed on mental health interpreting, legal interpreting, donations, remuneration, JW Flynn Orator selection guidelines, Interpreter of the Year Awards, website, code of conduct, interpreting for family members, and pro-bono interpreting. In addition, a new Code of Ethics was developed and approved in 2007.

Process and governance improvements included uniform branding between ASLIA National and the state branches, revision of the ASLIA National Constitution with a view towards membership restructure, and development of an ANC Transfer of Knowledge document to inform the organisers of subsequent ANCs.

Communications and networking with stakeholders saw ASLIA National's website redeveloped and email communications streamlined; and the creation of partnerships with AUSIT, Macquarie University, AFDS and NAATI. As well, a bi-monthly newsletter was published and distributed to members.

WASLI was formally established in 2005 and ASLIA National was a founding member. We were instrumental in forming the WASLI Australasia and Oceania region, and it was an honour to appoint the first representative, Professor Jemina Napier.

Research engagement included extensive research, planning, then implementation of the Deaf Relay Interpreter Certification Project funded by NABS. This marked the first major work ever conducted on collating and assessing the skills, knowledge and competencies of Deaf interpreters in Australia, and a joint research project surveying the breadth of the T/I profession in Australia. Finally, a set of bibliographies on interpreting were published.

A number of steps were taken to consolidate ASLIA National's financial position. For the first time, funds were received through an open tender submission process. In addition, the ASLIA National Bursary was established to assist members to undertake PD.

The EC — in conjunction with AUSIT — worked with NAATI to develop the NAATI Revalidation Program and PD log book. As well, there was input into the organisation of the last ever Winter School, in Perth in August 2006 and direct coordination of the first ANC, in Sydney in September 2007.

The work of the ASLIA National team during this two year period was truly prodigious. Without such a knowledgeable, highly motivated, hard-working and talented team, many accomplishments on behalf of the profession would not have been possible.



INTERPRETING AGENCIES PERSPECTIVES

Auslan Connections — Fay London and Brent Phillips

The Auslan Connections team from Vicdeaf and Deaf Services Queensland and our 350+ interpreters across Australia, have enjoyed an extremely strong relationship with ASLIA over the last 25 years as we navigated our way through the growth and maturing of the Auslan interpreting industry. Congratulations ASLIA and we look forward to working side-by-side over the next 25 years!

Auslan Services — Ryan and Nicole Gook

Auslan Services is indebted to ASLIA's contribution to the industry. It has taught us that amongst all the fun, there is a serious side that requires a high level of attention to policy and respect. We have appreciated your leadership in taking our industry/community to a level that is now revered and admired.

Deaf Can:Do — Debbie Kennewell

Deaf Can:Do (formerly known as the Royal South Australian Deaf Society) has had a good relationship with ASLIA going back 25 years. This relationship has continued today with the ASLIA state branch. Collaborations include PD opportunities, community activities and interpreter appreciation events. This relationship has strengthened the South Australian interpreting industry and led to a respected standing in the Deaf community.

Echo Interpreting — Danielle Don

Echo Interpreting has been proud to support ASLIA since Echo was first established in 2006. ASLIA's support to the interpreting profession is invaluable and the variety of workshops, conferences, and other social and educational activities is a pivotal part of the collegiality that has developed between interpreters and agencies.

National Auslan Interpreter Booking and Payment Service — Keri Gilbert

Since 2005, NABS has enjoyed a mutually beneficial relationship with ASLIA. Of the many highlights, we note ASLIA's important input to the NABS Reference Group guiding our services, and our extensive sponsorship of ASLIA PD. A significant milestone was the 2006 partnership in developing the first national training and recognition process for Deaf interpreters. Congratulations ASLIA on 25 years and NABS wishes ASLIA all the best in continuing its positive work.

Sign Language Communications — Michaela Sloan

SLC was launched at ANC 2009 as an initiative of the Australian Federation of Deaf Societies. SLC provided a national, accessible, comprehensive service with a local focus. In 2014, the alliance was disbanded, and Western Australia is the only state that continues to use the brand.

The Deaf Society — Kylie Clear

The Deaf Society (formerly known as Deaf Society of New South Wales) has a strong and ongoing relationship with ASLIA on both a national and state level. This relationship has ensured that as an organisation, we are able to support our interpreters with education, information and conference events. We look forward to navigating the profession as it evolves and changes with ASLIA for the next 25 years!

PRESIDENT 2007 - 2009

Professor Jemina Napier

My tenure on the ASLIA EC began in 2002, then I became Vice-President in 2005 and finally, President in 2007. During my involvement with ASLIA, we saw many significant changes in the landscape of Auslan-English interpreting that we either supported or initiated, which led to higher professional standards and greater collaboration with key stakeholders. In addition, an Australian-first, the NABS funded two-year pilot Deaf Relay Interpreter Certification Project, was completed.

In 2007, we held a strategic planning weekend to develop a new strategic plan. The new plan incorporated a new Vision for ASLIA "To lead and promote sign language interpreting across Australia". Our new Mission was to represent Auslan-English interpreters through: (i) collaborative partnerships and engagement with practitioners and communities; (ii) providing value, relevance and leadership regarding the sign language interpreting profession, and (iii) contributing to the interpreting and translation body of knowledge and expertise.

Additional work included the development of a policy and procedures manual for the ASLIA National EC; implementation of a revised Code of Ethics and a roadshow to promote it. We also developed a campaign to encourage members to opt in to the new NAATI revalidation process, which was successful as Auslan-English interpreters were the largest language group to opt in during the first round.

A significant achievement was that ASLIA received funding to employ Kylie Scott as a part-time project officer to develop *Interpret-Ed*. Kylie provided immense additional secretariat support to the EC, which meant that more could be achieved by ASLIA.

A highlight for me in 2007 was the ANC and ITW being held together for the first time. During Amanda Dolejší's presidency, in 2003, I had been involved in the initiation of the first Interpreter Trainers' Workshop. This resulted in the development of the Interpreter Trainers' Network (ITN), led by Dr Karen Bontempo. The ITW would later be re-branded as the ITNS (Interpreter Trainers' Network Symposium).

One particular achievement was that ASLIA held a joint summit with Deaf Australia (then AAD) in 2008, where we were the first national associations to follow WASLI and WFD's lead in signing a Memorandum of Understanding to work collaboratively on sign language interpreting issues. During this time ASLIA went from strength to strength. The membership increased and we had more dialogue with NAATI and other stakeholder groups, and I am proud to have been a part of it.



LIFE MEMBERS

ASLIA Life Membership is an honour bestowed on members who have rendered special or invaluable services to the organisation well beyond that of a typical member, either at a state or national level. This includes:

- an ongoing commitment to ASLIA over many years, either at a state or national level
- contributions to ASLIA which have enhanced its standing within its membership, the Deaf community and the wider community
- contributions to ASLIA and the profession that have seen significant enhancement to the profession of interpreting, and
- commitment which does not seek personal reward

ASLIA's Life Members are Dr Meredith Bartlett, Dr Karen Bontempo, Teresa Cumpston Bird, John Flynn, Sandra Leane, John Levitzke, Professor Jemina Napier, Leanne Potter, Steve Robinson and Robyn Tsapazi.

On this auspicious occasion, some ASLIA Life Members share their thoughts:

Dr Meredith Bartlett — Victoria

Eight years as a Teacher of the Deaf and seven as a Welfare Worker led me to question why interpreting was not a career. Being involved in a new industry at its inception as well as 14 years working with ASLIA was a privilege. ASLIA gave us the foundation to call ourselves Auslan-English interpreting professionals.

Teresa Cumpston Bird — Victoria

ASLIA has given interpreters — myself included — the opportunity to come together, share and grow our individual skills as well as to establish Auslan-English interpreting in Australia as a profession with high standards of competency and integrity. It has been an honour and a privilege to contribute to this body of knowledge since the mid-1980s.

Sandra Leane — Victoria

By becoming a national body, ASLIA enabled Australian Sign Language interpreters to make a more meaningful connection with each other and their colleagues around the world. The legacy of a small national group of dedicated volunteers is a financed and well-structured association that can respond to the needs of interpreters and the Deaf community in Australia and beyond.

Professor Jemina Napier — New South Wales

ASLIA plays a significant role in supporting members to develop professional skills, in establishing and maintaining standards, and ensuring that interpreters meet the needs of the Deaf community. I have always seen my membership of a professional interpreting association as a lifeline to peer support, professional identity and solidarity. ASLIA has gone from strength to strength since its establishment in 1991 and I am proud to have been involved on the EC from 2002 - 2009.

Leanne Potter — Western Australia

ASLIA has greatly advanced the professionalisation of the sign language interpreting field. Until 2009, ASLIA Western Australia, like all state branches, operated independently at state level with limited direct national guidance. The federated model, implemented in 2010, served to unify our profession further, creating a more cohesive national membership. It has been an honour and a privilege to support ASLIA over the years, and I look forward to future gains by the association on behalf of members.

PRESIDENT 2009 - 2011

Marcel Leneham

I settled into my new role upon becoming the President in late 2009. One of the highlights of that time was submitting a country report — in the form of a video — to the meeting of Sign Language Interpreters in Asia, hosted in Korea in November 2009.

January 2010 saw an historic event when the national EC met with all state branch presidents to plan for the ASLIA membership restructure. The restructure of the ASLIA membership had been a topic of discussion since 2004, when we started to explore the possibility of a national membership structure, rather than maintaining the state-based membership structure. In close collaboration with the state branches and members, it was decided to finalise the restructure by 30 June 2010, so the new membership structure would be in place from 1 July 2010. In advance of that date, the ASLIA National EC worked closely with the State branches in preparations for their Annual General Meetings, where members voted to accept the changes to State Constitutions and adopt the new membership structure. The new structure was unanimously accepted in each state branch. As such, 1 July 2010 was a significant date for the association; it is the date from when ASLIA became one unified association, rather than a group of separate state-based entities. It was at this time that ASLIA National became known as ASLIA.

In 2010, the ASLIA website was restructured and included the launch of *Interpret-Ed*, a portal for online professional development. This exciting initiative ensured that ASLIA members, regardless of location, could access equivalent training opportunities. Furthermore, the workshops were accessible to Deaf interpreters, with presentations being delivered either in Auslan, or captioned, if delivered in English. Participating in the online workshops would help members accrue points towards NAATI Revalidation.

ASLIA was represented in the initial Project Steering Committee for the *Translator and Interpreter National Training Package* and also in the Training Package Finalisation Working Group. This ensured that the Training Package reflected the needs and competencies of Auslan-English and Deaf interpreters.

Early 2011 saw the completion of the Project Officer position, performed by Kylie Scott on a part-time basis for two years. She was the first paid employee of ASLIA and her efforts were a great support for the ASLIA EC as well as our members.

For the past four years we had been fortunate to have SLIANZ (Sign Language Interpreters Association of New Zealand) representative, George Major, as our Australasia and Oceania region WASLI representative. George provided energetic and passionate representation for our region, supporting and achieving many great outcomes over her term. In 2011, ASLIA was thrilled to appoint Sheena Walters as the new Australasia and Oceania region WASLI representative.



INTERPRETER TRAINERS' NETWORK

Dr Karen Bontempo

The Interpreter Trainers' Network is a professional body aimed at meeting the needs and interests of sign language interpreter educators, mentors and trainers. The ITN was established in 2009 as an initiative of the ASLIA National Executive Committee. The concept of an ITN had been discussed for several years at the ASLIA National Interpreter Trainers' Workshops when educators gathered annually for training opportunities as educators. At the ITW in 2008, it was agreed to move ahead in establishing a more formalised network.

In summary, the ITN was formed:

- to be a representative network
- to act as a "clearing house" for samples of assessment tools/teaching resources/materials
- to promote interpreter education and training opportunities
- to contribute and participate in key projects

Guided by these objectives, the ITN has provided interpreter trainers with formal and informal opportunities for collegial support, via regular mail outs of information to a database of ITN list members, regular updates to an ITN Facebook page, creation of a Scoop.it™ site to curate publications relevant to interpreter education and training, and the development of a comprehensive website. In addition, the original ITW event transformed into a symposium, held directly after the ASLIA National Conference each year, with the most recent ITNS, the ninth of its kind, held in Perth in 2014.

As the ITN moves forward, it will have to increasingly consider the specific teaching and learning needs of the diversity of interpreters, the evolving requirements of the Deaf community, and the nature of changes in society and in workplaces. The ITN will need to adapt with the times to maintain currency and meet the needs and interests of members. The ITN is not a sustainable association on its own, and owes a debt to ASLIA for its existence and support.

INTERPRETERS' PERSPECTIVES

Julie Judd — Victoria

The establishment of ASLIA 25 years ago enabled the industry in Australia to collaborate and work together. Although ASLIA has had some difficult periods, it is now more than ever needing to provide leadership in a fast changing environment that includes the national NDIS rollout and changes to NAATI accreditation. I look forward to the ASLIA EC and state branches continuing to work together alongside the Deaf community, to ensure that social justice principles are upheld and continual improvement to the quality of interpreting services is undertaken.

Fiona Perry — Western Australia

I started work as a very young welfare worker — a job given to me back in 1978. During this time I was able to attend the National Deafness Conferences and worked with fellow welfare workers Australia-wide, John Flynn, John Levitzke and John Ferris to name a few. Over time, we became interpreters and when ASLIA National was formed it gave me an understanding of what an interpreter actually was. This paradigm shift, in turn, empowered the Deaf community. It was great to see ASLIA National lead the interpreting profession.

Viona Woodroffe — Victoria

I was at that first meeting in Adelaide in 1991 — from this longevity of involvement, I can say that I think ASLIA needs to be congratulated in never losing the vision of the organisation to advance the standing of ASLIA and interpreters. The establishment of a national body representing interpreters enabled us to forge partnerships with other national bodies and to have a collective stance on issues important to the interpreting field. I am grateful for the passion, enthusiasm and support that I enjoyed during my association with ASLIA and today, I miss the opportunity to work with the ASLIA EC members.



PRESIDENT 2011 - 2014

Paul Heuston

Serving ASLIA members was an honour and privilege. My tenure on the ASLIA EC began in 2009 and in 2011, I was elected President for a three-year term. In short, my goals were to provide leadership and direction to state branches including the wider membership, engage members, review and strengthen governance, create new relationships, grow and strengthen ASLIA's membership and financial resources. At the time, ASLIA had just over 200 members and total assets of \$92,433.62.

A year of prodigious outcomes in 2011 — 2012 included ASLIA's 21st anniversary celebrated at the ANC in Adelaide, and the new Strategic Plan 2011 — 2016 was released. A governance review resulted in creating and strengthening existing internal and external reporting structures.

In addition, much advocacy and representation was undertaken with APESMA (Association of Professional Engineers, Scientists and Managers Australia) to explore dual membership. In a first, ASLIA successfully negotiated a coordinated national approach with NAATI and NABS to provide funding to state branches for PD opportunities. As well, the national PD calendar was launched on our website, thus allowing members to see at a glance all PD on offer in Australia. Traditionally, a brief President's Report and Finance Report were presented to members at the AGM. Beginning in 2012, the inaugural ASLIA Annual Report (28 pages) and Finance Report (6 pages) were presented.

Highlights of 2012 — 2013 include the World Federation of the Deaf Conference in Sydney, immediately followed by a unique one day ANC, where John Beever, NAATI CEO, announced Deaf Interpreter Recognition — this was a long-awaited, important achievement. A momentous occasion for ASLIA, AUSIT and APESMA occurred on 23 May with the release of the "Common Goals" document. In addition to this, ASLIA also signed three new Memoranda of Understanding with Deaf Australia, AUSIT and SLIANZ.

Some 2013 - 2014 achievements include COF sponsored interpreter in-country training in Fiji, the ANC in Perth, presenting the 3rd Annual Report to a record 367 members (45 per cent increase over five years) and total assets of \$104,286.29.

I was fortunate to work with many committed, skilled EC and members at large for five years. Furthering the best interests of members and leaving ASLIA in a better position than I found it are part of the joint legacy that has been left to members. I believe that we can achieve so much more together than we can do working alone. ASLIA will rise and fall with the support of members, and it is my sincere hope that members will accept the opportunity to serve others, so that ASLIA can continue its valuable work. I send best wishes to ASLIA on reaching its 25th anniversary and for its next 25 years.



CREATING OPPORTUNITIES FUND

The ASLIA Creating Opportunities Fund (COF) was established by ASLIA Victoria in 2007 and provides support to interpreters from developing countries. Since its inception, applicants were supported to attend the ANC and ITNS from a wide range of developing countries. These included Cambodia, Fiji, India, Kosovo, Nigeria, Malaysia, Papua New Guinea, Samoa, the Solomon Islands and Thailand, amongst others. ASLIA agreed to take responsibility for COF from ASLIA Victoria and it was launched to coincide with ANC 2009. From 2012, the Fund narrowed its focus to the Australasia and Oceania region and then, in 2013, the provision of support became in-country, tailored training.

The COF sub-committee is made up of ASLIA members from across Australia. Funds for the COF have been raised through direct donations from members and corporations as well as a range of activities such as “Give-Up-a-Day’s-Pay”, trivia nights, Prosperity Pigs (the blue piggy banks), BBQs and auctions.

COF Founder — Susan Emerson

In 2006 I attended the EFSLI (European Forum of Sign Language Interpreters) Conference in Prague, where a sponsorship scheme for interpreters from emerging countries was in place. I am passionate about supporting Deaf people and interpreters from developing countries. In such countries, interpreters often work in isolation, and have limited access to PD opportunities.

COF sub-committee Chair 2012 to 2014 — Gina Auciello

In 2013, the ASLIA EC confirmed that Fiji would be the focus of in-country training. This would build on previous in-country training that had been provided by Australian interpreter trainers. Suva was selected as the venue due to the large cohort of interpreters.

In April 2014, a collaboration between ASLIA, SLIANZ, Fiji Association of the Deaf and the Fiji Interpreter Committee resulted in a one-week intensive interpreter training course for 30 interpreters. The success of the program was significant, and the participants also received recognition from the Fiji Ministry of Education for the training received.

Interpreter Trainer — Zane Hema

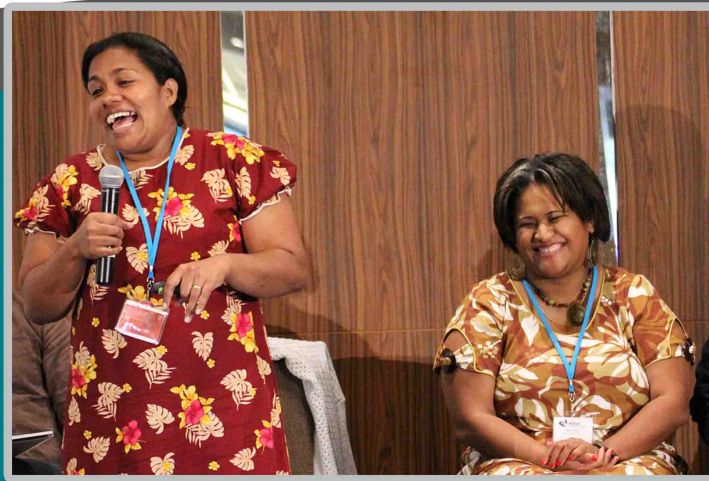
The COF is a hallmark of people’s generosity, providing PD and networking opportunities to interpreters from developing countries in our region.

In May 2014, interpreters from Fiji, Solomon Islands and Tuvalu assembled in Suva to attend two intensive training programs. With no formal training in these nations, the training was welcome and an overwhelming success. This huge difference is thanks to your contributions to the COF.

COF sub-committee Chair 2015 to present — Glenda Garde

In 2016, the ASLIA EC confirmed that Fiji would be the location for the next face-to-face training program. Building on previous successful in-country training outcomes and relationships formed with key stakeholders, the COF sub-committee is developing in-country training for 2017.

Looking back over the nine years since COF was established we have achieved much and we have so much potential for the future. Interpreters in Australia and New Zealand continue to generously give to this worthy cause and in turn ASLIA, via COF sub-committees, carefully use these funds to deliver tailored support and training opportunities to other interpreters in our region.



PRESIDENT 2014 - 2015

Dr Maree Madden and Eve Hedley

Dr Maree Madden was elected President in August 2014 at the AGM in Perth. Unfortunately, Maree had to take a leave of absence as President in October 2014, then Eve Hedley was co-opted as ASLIA President from her role as ASLIA Queensland President in November 2014. This was a huge responsibility and with a very supportive EC, there was a very successful transition into 2015. In April 2015, Dr Maree Madden was able to resume her position as President so Eve Hedley stepped down and became a Committee Member.

One of the major achievements of the year was the launch of the new ASLIA website. The new website takes ASLIA into a new era for members by offering an online payment system, space for state branches to create their own content and for members to receive ongoing news, event information and more.

As agreed with the ASLIA membership, there was no ANC 2015; however, a full day of ASLIA activities was held in Hobart. It was the first time a contingent of members and the EC had visited the smaller cohort of members in Tasmania. Dr Maree Madden presented an Auslan to English interpreting workshop in the morning, which was informative and well received. The workshop was held prior to the afternoon AGM.



PRESIDENT 2015 - 2016

Eve Hedley

Elected President at the 2015 AGM, my term began with many challenges. A smaller and inexperienced EC ensured the team was kept busy whilst enjoying a steep learning curve. We came together to have our first face-to-face EC meeting in February 2016 in Melbourne with the aim of establishing the 2016 - 2021 Strategic Plan. As a result of the meeting a restructured ASLIA was decided upon and a project plan set in place. The nationally consultative restructure is the culmination of many years work by previous ECs. In addition, we have recently realised the long held dream of employing a part-time paid national secretariat to support the EC, state branches and members and to ensure ASLIA continues as a robust and successful association into the future.

Another key achievement of this time was the establishment of the National Auslan Conference 2016, in place of the biennial ANC. A decision by ASLIA and Deaf Australia to host the joint event allows both associations to collaborate in order to celebrate both organisations' momentous birthday celebrations. ASLIA's 25 years and Deaf Australia's 30 years have seen many changes; however, never have the two organisations worked so closely together. An agreement was signed between the two organisations to co-host a conference with the theme "A New Era" which reflects current national technological, educational and political trends in interpreting and the Deaf Community.

NATIONAL AND INTERNATIONAL KEY STAKEHOLDERS

Australian Institute of Interpreters and Translators President — Professor Sandra Hale

AUSIT congratulates ASLIA on its 25th anniversary. As ASLIA's older sister-association, AUSIT acknowledges the splendid contribution of our Auslan-English interpreter colleagues. We have benefited from their skills and knowledge when they joined AUSIT at our foundation, and we are grateful that they did not cease to support us four years later, when ASLIA was established. Dedicated commitment from many dual ASLIA-AUSIT members has contributed to much of the progress achieved in the T/I profession in Australia.

AUSIT is proud to have been able to successfully collaborate with ASLIA in areas of common interest. We have reciprocal access to PD activities, we sponsor each other's events, and we organise events together. ASLIA's partnership in three AUSIT Biennial National Conferences has produced particularly strong synergies.

We wish ASLIA continued growth and success for many more years to come.

World Association of Signed Language Interpreters President — Dr Debra Russell

On the occasion of ASLIA's 25th anniversary, I want to extend my sincerest greetings and best wishes to the members. ASLIA has a long history and many outstanding events that have shaped its culture and vibrancy as an association representing interpreters. As we reflect on the years from 1991-2016, we can identify so many successes.

Whilst pre-dating the establishment of ASLIA, one outstanding success that must be mentioned was the development of NAATI testing and accreditation. Australia led the world in this forward-thinking approach, which continues to adapt to the community's needs. This is evidenced by ASLIA's long-term advocacy, which resulted in the recent inclusion of a process to recognise DIs.

A second success that I have personally experienced is that ASLIA and its state branches have offered exceptional PD opportunities, both through its regular workshops and ASLIA's annual conferences. Each time I have had the pleasure of attending ASLIA events, I am so impressed by the energy and commitment that interpreters in Australia bring to their quest to be the best they can in order to serve the Deaf community. In addition, the COF is an idea that WASLI has incorporated from your history, as it has clearly increased the capacity of interpreters outside Australia to benefit from the resources, talent, and generosity of your members. Finally, your newsletters and e-Updates are a testament to how effectively you communicate with your members and how well ASLIA represents the profession of interpreters.

WASLI is very proud to have ASLIA as a national member — in fact, ASLIA was one of the first to join when WASLI was created! On behalf of WASLI, I thank you for your leadership and generosity in sharing your knowledge and experience with other associations and interpreters around the globe. It is our hope that ASLIA will enjoy another 25 years of exceptional growth and outstanding successes. Enjoy your celebrations, reflecting on 25 years of amazing people, who have done amazing things with, and because of, ASLIA. Congratulations and well done ASLIA!



REPRESENTATIVE COUNCIL MEMBERS' POINTS OF VIEW

Amy Blaylock — South Australia

2011 was a key time for ASLIA South Australia, re-establishing our state branch for the third time, and being able to tap into the RC (Representative Council) network to help me to support our working group and the South Australian Committee to take the best ideas and experiences of ASLIA and incorporate them into our work.

Khang Chiem — Victoria

My time as the RC member for Victoria from 2008-2012 was a true honour and privilege. I am most proud of the establishment of the Auslan Interpreting Industry Forum Victoria in 2010. The collaboration amongst the state branches and support from ASLIA was extraordinary, and their commitment to the advancement of the profession cannot be overstated.

Debbie Draeger — Tasmania

Being an ASLIA RC member for Tasmania and being involved in meetings, discussing strategy for planning and development, helped me to better support my state branch with its own planning. Planning a PD was always difficult without mainland contacts or a number of willing presenters within our membership.

Julie Griffiths — Queensland

Winter School 2005 was my first encounter with ASLIA where I was welcomed into the interpreting community, ultimately serving ASLIA Queensland as Treasurer and RC member. Working with the ASLIA EC and state branches has been a highlight. Being part of a community of like-minded people striving to improve all aspects of our profession is paramount.

Katie Hinton — New South Wales

ASLIA New South Wales has had a collaborative relationship with ASLIA for the last 25 years including highlights such as ANC 2011 and the Professionals Australia roadshow. Position papers created at a national level has assisted us greatly at a state level and we appreciate the opportunity to be able to have an information sharing platform in the national committee.

Robyn Tsapazi — Western Australia

Being part of the evolution of ASLIA has been amazing. Highlights of my involvement include ASLIA Western Australia Interpreter Awards, Sign Idol, NAATI Revalidation, NAATI Recognition of Deaf Interpreters, Registration Board debate, Winter School 2006, ANC 2014, ASLIA Western Australia Silver Anniversary, friends I have made and colleagues I have worked with. It has indeed been a privilege.

ASLIA SUB-COMMITTEES

As an organisation with a solely volunteer EC, ASLIA co-opts members from across Australia to support vital work through its sub-committees. Currently, there are three sub-committees: the COF and the two outlined below.

Deaf Interpreter sub-committee Chair 2013 to present — Dr Lori Whynot

In January 2013, the ASLIA EC delegated to Lori the task of convening a Deaf Interpreter sub-committee. Selected ASLIA members were mobilised to work with NAATI to formally recognise the valued work DIs bring to the profession. The endeavours of Dr Lori Whynot, Robyn Tsapazi, Patricia Levitzke-Gray, Dr Karen Bontempo, Stephanie Linder, and consultation with Della Goswell, led to a formal announcement of NAATI DI Recognition at the ANC in October 2013. The sub-committee also prepared an ASLIA DI policy.

From October 2014 to August 2016, NAATI granted DI Recognitions to 18 individuals for specific skill areas in the DI recognition skill set: Deafblind interpreting, sight translation (from English source texts), interpreting between Auslan and non-conventional sign language, or a foreign signed language.

Between April and August 2016, key ASLIA DI sub-committee members consulted with NAATI to draft a DI Paraprofessional Examiners' Manual, which gives guidance for assessing DI Paraprofessional level Accreditation in two skill areas - English-Auslan sight translation and Auslan to Non-Conventional Sign Language.

For over a decade, ASLIA had striven for equitable pathways to DI training and accreditation. This provided a strong foundation to the current work that has seen NAATI DI Recognition and for important, ongoing work.

Deaf Interpreters reflect on the evolution of their contribution to interpreting **Chris Dunn — Victoria**

I started as a DI in 1990 interpreting for Deafblind guests in my Auslan classes. And later interpreting for Deaf migrants and American Sign Language users, in mental health and legal settings. ASLIA has always encouraged DIs to attend PD, and advocated for DI credentials with NAATI. After many years of hard work from ASLIA, I now have my NAATI number!

Patricia Levitzke-Gray — Western Australia

Thank you ASLIA for involving Deaf interpreters in the interpreting field. As a DI myself, I am pleased that DIs are recognised by NAATI and for ASLIA support. I look forward to continuing, successful collaboration of professional and ethical interpreting teams to provide access.

Stephanie Linder — Victoria

If it were not for ASLIA, I do not think I would be either a DI or an interpreter trainer. I am grateful for the support ASLIA has provided me in this very old, yet very new profession. Deaf people have been interpreting for each other for many years. I have interpreted for other deaf people and they have interpreted for me when I did not understand what was being said. We do this for each other with no questions asked, but ASLIA was the one who recognised it and created opportunities for us. I look forward to more opportunities to work with ASLIA to pave a pathway for other DIs.

Interpreters in Education Settings sub-committee Chair — Julie Judd

The Interpreters in Education Settings (IES) sub-committee was established two years ago to look at the issues surrounding Deaf education and interpreting services. We are in the process of finalising a survey that will be widely distributed to educational interpreters. The survey aims to collate national data, to obtain an understanding of this specialised area of the workforce to then enable the sub-committee to plan further developments in this field.

ASLIA EVENTS

JW Flynn Oration

In 1993, ASLIA National began inviting selected individuals to deliver a presentation entitled “My Journey” at the National Deafness Conference Interpreting sessions, in which the presenter was asked to outline their personal journey as an interpreter. At this time, the National Deafness Conference brought together interpreters, the Deaf community and other workers within the Deaf sector. In 1995, Peter Bonser (then President of ASLIA National) wrote to John Flynn seeking his agreement for ASLIA to formally rename “My Journey” as the JW Flynn Address in recognition of John’s pioneering work in the field. John also agreed to deliver the inaugural JW Flynn Address at the National Deafness Conference in Hobart, 1996. Since then, the JW Flynn Address later known as the JW Flynn Oration, has become a highlight of the ANCs.

The JW Flynn Oration describes “...the personal and professional journeys of the individuals concerned, all of whom are also recognised as pioneers in various ways — very strong ambassadors of sign language interpreters and contributors to the professionalisation of the interpreting field.”

List of Orators

NDC 1993, “My Journey”
— John W Flynn, Victoria

NDC 1996, Hobart: JW Flynn Address
- John W Flynn, Victoria

NDC 2000, Sydney: JW Flynn Address
— Marianne Bridge, Victoria

NDC 2002, Melbourne: JW Flynn Oration
- Peter Bonser, New South Wales

NDC 2003, Sydney: JW Flynn Oration
- Dr Harry Blackmore, Western Australia

WS 2004, Launceston, JW Flynn Oration
— Amanda Dolejši, Australian Capital Territory

WS 2005, Cairns: JW Flynn Oration
- Andrew Wiltshire, New South Wales

WS 2006, Perth: JW Flynn Oration
— Professor Jemina Napier, New South Wales

ANC 2007, Sydney: JW Flynn Oration, Sydney
— Dr Karen Bontempo, Western Australia

ANC 2008, Darwin: JW Flynn Oration, Darwin
- Patricia Levitzke-Gray, Western Australia

ANC 2009, Melbourne: JW Flynn Oration
— Della Goswell, New South Wales

ANC 2010, Brisbane: JW Flynn Oration
- Merie Spring, Queensland

ANC 2011, Sydney: JW Flynn Oration
- Dr Maree Madden, Queensland

ANC 2012, Adelaide: JW Flynn Oration
— Dr Angela Dillon, South Australia

ANC 2013, Sydney: JW Flynn Oration
- Carla Anderson, Victoria

ANC 2014, Perth: JW Flynn Oration
- Chevoy Sweeney, New South Wales

ASLIA Interpreter of the Year Awards — Nicole Clark

In 2007 the first ASLIA annual awards were held in Perth, known originally as the ‘ASLIA Western Australia St Jerome Awards’. In 2008, ASLIA took on the ASLIA Western Australia initiative and changed the name to the ASLIA Interpreter of the Year (IOTY) Awards. Each state branch was invited to celebrate the IOTY Awards as they would like. The Awards had a national structure that fed into one national award that was announced annually at ANC.

The Awards were always an attempt to highlight and honour an interpreter who had particularly contributed to the profession. State branches were free to celebrate their awards in the way they felt was most appropriate to their local community. We saw family picnics, formal dinners and combined cocktail parties with DA state awards. All over the country, ASLIA members showed that they knew how to celebrate!

In 2016, ASLIA responded to the voices of our membership, and we saw an end to the ASLIA IOTY Awards on a national scale. It was felt that our association and profession had moved on from where it was when the awards were established and was looking for new ways to celebrate and honour the membership. In the near future, ASLIA plans to redevelop the concept of the Awards, looking to find ways for our membership to celebrate each other, and our achievements as an association and our profession.

ASLIA IOTY Awards Recipients

2007 Gerry Shearim

2008 Cynthia Cave

2009 Chevoy Sweeney

2010 Stephanie Linder

2011 Bernadette Chapman

2012 Anna Nardi

2013 Merie Spring

2014 Dr Karen Bontempo

ASLIA STATE BRANCH PRESIDENTS' REMINISCENCES

Brooke Buise — Western Australia

Reflecting on ASLIA's 25 years, we celebrate and applaud our amazing pioneers, both Deaf and hearing, for their significant contributions to the evolution of interpreting. Locally with Winter Schools, ANC's, Interpreter Awards, PD, DI Recognition, and nationally, with collegial support and key relationships having all contributed to the strength of ASLIA.

Maxine Buxton — Victoria

As we mark ASLIA's 25th anniversary we can celebrate the many achievements by and for members as well as the Deaf community. To the volunteers who have worked tirelessly for our benefit on the national executive, I send my heartfelt thanks. For the important work of ASLIA to continue, we will again need to reimagine our place and contribution to the profession — as did our colleagues a quarter of a century ago.

Steve Robinson — Tasmania

In 1994 members of ASLIA National guided us, encouraged us and challenged us during our formation of ASLIA Tasmania. This was the start of a continuous state branch that has now amalgamated with ASLIA Victoria.

Professionals need a professionally run organisation that promotes the best that its members can aspire to. As founding President of ASLIA Tasmania, and on behalf of all interpreters in our state, I congratulate ASLIA on its 25th Anniversary.

Chevoy Sweeney — New South Wales

ASLIA has had many "thought leaders" in its midst, and as an entity has inspired practitioners through education, innovation and expertise in the field of interpreting. As a past ASLIA New South Wales President, we have had ASLIA as a shining light to guide us in supporting our local membership.

Karli Timms — Queensland

ASLIA is an organisation I have always believed is worth supporting. It is not always easy, and like many others, countless hours are given to be part of ASLIA and its growth. However, to see how interpreters have grown through our PD opportunities, networking, mentoring each other and working together is invaluable.

Adrienne White — South Australia

I love ASLIA; it is the best way for interpreters to network and support each other. All ASLIA committees need to keep it "fresh" by training and mentoring newer interpreters. By doing this we can all "give back" and serve other members. I am confident that ASLIA will continue to work in the best interests of interpreters into the future.

ASLIA COMMUNICATIONS

ASLIA e-Update Editor — Paul Heuston

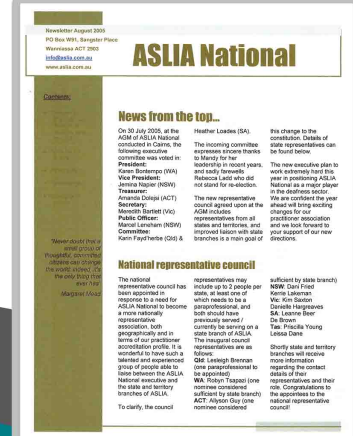
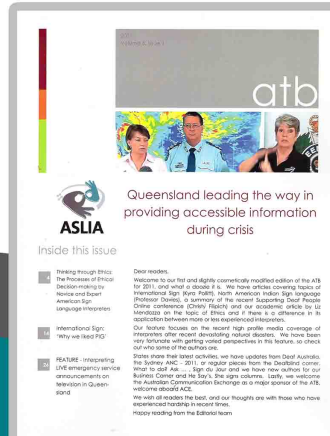
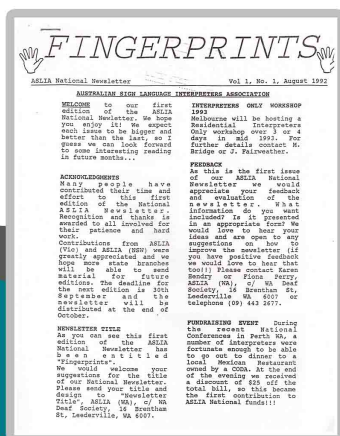
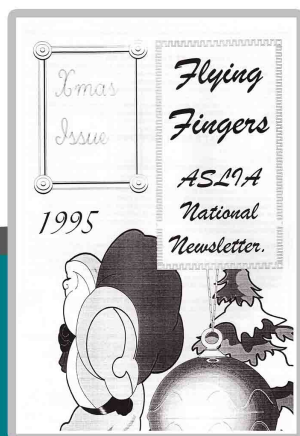
ASLIA has utilised a range of communication channels over the last 25 years to disseminate information to members. From 1991 - 2010, ASLIA National had no members of its own, which influenced the type and frequency of communications. Throughout that time, member communications included annual training events, paper newsletters sent in the post, magazines, reports, emails and ASLIA websites.

Some of the previous ASLIA National communications include: *Fingerprints* (Dr Karen Bontempo and Fiona Perry, co-Editors, 1992), *ASLIA National Newsletter* (Dr Karen Bontempo, Editor, 1993), *Flying Fingers* (Dr Angela Dillon, Editor, 1994 — 1998), *ASLIA National Newsletter* (Amanda Dolejší, Editor, 1999 — 2000), *ASLIA National Update* (Amanda Dolejší, Editor, 2003 — 2004) and *ASLIA National News* (Karin O'Reilly and Dr Karen Bontempo, co-Editors, 2005 — 2007).

Following the successful transition from stand-alone state based membership structures to a new ASLIA membership structure on 1 July 2010, interpreters now had one national association. To reflect the new entity and membership requirements, the ASLIA website was restructured. ASLIA continued to produce National Newsletters with different EC members taking on the task through to 2011.

ASLIA National formally took over the ownership of the *Across the Board* (ATB) magazine from ASLIA Victoria in September 2009. After six successful and long years of dedicated service beginning in 2005 as an ASLIA Victoria publication, Cynthia Cave and Susan Emerson both tendered their resignations in May 2011, however, Susan kindly agreed to stay on to produce the December 2011 edition. Following an unsuccessful campaign to recruit new volunteers, the ASLIA EC decided that the ATB magazine would cease production.

Paul Heuston introduced a new national, monthly communication, the *ASLIA e-Update* with a sole focus on members and relevant interpreting practice-related matters. The first edition was the *November 2011 ASLIA e-Update*; it is published 11 times per year and has been part of our history for the last five years. Thanks must go to Rhonda Ryde (2011 — 2014) and Karen Boocock (2014 — present), layout designers with Paul Heuston as Editor. The *ASLIA e-Update* and the ASLIA website represent the primary communication channels ASLIA now uses to disseminate information to its members, the T/I industry, Deaf community and the wider community.



AUSTRALASIA AND OCEANIA REGION

Sign Language Interpreters Association of New Zealand President — Rebecca Curtis

SLIANZ is ASLIA's closest neighbour and the only other national interpreter organisation in the WASLI Australasia and Oceania region, in which we share a Regional Representative role. Although vastly different in size, the two organisations have always shared common goals and issues as well as closely related working languages. This encouraged cooperation from the start across a range of activities from exchanging newsletters, attending and presenting at each other's national conferences and discussing policy, to sharing ideas like the Skills Auction and the Creating Opportunities Fund blue piggy banks.

In 2012, the relationship was formalised with a Memorandum of Understanding and a reciprocal membership agreement that opened up PD activities including ANCs and *Interpret-Ed* for SLIANZ members. We congratulate ASLIA on its milestone anniversary and look forward to continued close contact both formally and informally between our members.

WASLI Australasia and Oceania Region Representatives 2011 to 2015 — Sheena Walters and Anna Vost

WASLI Australasia and Oceania worked with various individuals from Australia, Fiji, Kiribati, New Zealand, Papua New Guinea, Samoa and Tuvalu and maintained contacts in the Solomon Islands, Tokelau and Tonga.

In 2014, a partnership between SLIANZ and ASLIA's COF led to an Interpreter Training Program in Suva, Fiji. The course ran over six days with interpreters from Fiji, the Solomon Islands and Tuvalu attending. As a result, there were more calls for annual training of this sort. WASLI was also pleased with the way that this training also strengthened regional networks.



ASLIA NATIONAL CONFERENCES

The success of the Cairns Winter School 2005 and the Perth Winter School 2006 were the impetus to rebrand the annual event in 2007 as the “ASLIA National Conference”. ANC’s were then held annually until 2014, when the members decided that the conference should become biennial. ASLIA wishes to gratefully acknowledge the Organising Committees who worked tirelessly on each of the ANC’s.

ANC 2007 — Sydney

Convenor — Marcel Leneham

ITW Chair — Dr Karen Bontempo

Organising Committee — Dr Meredith Bartlett, Amanda Dolejší, Professor Jemina Napier, Karin O’Reilly, and Kylie Scott

The ANC was convened by the ASLIA National Executive with support from ASLIA New South Wales and Macquarie University. Dr Rachel McKee was the keynote speaker, with her paper titled: *The role of mouthing in sign language interpreting*. Another conference highlight was the ASLIA members’ forum which provided an opportunity to discuss the proposed ASLIA membership restructure. The forum gave rise to a Discussion Paper which was distributed to members and stakeholders for consultation and feedback.

“Chuchotage” equipment, provided by the Western Australian Deaf Society, was used for the first time. This technology enabled delegates not fluent in Auslan to access spoken English interpretations via wireless headsets. For hearing presenters delivering presentations in Auslan and hearing delegates who were fluent in Auslan, this technology allowed them to avoid the distraction of hearing the simultaneous Auslan to English interpretation.

ANC 2008 — Darwin

Convenor — Marcel Leneham

Chair — Kylie Scott

ITW Co-Chairs — Dr Karen Bontempo and Marcel Leneham

Organising Committee: Debb Lovett and Tanya Miller supported by volunteers Helmy Bakermans and Paula Thornton

The theme of the conference was *Growing the Profession*, which was intended to reflect the domestic and international increased recognition and professionalisation of signed language interpreting. The theme was also particularly relevant to challenges faced by Deaf people and interpreters in rural and regional settings, such as the host city, Darwin, where there is a great need to grow the profession.

Highlights of the ANC programme included: presentations by the keynote speaker, then WASLI President Liz Scott-Gibson; the JW Flynn Oration by Patricia Levitzke-Gray; and, a presentation by Lindsay Heywood, the CEO of NAATI. The programme also included presentations on: Indigenous interpreting, Deaf interpreters and translators, using role shift, interpreting in isolated communities, research-based presentations which explored the demands of professional practice, and presentations about a mentorship programme and interpreting in mental health settings.



ANC 2009 — Melbourne

Convenor — Susan Emerson

Chair — Kylie Scott

ITW Chair — Dr Karen Bontempo

Organising Committee: Cathy Clark, Danielle Don, Julie Judd, Amie O’Shea and Viona Woodfroffe

The theme of the conference was *Unpacking the Interpreter*. From the beginning, our vision was to raise the standard of our members’ national conference. We wanted interpreters to feel proud to be a part of the profession, and at the same time inspired, challenged and encouraged.

Led by Robyn Dean and Dr Robert Pollard’s incredible keynote, the standard of papers were of the highest caliber. Also featured were quite a few firsts including: pre and post conference workshops presented by renowned international practitioners (Brian Morrison, Nigel Howard, Robyn Dean and Dr Robert Pollard); use of DIs and International Sign interpreters, forming part of the largest ANC interpreting team of 14; and, a scientific committee that selected papers using a double-blind peer review process.

Della Goswell gave a mesmerising JW Flynn Oration. ANC 2009 saw the largest delegation to date — with 276 registrants — including the largest number of Deaf participants and five COF-funded interpreters from Cambodia, Fiji, Thailand and Uganda.



ANC 2010 — Brisbane
Convenor — Marcel Leneham
Chair — Kylie Scott
ITW Chair — Dr Karen Bontempo
Organising Committee — Eve Hedley, Rachel Lai, Dr Maree Madden, Brett Milton, Pam Spicer, Merie Spring and Carmel Webb

The theme for the ANC — *Interpreters and ... Exploring settings, interactions and best practice in interpreting* was chosen to reflect the diverse nature of the work interpreters do; their interactions, relationships and roles; and, our constantly increasing understanding of these factors, which helps us identify and strive towards best practice. The keynote speaker was Dr Lorraine Leeson.

We were honoured to have members of the WASLI Board in attendance and presenting at the ANC, and were also delighted to be able to have COF delegates from the four corners of the world.



ANC 2011 — Sydney
Convenor — Karin O'Reilly
Chair — Kylie Scott
ITNS Chair — Dr Karen Bontempo
Organising Committee — Cordelia Bampton, Nicole Clark, Fran Collins, Brendan Harding, Rachel Lai, Kerrie Lakeman, David McQuiggan and Chevoy Sweeney

ANC 2011 saw Canadian Dr Debra Russell visit our shores as the international keynote speaker. Her warmth and willingness to share information around educational and legal interpreting was refreshing. The theme was *Between a Rock and a Hard Place*.

Dr Maree Madden delivered a very engaging JW Flynn Oration and this year saw Susan Emerson coordinating the COF with the major fundraising auction once again held to raise funds. ASLIA was particularly grateful to all the individuals who personally donated to the COF to support the attendance of COF delegates at ANC and ITN Symposium this year. Overall 177 delegates attended, of which seven were international.

The Gala Dinner "Black Ban Carnivale" was a particularly memorable event, with MC Andrew Wiltshire (aka drag name Madame Coco) hosting some very entertaining lounge conversations on stage. The evening also consisted of some amazingly talented performances.



ANC 2012 — Adelaide
Convenor — Karin O'Reilly
Chair — Kylie Scott
ITNS Chair — Dr Karen Bontempo
Organising Committee — Amy Blaylock, De Brown, Dr Angela Dillon, Gerry Shearim, Chelsea Turner, Amber Venner and Adrienne White

The conference theme *Rediscovering our roots; shaping our future* allowed delegates to reflect upon the 21 years of ASLIA's existence and the changing environment in which we work. Convened in conjunction with ASLIA South Australia, the conference venue was held at The Intercontinental Hotel. Dr Angela Dillon delivered the JW Flynn Oration at the Friday night welcome event.

The keynote presenter was Professor Bencie Woll from the United Kingdom, presenting on Saturday, "The Signing Brain" and on Sunday, "Communication and Interpreting with Deaf Linguistic Isolates". Whilst the entire ANC reflected upon the fact that ASLIA was celebrating its 21st birthday, the Saturday night Gala Dinner saw the celebration come to the fore with a 1990s theme and with presentations from all past Presidents as well as a beautiful, celebratory cake.



ANC 2013 — Sydney
Convenor — Paul Heuston
Chair — Danielle Don
Organising Committee — Gina Auciello, Teresa Cumpston Bird, Melinda Dagger, Sandra Remedio, Joe Sabolec and Daryl Seibright

The ASLIA EC agreed to change the traditional ANC and ITN Symposium 4.5 day August event to a one day ANC event on Saturday, 19 October in recognition of the Deaf Society of New South Wales Centenary celebration premiere event — WFD World Conference. *All in a Day's Work* was the theme, and the University of Technology Sydney's Aerial stunning, rooftop space was the venue. Due to the size of the venue, registrations were capped at 100 registrants.

A few highlights include Dr Christopher Stone's captivating history of the profession of sign language interpreting in the United Kingdom and Australia, NAATI's long-awaited announcement of Deaf Interpreter Recognition, Carla Anderson's humorous JW Flynn Oration, ASLIA National Interpreter of the Year Award recipient Merie Spring, hosting several COF sponsored delegates and WASLI President Dr Debra Russell. Sincere thanks go to all presenters, sponsors, volunteers particularly Melinda Dagger's family, and the hard-working OC for making this a brilliant event.



ANC 2014 — Perth
Convenor and Chair — Danielle Don
ITNS Chair — Dr Karen Bontempo
Organising Committee — Wendy Boase, Karen Boocock, Teresa Cumpston Bird, Christy Filipich, Daryl Seibright, Gerry Shearim and Robyn Tsapazi

A comprehensive ANC was enjoyed by 148 conference delegates as well as additional day delegates and conference dinner attendees. *A Profession on the Move* was the theme, and the Friday evening cocktail party kicked off proceedings with a bang. On Saturday, keynote speaker, Dr Robert Adam enthralled us followed by a selection of engaging presenters. The Gala Dinner was packed full of colour and positivity with entertainment from drumming group Wasamba, Sign Singing performances and a fun photo booth for lasting memories.

Sunday continued with captivating topics including a panel discussion about the NDIS and with conference proceedings concluding with the ASLIA AGM. Special thanks must also go to ASLIA President, sponsors, volunteers, and hotel staff for their support and enthusiasm in assisting to make ANC 2014 a stand-out event.









SOME FINAL THOUGHTS ABOUT *THE FIRST 25 YEARS*

Colin Allen — New South Wales

Strength in Unity!

Over the last 25 years, successful bridges have been created between the Australian Deaf and Auslan-English interpreter communities.

Unity is the key to success

Dr Breda Carty — New South Wales

25 years of ASLIA! It is hard to believe. But I can remember the days when we could never take the availability of interpreters for granted. I remember being grateful for any interpreters at all, and never thinking about the quality or accuracy of their work because we took what we could get. I remember interpreters routinely being hurt and wearing braces or slings. I remember volunteer interpreters toiling for hours without breaks. And I remember the emergence of this wonderful organisation of professional, passionate and reflective allies of the Deaf community, who strove to be better at what they did because they wanted us to have more access and opportunities to be better at what we did.

For these advances and many more, I am grateful to ASLIA and all its members and supporters over the last 25 years. Congratulations on your achievements and may you grow and prosper along with Deaf people.

Deborah Hayes — Australian Capital Territory

An honour and privilege to work with the pioneers who established and continue to uphold our professional integrity. Thank you.

Pam Spicer — Queensland

When I was in my 20s, there was no such thing as “interpreters” in Australia. When I was in my 30s, I was Secretary of Sydney’s “Concerned Deaf” who advocated for Sign Language interpreters. When I was in my 40s, ASLIA was born. When I was in my 50s, ASLIA was thriving. Now I am in my 60s, ASLIA ... congratulations!

Priscilla Young — Tasmania

We are a small group of interpreters here in Tasmania and I am not originally a local. We worked hard together, but sometimes we were challenged in our efforts to provide PD for our members. I am forever grateful to my mainland colleagues who took the time to come to Tasmania to provide PD and for local colleagues who supported the PD events. Our connection to ASLIA has meant that this could happen. Thank you one and all!

Thank you to the ASLIA 25th Anniversary sub-committee: Paul Heuston (Chair), Peter Bonser, Dr Karen Bontempo, Marianne Bridge, Teresa Cumpston Bird, Amanda Dolejší, Eve Hedley, Marcel Leneham, Dr Maree Madden and Professor Jemina Napier.

The ASLIA 25th Anniversary sub-committee also wishes to acknowledge the contributions made by Loretta Walshe and Benita Milner in the production of this book.



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