



2023 MIRID SPRING CONFERENCE

Sponsored by MIRID and CWoodPD

- All events will be presented in ASL and made accessible by Certified Deaf/Hearing interpreter teams.
- All skill levels are welcome.
- This conference has been approved for 0.8 PS and 0.4 PPO CEUs.
- Attendance at these workshops will also allow you to earn Legal, Medical/Mental Health, and Ethics CEUs for Michigan BEI Endorsements.

Saturday, May 20, 2023 via Zoom

Registration: \$90 CEUs, \$75 No CEUs (Includes Saturday morning and afternoon.)
MIRID Members contact publications@mirid.org to receive a member discount code.

Creating and Maintaining Spaces for Black and Brown Interpreters

10:00am-Noon ET, 0.2 RID PS or PPO CEUs

Intro to Legal Interpreting: Staffing Legal Assignments and the Arraignment Process

1:00pm-5:00pm ET, 0.4 RID PS CEUs (or Legal in MI)

Sunday, May 21, 2023 via Zoom

Registration: \$90 CEU, \$75 No CEU (Includes Saturday morning and afternoon.)
MIRID Members contact publications@mirid.org to receive a member discount code.

Transcending Hearing Guilt: Engaging With Compassion

10:00am-12:00pm ET, 0.2 RID PS or PPO CEUs

Advanced Medical Interpreting: The Importance of Soft Skills for Ethical Practice in Healthcare Interpreting

1:00pm-5:00pm ET, 0.4 RID PS CEUs (or Medical/Mental Health or Ethics in MI)

- No partial CEUs will be offered.
- Accommodation Policy: ADA accommodation requests should be sent to Cindy at cwoodpd@gmail.com at least 14 days in advance of the event.
- Cancellation Policy: Participants may contact Cindy at cwoodpd@gmail.com to request a 50% refund or full workshop credit at least 14 days in advance of the event date.
- CWood Professional Development and MIRID promote a learning environment free from discrimination and bias, and encourage mutual respect for all participants.



IRID is an Approved
RID CMP Sponsor for
continuing education
activities.



SATURDAY WORKSHOPS

REGISTER FOR SATURDAY

Creating and Maintaining Spaces for Black and Brown Interpreters 0.2 RID PS/PPO CEUs (Little/No Content Knowledge Level)

What is it like to be a black or brown interpreter in a field dominated by white women? How can you be an ally for your black and brown colleagues in the interpreting profession? On the heels of a discrimination lawsuit filed by a white male interpreter, join this facilitated panel discussion to understand the experiences of black and brown interpreters and the need to and importance of creating and maintaining spaces for this population. With Dr. Stephanie Beatty as moderator, interpreters of color will engage in an informative and thought-provoking discussion to share their experiences as interpreters and how you can be an ally.

Moderator: Dr. Stephanie Beatty
Contributors: San Lamar, Jahmeca Osborne, and Yakata Nichols

Participants will be able to:

- Identify at least two instances in which black and brown interpreters have experienced marginalization by colleagues in the interpreting profession.
- Identify at least two ways to build an inclusive workplace environment for black and brown interpreters.

Target Audience: Interpreters seeking to become aware of behaviors that cause marginalization of our black and brown colleagues, and interpreters who want to identify ways to make the interpreting profession more inclusive.

Intro to Legal Interpreting: Staffing Legal Assignments and the Arraignment Process 0.4 RID PS CEUs (Or Legal in MI, Some Content Knowledge Level)

Presenter: by Anna McDuffie

Are you interested in legal interpreting but don't know where to start? Are you an assignment coordinator but not sure who and how many interpreters to send to court? Join this workshop. Anna will introduce the roles and responsibilities of the proceedings interpreter vs. interpreter for counsel vs. investigative interpreter.

It is vital that any interpreter planning on taking legal assignments is well versed in these concepts in order to follow best practices in legal interpreting that have been set nationally. She will review the arraignment process with emphasis on the Guilty Plea Litany, which will involve participant group work and text analysis, using mock trial situations, to synthesize their understanding of basic court proceedings

This workshop is also ideal for any interpreter schedulers to aid in strategic staffing of complicated legal cases. Assignment coordinators will be given some group work to make the day relevant to all. If you are curious about legal interpreting, new to legal interpreting, or responsible for scheduling legal interpreters...this workshop is perfect for you!

Participants will be able to:

- Recognize the critical role schedulers play in properly staffing legally sensitive assignments.
- Decipher between Criminal, Civil, and Juvenile court cases.
- Differentiate between proceedings interpreters, interpreter for counsel, and investigative interpreter.
- Recognize the potential conflict an interpreter may face when asked to change roles in a legal setting.
- Outline the key elements of the Guilty Plea Litany.

Target Audience: Interpreters curious about legal interpreting, certified interpreters new to legal interpreting, and individuals responsible for scheduling legal interpreters.

SUNDAY WORKSHOPS

REGISTER FOR SUNDAY

Transcending Hearing Guilt: Engaging With Compassion **0.2 RID PS/PPO CEUs (Some Content Knowledge Level)**

Presenter: Katie Murch

As people become more aware of how the system is designed to lift or block certain groups of people, senses of confusion, guilt, or shame can creep in. How do we build deeper cross-cultural alliances in a world of uncertainty and stress? Outside of intersectional issues (i.e. racism, sexism, etc.), audism and linguicism are common forms of oppression within the Deaf Community. Hearing guilt can emerge when a hearing person feels lost on how to move forward with Deaf and hard of hearing people.

With this webinar, hearing people can begin to transcend hearing guilt and figure out how to engage in the community in healthy ways. Participants will gain a birds-eye view of oppression and the difference between guilt and shame. This foundation leads to a meaningful application of a leadership framework and power dynamics. Each participant will have the opportunity to develop a unique plan to move forward with confidence and compassion.

Participants will be able to:

- Touch on the complex intersections of audism, linguicism, and other privileges.
- Identify the difference between shame and guilt and define hearing guilt.
- Apply interactional leadership framework to allyship in the Deaf/HH context.
- Outline strategies to improve cross-cultural relationships and better advocate for systems change.

Target Audience: Hearing members (interpreters/early entry professionals/students) of the Deaf community who want to begin to transcend hearing guilt and figure out how to engage in the community in healthy ways.

Advanced Medical Interpreting: The Importance of Soft Skills for Ethical Practice in Healthcare Interpreting **0.4 RID PS CEUs (Or Medical/Ethics in MI, Extensive Content Knowledge Level)**

Brand new workshop from CWoodPD!

Presenters: Anna McDuffie BS, CI/CT, SC:L, NIC, CORE Certified Healthcare Interpreter, and Heather Brown DMSc, PA-C, DFAAPA

In today's healthcare landscape, consumers' perception of how they were treated impacts how they value their experience, often more so than the medical team's actual technical skills and clinical knowledge. While historical emphasis has been placed on mastering hard skills for job performance, including knowledge of the source and target languages, interpreting techniques and strong adherence to the CPC for ethical practice, it is becoming more apparent that prowess with soft skills leads to improved patient satisfaction, as well as professional outcomes and productivity.

Much of what interpreters do in healthcare is "patient facing", which is in essence customer service work, so respecting the impact an interpreter has on deaf patient perceptions of professionalism, compassion, and respect is critical to overall success. Proper use of soft skills provides an environment in which the healthcare team, which the interpreter is a member of, can work together to ethically provide the best patient care possible to their deaf and hard of hearing consumers. Although this workshop is designed for seasoned medical interpreters to continue acquiring proficiency with soft skills, any level of interpreter can benefit from deliberate practice to strengthen their professional lives in this area.

Participants will be able to:

- Define and differentiate between hard skills and soft skills.
- Assess personal proficiency based on a list of soft skills.
- Identify four soft skills, connect them with the RID CPC tenets and make correlations related to ethical practice as an interpreter in healthcare settings.
- Evaluate ethical scenarios utilizing specific soft skills as a framework for discussion.

Target Audience: This workshop is designed for seasoned medical interpreters to continue acquiring proficiency with soft skills, but any level of interpreter can benefit from deliberate practice to strengthen their professional lives in this area.

PRESENTERS

Dr. Stephanie Beatty

Dr. Stephanie Beatty is an American Sign Language Interpreter for the department of Equity, Civil Rights, and Title IX at the University of Michigan. She holds a BEI advanced certification with medical/mental health and education grades 7-12 endorsements. Stephanie has her BA in Sign Language Studies (Interpreting Concentration) from Madonna University and her doctorate in Psychology from Walden University. Her graduate studies focused on the intersectionality of Deaf culture and Deaf education in creating equitable experiences for Deaf students in formal education programs. Additionally, she is a freelance interpreter and interpreter trainer.



San Lamar

San Lamar received his A.A. from Lansing Community College in Lansing, MI and holds an M.S. in chemistry from Michigan State University. Since graduating from an interpreter training program in 2019, he has worked in a variety of community and post-secondary settings. He currently holds a BEI Advanced certification and works as an Associate Interpreter at Rochester Institute of Technology. In addition to his role as an interpreter, he works on the Leadership Team for the Randleman Program. He develops curricula and facilitates professional development workshops for the on-site two-year Randleman Preceptorship and the virtual five-week Randleman Summer Intensive Program for Interpreters of Color.

Jahmecca Osborne

Jahmecca Osborne graduated from an interpreter training program in December of 2015 and has been interpreting professionally ever since. After obtaining the National Interpreter Certification from the Registry of Interpreters for the Deaf, her career has flourished. Jahmecca is the founder of Diverse Interpretation LLC, and has served as a corporate interpreter for a Fortune 500 company.

In 2020 she relocated from Columbus, Ohio to Seattle, Washington, where she primarily services the tech industry. Jahmecca is a versatile vendor/contract interpreter for both the private and public sectors. She has considerable musical and theatre interpreting experience, and has co-presented a musical interpreting workshop.

Jahmecca was raised by two mothers, had humble beginnings, and affectionately considers herself a 'hood baby' and aspiring ally. She exclusively mentors BIPOC interpreters. Jamecca also enjoys being a mother to her two daughters and rooting for everything Black.



Yakata Nichols

Yakata is a native of Detroit, Michigan. She found her passion for interpreting at an early age as a heritage signer and is certified by RID. She primarily works as a private practice interpreter with a niche for medical and mental health interpreting in the Detroit Metro Area. Her love for the profession has gained her vast array of professional experiences. She has served on RID's Board of Directors as Treasurer and NAOBI Detroit's President respectively. In addition, she has served as MIRID's Member-At-Large; NAOBI Detroit's Vice President, Treasurer, and Professional Development Chair. A staunch advocate of volunteerism, she provides mentorship, stays involved with advisory committees, and supports community organizations. She believes in unity and uplifting one another through action. Yakata's interests include community involvement, leadership, reading, traveling, and spending precious time with her two sons and great nephew.



PRESENTERS

Katie Murch

Katie Murch is a consultant, coach, and speaker specializing in personal and professional development. With an MBA from Texas A&M University-Corpus Christi and executive experiences, Katie offers expert guidance and resources to help individuals and businesses unlock their full potential.

Through her popular blog at katiemurch.com and engaging and dynamic coaching style, Katie empowers individuals to overcome obstacles and achieve success in their personal and professional lives. Whether working one-on-one with clients or facilitating a strategic development session for an organization, Katie is committed to making a positive impact on the lives of those she encounters.



Anna McDuffie, BS, CI, CT, SC:L, NIC

A native of Atlanta, graduated from the University of Tennessee, Knoxville in 1996 with a Bachelor of Science in Interpreting for the Deaf. After graduation, she moved to Boston where she worked as a staff interpreter at the Learning Center for Deaf Children, a bilingual/bicultural school for the Deaf. She also worked part time at Boston University as an interpreter for various graduate programs. Anna returned to Atlanta in 1999 and has been working as a freelance interpreter for the past 21 years. She earned a Certificate of Interpretation and Certificate of Transliteration from RID in 1999, the Specialist Certificate: Legal from RID in 2008 and the National Interpreter Certification from RID in 2011.

Anna began teaching medical interpreting workshops along with her co-presenter, Heather Brown, in 2008 and is very passionate about standardizing best practices for medical and legal interpreting. Additionally, they published an article in a nationally peer reviewed medical journal entitled *Health Care Providers and the Americans with Disabilities Act* in the Journal of the American Association of Physician Assistants in January of 2011. She also teaches workshops on legal interpreting. Anna currently lives in Marietta, Georgia, with her husband, Eric. In her free time, she enjoys spending time with her step-daughter, Cece, her fur kids, Lola and Pippa, traveling, and playing tennis.

Heather Brown, DMSc, PA-C, DFAAPA

A native of Washington, DC, she received her undergraduate degree in Clinical Psychology from Western Maryland College in 1995, with Summa Cum Laude honors and was awarded a Phi Beta Kappa Key. She then attended George Washington University for her PA training, matriculating in 1998. After that, graduated with honors with a Master of Science in Health Sciences, and a Certificate of Physician Assistant Studies in 2000. She completed her doctoral degree at the University of Lynchburg in 2019. She began working clinically as a Physician Assistant, practicing Emergency Medicine for the University of Maryland Medical System in Baltimore. Heather moved to Atlanta, GA, and joined Mercer University in 2011 as an Assistant Professor in the Department of Physician Assistant Studies. In 2020, she became the Director of Clinical Education, as an Associate Professor at Brenau University in Georgia. She continues to work in both urgent care and emergency medicine in the Atlanta, GA area. Heather owns her own healthcare consulting company, presenting workshops and trainings across the country, and working as a Medical-Legal Expert.



In, 2013, Heather was awarded the Distinguished Fellow Award by the American Association of Physician Assistants. She has presented at both local and national conferences, holds a patent with the US Patent Office, and has published many articles in nationally peer reviewed journals, including *Health Care Providers and the Americans with Disabilities Act* in the Journal of the American Association of Physician Assistants in January of 2014, *The History and Implications of EMTALA* in the Journal of Emergency Nursing in 2019, and *The Use of Interpreters for Deaf Patients and Patients with Limited English Proficiency*, in June of 2020, also in Journal of the American Association of Physician Assistants. In her free time, Heather enjoys outdoor activities including hiking, traveling, cooking, and spending time with her husband, Thomas and her two boxers, Millie and Avery.