



# **Annual Report 2022- 2023**

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## Chairpersons Report *Belinda Roberts*

I am very pleased to provide members with the Chairpersons report for the 2022-2023 membership year.

The 2022-2023 year has been very busy for ASLIA. The biggest task the Board has undertaken this period is navigating the process of legally restructuring ASLIA. We evaluated our systems and structures and engaged the services of Baker and McKenzie Lawyers on a pro bono basis, to assist us in determining the most appropriate legal structures for us to continue serving our members now, and into the future. This process involved several consultations with ASLIA members to discuss the benefits, respond to questions and gather feedback on the drafted documents and proposed restructure to a Company by Limited Guarantee. This information informed the final draft of documents including the new National Constitution, which was released with further consultation, and final voted and adopted at the SGM on August 5th 2023. Along with the Constitution, several Terms of Reference documents were created which support the new National structure. These Terms of Reference documents include for the State and Territory Committees, Specialisation Committees, Operations Committees and one for Representatives of ASLIA.

In conjunction with the structural changes, ASLIA embarked on an engagement activity with members to consider a new name for our professional association to more accurately reflect the work of ASLIA and the industry it represents. Wonderful and creative suggestions for a new name were submitted by members, with this extensive list being distributed to the whole membership for short listing. The top 3 shortlisted names then went out for a final vote and the clear winner was ASLITA, Australian Sign Language Interpreter and Translator Association. The new name was voted on and adopted at the at the SGM on August 5th 2023.

State and Territory Associations are now in the process of engaging with state and territory members to voluntarily close their state associations and begin functioning as a committee of ASLITA National. Looking forward to the 2023-2024 year, we anticipate the formal move to a Company Limited by Guarantee (CLG) to be operational in the first half of the reporting year and all states and territories to have closed and be working as committees as part of the ASLITA National CLG structure.



In early 2023, the ASLIA Board completed governance training from Justice Connect. This was a valuable experience covering the basics of good governance when running a not-for-profit incorporation as well as not-for-profit companies by limited guarantee. The timing of this training was particularly opportune, as we had an opportunity to ask questions about good governance should we vote yes to move to a National Association. Ultimately, this training was valuable in ensuring each Director is on the same page now and into the future.

## **Events**

There was a rescheduling of the Mini ANC to become the ASLIA Mini Event in November 2023 in conjunction with the ASLITA AGM for 2023. Works began for ANC2024 which will be held in September 2024 in Adelaide. Recruitment also began for the ANC 24 coordinator.

The Pioneer Project was held earlier this year to record the history of sign language interpreting in Australia during 1970-1990. There were panel presentations from each state with people responding to questions about how they got into this work, the impact of the United Nations International Year of Disabled Persons, experiences or memories about the separation of the welfare worker role from the role of interpreter and gaining of NAATI accreditation. Keynote presentations were delivered by Honorary Professor Trevor Johnston, Dr Breda Carty, Assoc. Professor Robert Adam, and NAATI (National Accreditation Authority for Translators and Interpreters) representatives. Resources were created with an expected release at the end of 2023. This event is particularly timely given ASLIA is moving into a new era with a new name. It is so important to preserve and pass on this history of our profession and our association. A big thank you to everyone who was involved in making this event happen.

## **Advocacy and Representation**

On the 27th June 2023 ASLIA attended the directional hearing with the Fair Work Commission for the Draft Language Service Award and lobbied for changes to the proposed draft to improve the working conditions of interpreter and translators. ASLIA has been collaborating with its industry stakeholders in the establishment of better working conditions for Interpreters and Translators industry wide.

ASLIA met with the Interpreting Sector Policy Section of the Department of Home Affairs to continue conversations around the challenges ASLIA perceives in the interpreting and translating space, discussing possible solutions from a policy and funding perspective. ASLIA also discussed the challenges that arise from Auslan



interpreting and translating often straddling multiple government departments and industry bodies (e.g. Department of Health and Aged Care and national multicultural affairs) and therefore often being overlooked or ineffectually siloed in policy discussions.

ASLIA met with the Department of Health and Aged Care to discuss the review of Auslan interpreting services in this sector. Part of this discussion included the current usage of Auslan interpreting services across a broad range of health care settings with the goal to specifically identify enablers and barriers to the provision and use of these services.

ASLIA took the opportunity to prepare a written submission to the Commonwealth Communication Ministers office. This submission resulted in an invitation to work alongside ministerial advisors on issues related to the recruitment and retention of interpreters in the context of 24hr VRI services and the impact of inconsistent use of Auslan interpreters for public announcements made by government. ASLIA has put forward that it should be an accepted standard that Federal and State government public facing announcements and Parliamentary sessions are to be Auslan interpreted. We also raised concerns around funding models in the interpreting industry, and challenges in collecting usable and effective data to illustrate the unmet service requests and data demonstrating the use of NDIS funds to fill unmet needs from government services.

AUSIT held their annual conference in November 2022, whereas Chairperson of ASLIA, I joined a panel discussion on the casualisation of the workforce and the impacts this has on retention and recruitment within the industry.

### **Supporting the Community/Industry Engagement**

Via the Creating Opportunities Fund (COF) fund, ASLIA sponsored a participant from a developing country to attend the WASLI conference held in July 2023 in Jeju, South Korea and contributed a WASLI Sponsorship of Emerging Countries. ASLIA has also made a commitment to reinvigorate the COF in order to continue supporting opportunities in the interpreting and translating space. ASLIA also sponsored the Crossing Borders Youth Camp.

The creation of the position paper on Interpreters signing legal documents was also released to inform interpreters on navigating the dilemma of being asked to sign documents whilst interpreting. ASLIA has also worked with DeafACT to contribute to the Auslan inquiry which resulted in 25 recommendations to improve Auslan access.

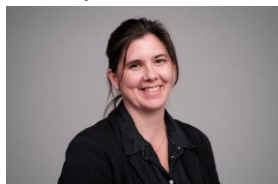


The Oceania Sign Language Interpreters Training and Talanoa Sessions invited the ASLIA Chairperson to present on the process of setting up associations and governance structures for interpreting and translating associations. It was a great experience connecting with our neighbours and sharing our knowledge on navigating the challenges of setting up and maintaining an association in response to the changing needs of the industry and community.

Thank you to the Board members who have served on the ASLIA board over the last 12 months.

## Executive Committee

Chairperson - Belinda Roberts (NSW)



Vice Chairperson- Carla Anderson (Vic)



Secretary- Christabel Cresdee (SA)



Treasurer- Sheree Murry (ACT)



## Board Members

Dani Ferndale (QLD)



Christy Filipich (WA)



Alana Wilket (WA)



Maddison Inglis (SA)



Daniel Hately (NSW)



Neil Phipps (Vic)





Below is a summary of ASLIA board activities in the last financial year.

#### Regular meetings with NAATI

- Submitted a report along with DeafACT to the Auslan inquiry in ACT
- Worked with Home Affairs with the review into language services
- Continued work on updating the ASLIA constitution with lawyers Baker and Mackenzie.
- Online consultations with members for restructure feedback
- Shared and promoted requests from universities researching specific elements of interpreting.
- Annual General Meeting Nov 5th
- Worked with WASLI Oceania group to support interpreting in the region
- Sent submissions to lobby for improved interpreting provisions by State and Federal governments.

#### Subcommittees

Major accomplishments were achieved in several portfolios including the Mentoring Program and the Interpreter Awareness Training program. ASLIA held a mentoring training PD, to upskill more interpreters to become mentors in the program. New mentors have been added to the website. Changes are also happening, to make it easier for mentees to get in touch with mentors. The Interpreter Awareness Training project has been completed. The Training package is now available for purchase. We have seven trainers located around Australia who are able to deliver this fee-for-service training. The Interpreter in Educational Settings committee has also worked incredibly hard this reporting year, with many events and consultations with people working in educational settings.

ASLIA is composed of you and me. It's powered by people. I encourage you, ASLIA members, to contribute to building the profession you want to see sign language interpreting and translating to become. Your input is needed and valued. ASLIA runs on people contributing their diverse sets of skills and knowledge. Whatever your area of interest and skill, there is a way it can be applied to help ASLIA to achieve its purpose to support its members and grow and strengthen the interpreting and translating industry. Under the new ASLITA structure there will be plenty of opportunities to put your hand up and get involved in big and small ways.





I wish to thank the board and members nationwide for their contributions and dedication to ASLIA and its vision. These roles are voluntary and I want to acknowledge that the contributions of time and skill from our committee members is what drives the success of ASLIA, in turn adding to the strength and cohesiveness of our industry. With sincere gratitude, I thank all who have contributed to date. There is no ASLIA without you!



## Vic Tas

Dear members,

Slightly amusingly, my first annual report as President of ASLIA Vic/Tas, also happens to be the last annual report of ASLIA Vic/Tas. The year has flown by, and a metric tonne of machinery has been ticking in the background the whole time to bring us to this sparkling new chapter we are all about to embark on. Make yourself a cuppa, let's review.

Starting with last year's AGM, we bid farewell to outgoing President Kirri, outgoing Secretary Laura, and Committee Member Glenda. I was not on the board at that time to witness them in full flight, however, as a colleague of all three of them, I can vouch for their dedication and professionalism at any endeavour they put their minds to. To all three, thank you so much for your terrific contributions – the committee I joined is a very well-oiled machine. Immediately following the AGM was another edition of the series "Interpreter Stories" presented in collaboration with Auslan Stage Left. Congrats to the presenters who bravely shared some of their #terplife experiences: Merie, Andre, Pauline, Arunas, and Celeste.

The end of the year was a little shaky for us all, due to some IT issues standing in our way. I am not very tech savvy – usually when I try to do solve an IT problem I end up setting fire to the house somehow, so I was relieved to know it wasn't just me having access problems. Apologies to those of you who were waiting for our cyberspace to exist again!

Our planning day in early Feb was our first full face to face meeting as a new committee, and what a productive day it was. The team caught me up on some of the feedback they'd been receiving since the grim face of Covid19 finally seemed to be dissipating. Some important themes we identified were: the re-engagement of the members in a tangible way, re-engaging with the Deaf community in a physical way, and what can we be providing that also addresses our PD needs. This required us to re-visit the question of screen-time: in our post-lockdown world, we must try to lean more towards face-to-face delivery, and continue to encourage interpreters wherever possible to get back out into the community. This would also be applicable to our committee meetings, alternating between zoom and face-to-face.

With this in mind, our first PD was presented in collaboration with DeafBlind Victoria. This was onsite only, as it focussed on practical interpreting strategies and techniques when working with Deafblind clients. Four fabulous committee members



from DBV demonstrated the wonderful world of tactile interpreting, the tactile alphabet, tracking and haptics. With the support of the interpreting team, all members got to give each variety a go, some having never attempted it before!

Next up, as an enticing lead-in to the upcoming WASLI and WFD events, the inimitable Shirley Liu presented a PD on International Sign. As President of the WFD Youth Section, Shirley has a wealth of knowledge on Deaf youth, human rights issues, the structure and operation of the WFD, and the presentation of International Sign in such a formal setting. A zoom link was provided for members unable to join onsite. The workshop was endlessly fascinating, and a great challenge to stop thinking in Auslan, and to re-construct images in a new way.

Our third PD of the year was Let's Get Ethical! - managing social media use and abuse. This was written and presented by myself, after hearing some truly tricky dilemmas / anecdotes from members and colleagues about some of their experiences online. The event was originally offered as onsite only, with a zoom link for Tassie terps, however opening it up to zoom access for all generated considerable interest, so perhaps the offering of a hybrid delivery each time will be reconsidered. The workshop identified two very important issues: lateral violence on social media (personal attacks between interpreters) and the giving and receiving of feedback to each other about our social media presence.

In committee news, this May brought us all a wondrous gift in the form of a new Secretary, Kate Grant. Kate saw that we had been without secretary for a little while, and in the spirit of awesomeness, casually and confidently stepped up to take the bat from Laura, and has been hitting home runs ever since. Sadly, a little while later, the committee had to call a Special General Meeting to remove our Treasurer from the board. It was a difficult time, and some quick repair works had to be made. Thankfully our previous Treasurer, Kerrie, who is a superhero, flew in the window to help us all out and prepare our finances for the AGM and the state wrap-up. We owe her several boxes of chocolates.

Unfortunately, our planned Tassie PD event for September has had to be temporarily postponed due to a couple of competing factors. Don't think we aren't visiting, Tas terps! Hold that thought, we are in the process of re-jigging the workshop and we'll keep you posted when it's time to pounce.

Our interagency bond continues to grow, with Auslan Services, Deaf Victoria, Echo and Expression Australia very kindly showing me the finer details of the landscape in which we work. We have a renewed partnership with VDEI, and I very much look forward to being a cog in that developing wheel. Very excitingly, the current class of



RMIT interpreting students number around twenty, and newbie liaison Gemila and I paid them a visit earlier in the year to promote all things ASLIA, as well as giving them a potted summary of our own journeys discovering the Deaf community. This cohort is sharp as a tack, and we wish them all the luck, and many “break-a-fingers” as they approach their NAATI test dates.

Of course, the other giant announcement of 2023 has been the remarkable move to cease ASLIA as a state-based association, and re-merge as ASLITA, a national company limited by guarantee. ASLIA National has put in the most phenomenal amount of work to make this as smooth a transition as possible and, in essence, all you members out there will essentially not notice a thing. The committee will still be here, just in a slightly different form, and the new systems and processes behind the scenes will ultimately make us stronger than ever.

An impossibly huge THANK YOU rings out the entire committee: Julia, Kate, Carla, Amber, Wendy, Alex, Gemila, Nat, Roey, and our NAATI rep Tarcia. You have all been flawless, going out of your ways to make me feel as welcome as I do, and honestly (cheesy metaphor alert!), when this role can sometimes feel like a tightrope walk, I know I can never fall when we are all supporting each other.

At the Vic/Tas AGM, we will include a special resolution vote to wrap-up our state based entity and merge into ASLITA. We are ever so excited to see you all there. Thank you all so much for simply being you, and being a part of ASLIA Vic/Tas.



## Western Australia

### Excellence

During 2022-2023, we made a decision to focus on our student members, with the establishing of a Student Guild, as well as a Summer School throughout January. This Summer School combined three cohorts of interpreting students from different institutions and provided practical activities, theory revision and networking opportunities with each other, with working interpreters, and with the Deaf Community. We have also continued to run NAATI mock tests to prepare candidates by replicating test tasks and giving on the spot feedback. The Summer School and NAATI mocks can only happen thanks to many of our members volunteering their time and expertise.

We forged a new collaboration with Noongar Language teacher Dylan Collard by providing members with a heavily subsidised 5 week course learning Noongar language and culture. A sharing of language and cultures occurred, with Dylan planning to enrol in Auslan classes, and discussions on how we can continue to work together to benefit both of our communities.

Additional events for members included a full day workshop unpacking and discussing the language of Shakespeare, and social events for members to catch up and network.

### Collaborative

ASLIA (WA) have continued to work with NAATI WA, holding a position on the NAATI Regional Advisory Committee for WA, and working together to support Deaf translators with information and applications to attain the new Recognised Practising Translator credential.

We have continued to provide regular feedback to the Office of Multicultural Interests on issues such as supply-demand concerns, market disorder, and interpreter awareness training.

Our biggest ongoing partnership and project is with the WA Association of the Deaf (WAAD). As well as including each other in responses to enquiries and submissions, we worked together to put together an inaugural exhibition 'Auslan: Now and Then', which took place at Boola Bardip, the WA Museum, to coincide with National Week of Deaf People in September 2021. In 2022 we expanded the exhibition to include visits by school groups and a month-long display in the Hackett Hall foyer throughout



September. This project has a longer aim of building a repository for WA Deaf history that will be beneficial to the Deaf community, interpreters, and Auslan students.

### **Presence**

WA committee members are representatives on other ASLIA committees, such as the Interpreting in Educational Settings sub-committee. Committee members are also active in the wider interpreting community with involvement on the AUSIT In-Touch magazine editorial committee, and Professionals Australia Translating and Interpreting section WA advisory group. Committee members also regularly attended events hosted by AUSIT, Professionals Australia and WAITI and presented to audiences at North Metropolitan TAFE, the Rotary Club of Northbridge and Deaf Express event run by the WA Foundation for Deaf Children.

### **Sustainability**

The committee have been meeting by Zoom most months, with an occasional face to face meeting. Unfortunately, our yearly planning weekend get-away was switched to online at the last moment due to Covid. Our financial position is reasonable for a small branch, partly because we have been fortunate in many of the venues we've used being offered for free, thanks to the generosity of Martin Pritchard MLC, Fremantle Primary School, and NAATI WA. As our events are primarily for Auslan and Deaf interpreters, we also avoid interpreting fees by using the language that is accessible to all participants, and preferring direct communication with our Deaf members.

As a volunteer run committee, we face the same challenges in the sustainability of the association as our fellow state branches, with our work limited by the availability of our committee members. We look forward to the exciting changes ahead as we transition to ASLITA.

## Queensland

### Excellence

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

This included:

- 12 Committee Meetings (online and face to face) an SGM in Feb and the committee team building and PD Planning day
- Three Social events
  - End of year
  - Sausage sizzle Gold Coast
  - Meet and Greet with Drisana
- Seven Professional Development opportunities
  - MHFA
  - Far North Qld PD by Maree Madden on the topic of minimal language
  - ethics choose your own adventure with AGM 21/22
  - Three ethics sessions from Listening Differently
  - Wills and Power of Attorney
  - 11 P-Plater sessions for early career interpreters
  - Presentation from NAATI about Recertification and Recognised Practicing Translator

We had planned to provide another 3 professional development opportunities. However, for various unforeseen reasons, committee resources and the national restructure, we were unable to bring them to fruition this year. We had to cancel our Minimal Language PD; a PD on the topic of LGBTIAQ+ interpreting partnering with ASLIA NSW/ACT and a PD to celebrate Mental Health Week PD.

### Collaborative

ASLIAQ continues to have representation on the Queensland NAATI Regional Advisory Committee meetings. Meetings are held quarterly. These meetings are where stakeholders within the spoken and signed language industry come together to discuss issues and updates regarding the industry. Prominent with these meetings has been the review of language service provision within Qld Government. There is consensus among stakeholders that we need a review which began earlier in 2023



but unfortunately, it has stalled. ASLIAQ continues to advocate for a review and we also continue to advocate for an independent governing authority within the interpreting and translating industry.

Through the NAATI Regional Advisory Committee, ASLIAQ has developed a strong relationship with AUSIT (Peak body for spoken language interpreters) and NAATI. ASLIAQ also developed a project partnership with AUSIT, Patricia Argüello de Avila (an independent spoken language interpreter) and Robert Aurbach (consultant) investigating interpreter satisfaction and current industry working conditions. The findings of this project were distributed to members and have informed ongoing efforts to continue to advocate for working conditions and a review of Language Service Provision in Queensland Government. As a part of this project, ASLIAQ President, Danielle Ferndale, co-presented with Robert Aurbach at the Metro South Multicultural Health Symposium in May, presenting the findings of this project. Danielle also presented separately at the same event on the topic of how to improve the provision of interpreters within Qld health. Danielle was invited to re-present to the Gold Coast Hospital and Health Service staff as a part of their professional development. This second presentation coincided with National Week of Deaf People. Danielle was able to facilitate an opportunity for Rebekah Rose-Mundy, CPDI, to be interviewed for a video recording and written article, again to be distributed to Gold Coast Hospital and Health Service staff as part of their professional development. Both the presentation and interview were recorded with an interpreter and will remain accessible to Gold Coast Hospital and Health Service staff.

Also, through the NAATI Regional Advisory Committee, ASLIAQ facilitated an opportunity for Debra Swann and Merie Spring to provide Deaf Awareness and Interpreter Awareness workshop for the Domestic and Family Violence Courts Program in Qld. This was a very successful event, with court staff from all over Qld down in Brisbane for the session.

ASLIAQ also supported the AUSIT 2022 Conference. The committee contributed to the organisation of the event, advised the AUSIT Organising Committee on the accessibility for the event and recruited volunteers to help on the day.

Following up on a PD provided in 2021-2022, we developed a relationship with UQ School of Medicine. We supported the UQ Educational Advisor for the First year Clinical and Professional Learning Medical School to incorporate some Deaf Awareness activities into their tutorials reaching a few hundred 1yr students across 50 tutorial classes.





ASLIAQ continues to seek out and respond to opportunities to collaborate with stakeholders with the view to furthering the objects of ASLIA.

## **Presence**

The ASLIAQ Committee has worked hard to improve communication with our members. We have put out a comprehensive email newsletter every month updating members on our activities and events. We have made a concerted effort wherever possible to promote our events with at least 4 weeks notice, with members being notified first through the email newsletters and then through socials. ASLIAQ also endeavours to share the events of our sister associations and from National to ensure our members have the best opportunity to be aware of the events accessible to them. We also continue to wish our NAATI test candidates goodluck for their NAATI test and celebrate various days of acknowledgement throughout the year. To improve the visibility of the committee and ASLIAQ we had social media posts introducing the members of our committee.

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

## **Sustainability**

The sustainability of our committee is always at the forefront of our work. Although we have had a full committee for the majority of the past year, our committee was comprised of mostly new members and new interpreters. To invest in our committee, we all gave a few hours of our time for Governance Training. As a new committee, many of us including the executive team, had little to no knowledge of our legal responsibilities and this training was particularly important to give us the confidence to take on our responsibilities but this was also important in light of the national restructure and the committee being able to make informed decisions for the benefit of our members and the association. It was an expense but we have kept the educational resources so we are able to pass on this knowledge to future committee members.

The sustainability of our events is also something the committee regularly discusses. We are aware that there is some demand for PDs to be online and recorded for future use. Every PD the committee has a robust discussion about the format of the



PD, the intent and learning objectives and the practicalities involved. Where it is practical, workable and permitted we will provide the PD online and if appropriate record it.

The committee is also cognizant of our regional colleagues. We have had many discussions about how to support and provide PD opportunities for our non-brisbane, regional interpreters. However, without anyone on the committee from a regional area, we have had considerable difficulty finding out what regional interpreters need or want, appropriate venues and formats, and then balance the financial and volunteer time costs of organising and offering a PD regionally. We definitely want to make sure our regional colleagues have the opportunities and support they need but we need a representative from those areas to guide us and be our on the ground support – guide us to the good venues, offer tech support. Moving forward, once we are in the new structure, if anyone would like to put their hand up to be our on ground person either fully on the committee or just a helper, please get in touch.

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



## South Australia

For the 2022 - 2023 year we had 32 members and 1 corporate member. We are pleased to have welcomed newly certified interpreters to ASLIA South Australia and congratulate members who underwent NAATI testing and became Certified Interpreters in the past year.

The past year has been a particularly quiet one for ASLIA SA. At the last AGM we discussed the long-standing challenges of recruitment for the committee and the impact on the sustainability of the association. A decision was made to voluntarily wind-up the association, which fortunately has aligned with ASLIA National's transition to a company limited by guarantee.

The work we do is limited by the availability of our committee members, and thus we have heavily relied on the professional development opportunities provided by ASLIA National and the other state committees. Where possible we have communicated these opportunities to our members.

I would like to thank Emma Cresdee, Heather Loades and Cheryl Wilhelm for volunteering their time and skills to support the association and industry over the past 3 years. I would also like to thank Maddison Inglis for maintaining her role as the SA representative on the ASLIA National board, a tremendous amount of time and work has gone into changing the structure of ASLIA, and your efforts have not gone unnoticed.

At the ASLIA SA SGM, we will include a special resolution to wind-up our state-based association. We look forward to the future of ASLITA.



## NSW/ACT

### 2022–2023 ASLIA NSW/ACT Committee

This 2022-2023 year has seen the ASLIA NSW/ACT committee working together on many projects to provide services and support to our members. Along with the “return to normal” mandate for employees, we have seen a gradual increase in uptake in face to face activities, be they PDs or meetings. This has been a wonderful development as we return to engage with each other and our community and find a new approach in the work-from-home/face-to-face balance.

ASLIA NSW/ACT has also had the major challenge in managing this time of internal change with the proposed ASLIA National constitution change. The state committee has had time set aside in each of the committee meetings this year to address how we are to approach the idea of ASLIA National changing the constitution, requiring states to voluntarily close and function as a state branch of the ASLIA National Company Limited by Guarantee. Along with these structural changes, it was proposed that ASLIA add the term “Translator” to the name, in alignment with the new NAATI credential A member engagement exercise was initiated and suggestions on the new name for ASLIA were submitted by members, followed by a poll to determine of the suggested names which name was the most preferred. Australian Sign Language Interpreters and Translators Association, ASLITA, came out on top. This new name was presented to members to formally ratify at the ASLIA National SGM.

**The proposal-ASLIA structure:** Historically, National and each state has been incorporated as their own individual Association. This is to change to ASLIA National becoming a Company Limited by Guarantee and states folding their individual registered associations to operate as state committees under ASLIA National.

The management structure alters slightly so that the state committees will only require a Chairperson and Secretary, while the National board maintains the executive roles of National President, Vice-President, Treasurer and Secretary.

After months of member and stakeholder consultation, ASLIA National had their Special General Meeting on the 5th August 2023 and its constitutional changes were accepted, as was the new name, Australian Sign Language Interpreters and Translators Association, ASLITA. This means we are now in phase 2 of the change process where state committees will individually hold either an SGM or include Special Resolutions in their AGM to voluntarily close their state incorporated association and begin functioning as a committee under the Company Limited by



Guarantee structure at National. ASLIA NSW/ACT has been engaging the support of Pro Bono Lawyers Baker and McKenzie to manage this process and have been preparing for the Special Resolutions to be voted on at the NSW/ACT AGM on the 14th September 2023.

ASLIA NSW/ACT considers these changes beneficial in many ways. There will be considerably less duplication of administration as processes become streamlined into the one company and committees will have more time to engage in the works that provide benefit to its members. As a state committee we are excited for our 2022-2023 AGM to present our members with the Special Resolutions to voluntarily close the state based incorporated association and begin functioning as ASLITA, NSW/ACT committee.

With the lawyers' support ASLIA NSW/ACT feel that we have a clear plan and timeline in which to voluntarily close the association in line with NSW Legislation and reform as a state committee. We have in preparation and anticipation all the required paperwork for submission to Fair Work NSW given the "Yes" vote from our members of the Special Resolutions.

## **Excellence**

The sign language interpreting industry has been growing over the previous few years, and we have the challenge of introducing and maintaining our professional standards to new professionals. Delivering and partnering in professional development is one of the ways ASLIA NSW/ACT contributes to excellence in the industry and shares and promotes current best practice. Throughout this year we have provided a many opportunities:



### **Experiencing Ethics**

20th August 2022

### **Sydney Deaf Festival**

26th August 2022

### **NSW/ACT AGM**

25th September 2022

### **Christmas Interpreting**

28th November 2022

### **No-ing and Trusting**

3rd December 2022

### **PD planning session**

### **EOY event**

### **Queer interpreting**

20th February 2023

### **Auslan Stage Left- Foundations of Theatre Interpreting**

### **Tax Tips Rounded and Carnegie**

1st June 2023

### **VRI Interpreting-Deaf Perspective**

15th June 2023

## **Sustainability**

ASLIA NSW/ACT considers sustainability a core value and as such we continually look for ways to grow our business in sustainable ways. We have worked with ASLIA National and other states to look at ways we can invest assets to gain better return. Different banks have been canvassed and assessed for value as we anticipate moving to a Company Limited by Guarantee.

We have looked at ways to deliver face to face events that are both cost effective and environmentally sustainable. Our PDs are returning face to face but as often as possible will include an online option allowing for greater access and inclusion.

We have seen strengthening relationships with stakeholders allowing a well-defined understanding of ways of working together, allowing for longer term planning and collaboration. These strengthening partnerships have allowed longer termed projects to develop supporting our members in areas that require consistent support

## **Presence**

ASLIA NSW/ACT has continued to grow with 112 members, including 4 Honorary life members and 11 associate members. We have continued to maintain online presence and grow brand recognition by engaging with members and the public on social media.

ASLIA NSW met with PSA (Public Service Union) rep to raise the requirement for Educational Interpreters to be acknowledged who are working as SLSO's (Schools Learning Support Officers) in public schools. ASLIA attended a union meeting on



22nd August 2022 to discuss the issue with union members who work in the education system. ASLIA requests that NSW Dept Education acknowledge and pay NAATI certified interpreters accordingly and that uncertified educational interpreters be supported in obtaining the skills and knowledge to achieve NAATI certification.

ASLIA sent a letter to Minister for Emergency Services and Resilience; Minister for Flood Recovery, Steph Cook to work on communication policy that ensures all public facing emergency communication is Auslan interpreted. The lack of consistency in process and expectations with governments providing Auslan interpreting for major events has had an impact on interpreters over the last few years. Along with submitting reports to government enquiries, ASLIA NSW/ACT has also sent communication requesting the standardisation of interpreting services in Government announcements.

Meeting with Multicultural NSW MNSW Language Services Advisory Forum quarterly, where issues in policies and processes are raised and discussed as a multi agency approach.

ASLIA NSW/ACT also aims to collaborate and work with the Deaf Community

### **Collaborative**

ASLIA NSW/ACT has continued to partner and collaborate with state agencies and interpreting agencies to deliver Professional Development and collaborate on industry projects. Deaf Connect has continued to sponsor Professional Developments and allow us to utilise their Parramatta office for meetings, and we have worked with Convo Australia and Auslan Stage Left to deliver engaging training.

We worked alongside National to complete the Interpreter Awareness Training Program (IAT), which was funded by NAATI with a day of content creation on the central coast. ASLIA thanks the members that came to contribute to this important program. There has already been delivery of the IAT to organisations and the feedback has been overwhelmingly positive.

We have collaborated with ASLIA National to navigate this time of change with production of the new constitution and Terms of Reference (ToR) for the state and territory committees. This has been added to the ongoing collaboration and support with stakeholders working on state-based issues in the interpreting and translating industry, including NAATI, Multicultural NSW, Health Depts and Language Service Providers.



There are many projects the committee has been working on and are due for release in the 23-24 year. Please keep an eye out on ASLIAN NSW/ACT communication channels for updates on these projects as they come through!

ASLIA views these collaborations as an essential focus in our partnerships with members and stakeholders. Collaborating and working with stakeholders enables ASLIA to broaden and strengthen its industry position and enables us to deliver optimal services to our members.

ASLIA is a volunteer organisation. We wish to thank its members who have contributed their time and skills to support their association and industry, particularly in such challenging times. Without you there is no ASLIA. We encourage members to put up their hand and join the ASLIA team to help promote the interpreting profession and support their colleagues. There is a need for diverse skills at ASLIA, if you have time and enthusiasm, let us know and put in a committee nomination form!





## Deaf Interpreting Portfolio

Over the year the Deaf subcommittee was quiet due to heavy family, education, work and general life commitments. The subcommittee acknowledged that there were several gaps such as:

- Mentoring for Deaf interpreters
- More research on what is happening with Deaf interpreters overseas and nationally
- More collaboration and work with Deaf Aboriginal and Torres Strait islanders
- More professional developments throughout the year.

At the Pioneer Interpreter weekend in February, NAATI made the announcement that a new credential in signed language translation will commence later this year. This will offer a recognised Practising Translator credential in Auslan and this is a first step in the certification system within NAATI.

This sparked a high level of interest in the Deaf community and ASLIA as a national body. It was decided to have an open forum with interested Australian Deaf interpreters/translators in September but it was postponed to October. More details will be included in the next AGM report. And keep a close eye in ASLIA's website for this space. It is an exciting time for us all to have an enhanced level of working relationship with the deaf and hearing interpreters/translators.

## Interpreting in Education Settings Portfolio

Sep 2020 – Sep 2023

Outgoing Chair: Peta McNaughton September, 2023

- Subcommittee reinvigorated in Sep 2020 and brought seven new members on board (to add to the three existing members), representing all states/territories except NT
- Currently nine members representing all except NT and ACT
- Meet monthly via Zoom
- Facilitating collegiate networking and the provision of low-cost PD have been a primary focus since the start
- Facebook group set up in Feb, 2021; currently >415 members (primarily from across Australia but also a few internationals)
- Run numerous PD sessions; the ongoing intention is to provide at least one PD/networking opportunity per school term
  - 2021.06.14 Forum (to get a sense of what our community wants/needs) - 49 attendees
  - 2021.10.11 Educational Access for Deaf/HH Students- 87 attendees
  - 2022.06.14 Ask Us Anything (EIs) - 105 attendees
  - 2023.03.22 Fingerspelling in Educational Settings - 94 attendees
  - 2023.06.14 Ask Us Anything (IES Committee) - 37 attendees
  - 2024.07.23 Auslan to English - 84 attendees
  - Currently planning a trivia night for Nov '23
- Article for The Debrief
- Provided comment for an ABC News article regarding interpreters in Qld Education facilities
- Engaged with external community members (eg concerned parents, news organisations)
- Strengthened key stakeholder relationships with VDEI (Vic), Deaf and Hard of Hearing Services (DHHS; Qld Dept of Education)
- Reviewed and updated the Educational Interpreting content on the ASLIA website and are continuing to source new resources to build a greater repository
- Submitted project proposal to Deaf Connect's Leonie Jackson Memorial Fund (currently awaiting the outcome of that application), which has involved engagement with various external stakeholders
- Currently running a Facebook series on VDEI's Professional Standards for Educational Interpreters
- Weekly Sandbox (networking/debriefing opportunity for the EI community)