



Annual General Meeting 2018

*MINUTES – Approved*

Sheraton On the Falls

5875 Falls Avenue

Niagara Falls ON L2G 3K7

Saturday, July 14, 2017

9 a.m. – 5 p.m. ET

Chaired by Ashley Campbell, President

#### **1. Welcome, Housekeeping and Introduction of Special Guests**

Meeting commenced at 9:17.

The President introduced Maureen Haan, Parliamentary Advisor. The President introduced the Board; Carver Carlson, Treasurer, sent in his regrets.

The President explained the process for conducting the meeting and the appropriate etiquette for making comments.

Members who had passed away in the last year were memorialized with a video.



The President recognized partner association AQILS and watched a video message from Genevieve Bujold.

Frank Folino, President of CAD-ASC, welcomed attendees to the AGM and summarized his work in the last year.

Helen Pizzacalla from CCSD addressed the membership. She was joined by Joanne Cripps, the Executive Director, who summarized the recent work of the Society.

Nigel Howard updated the membership about the CASLI 2020 Conference Planning.

## **2. Quorum Check**

Quorum is 220 votes. 313 voting cards present and sufficient to meet quorum.

## **3. Approval of the Agenda**

**MOTION NF18G-01:** I move to accept the agenda as presented.

Catherine Maier (Alana McKenna)

**CARRIED**

## **4. Motion to Limit Debate**

**MOTION NF18G-02:** I move to limit debate of topics to 15 minutes and 2 minutes per person.

Alana McKenna (Sheila Keats)

**CARRIED**

## **5. Approval of the (2017) Annual General Meeting Minutes (see attachment).**

**MOTION NF18G-03:** I move to approve the minutes of the June 3, 2017 Annual General Meeting, held in Edmonton, Alberta.



Catherine Maier (Jocelyn Mark)

**CARRIED**

## **6. Financial Report**

### **6.1 Motion to Ratify the Change of Auditing Firm**

**MOTION NF18G-04:** I move to ratify the change in auditors from the AVLIC Board of Directors motion (**MOTION OM18B-12:** *I move to appoint interim auditors, Milgram and Milgram, for the 2017-18 fiscal year. Sheila Keats [Janice Lyons]*) from Donald & Scarrow to Milgram & Milgram.

Carver Carlson (Alana McKenna)

**CARRIED**

### **6.2 Motion to Approve the Audited Financial Statements Presented (see attachment)**

**MOTION NF18G-05:** I move to accept the AVLIC audited financial statements for the financial year 2017/2018 as prepared by Jeffrey D. Milgram Professional Corporation Chartered Professional Accountant / Licensed Public Accountant.

Carver Carlson (Alana McKenna)

**CARRIED**

### **6.3 2018/2019 Auditor Appointment**

**MOTION NF18G-06:** I move to employ the services of Jeffrey D. Milgram Professional Corporation Chartered Professional Accountant / Licensed Public Accountant of Toronto, ON to audit the 2018/2019 financial statements.

Carver Carlson (Alana McKenna)

**CARRIED**

Meeting recessed at 10:00 and recommenced at 10:36.

## **7. Motion to Close New Business from the Floor**



**MOTION NF18G-07:** I move to close new business from the floor.

Debbie Hamilton (Tracy Hetman)

**CARRIED**

## **8. New Business**

### **8.1 Motion to Amend Documents - Name Change**

**MOTION NF18G-08:** I move to table 8.1 to become 8.13 in our agenda.

Cindy Haner (Susi Bolender)

**CARRIED**

### **8.2 Special Resolution #18-01 – Bylaw 4.4 – Officers of the Corporation**

**SPECIAL RESOLUTION #18-01:** I move to amend section 4.4 Officers of the Corporation of AVLIC's Bylaw No.1 (ratified in 2017) portfolios of the Secretary, Treasurer from:

#### **i) Secretary**

The Secretary shall attend meetings of the Board of Directors and members and act as a clerk thereof and record all votes and minutes of all proceedings in the books to be kept for that purpose. The Secretary shall give or cause to be given notice of all meetings of the members and of the Board of Directors. The Secretary shall promulgate the appropriate minutes to each Board Member, Class A Member, Class B Member and Class C Member representative. The Secretary shall also perform such other duties as may from time to time be directed by the Board of Directors.

#### **ii) Treasurer**

The Treasurer shall have custody of the funds and securities of the Corporation and shall keep full and accurate accounts of all assets, liabilities, receipts and disbursements of the Corporation in the books belonging to the Corporation and shall deposit all monies, securities and other valuable effects in the name and to the credit of the Corporation in such chartered bank or trust company, or as may be designated by the Board of Directors from time to time. The Treasurer shall disburse the funds of the Corporation as may be directed by proper authority taking proper vouchers for such disbursements, and



shall render to the President and directors at the regular meeting of the Board of Directors, or whenever they may require it, an accounting of all transactions and a statement of the financial position of the Corporation. The Treasurer shall also perform such other duties as may from time to time be directed by the Board of Directors.

To read:

**i) Secretary**

The Secretary shall attend meetings of the Board of Directors and members and act as a clerk to ensure all votes and minutes of all proceedings are accurate and filed for record keeping purposes. The Secretary will ensure that notice of all meetings of the members and of the Board of Directors be given. The Secretary shall ensure the appropriate minutes are disseminated to each Board Member, Class A Member, Class B Member and Class C Member representative. The Secretary shall also perform such other duties as may from time to time be directed by the Board of Directors.

**ii) Treasurer**

The Treasurer shall ensure the custody of the funds and securities of the Corporation, including assets, liabilities, receipts and disbursements are kept appropriately and accurately. The Treasurer will ensure all transactions to and from the Corporations accounts are accompanied by all supporting documentation and will perform internal audits of financial processes. The Treasurer shall also perform such other duties as may from time to time be directed by the Board of Directors.

**RATIONALE:**

As the Association's Board transitions from a working board to a governance board, certain Officer portfolios duties have been altered to reflect this change in structure. Since 2016 when the Board started the transition to a governance board, the Board Treasurer and Secretary have been two portfolios that have seen significant enough changes to warrant a bylaw change. The majority of the day-to-day (working) duties have been transitioned to Association staff.

Catherine Maier (Carver Carlson)

**CARRIED**



### 8.3 WITHDRAWN

### 8.4 WITHDRAWN

### 8.5 Motion to Amend the Membership Leave Policy

**MOTION NF18G-09:** I move to amend the Membership Leave policy ([Section II, 6.0](#)) to add a new category for 'compassionate reasons'.

RATIONALE: Currently the Membership Leave policy has four defined leave categories, Furthering Education, Parental Leave, Bereavement, Illness/Injury. Adding a fifth category for 'compassionate leave' will recognize other life events that may require a member to place their membership on hold temporarily. No documentation will be required for the compassionate leave category.

Tammy Care (Rachel Burgess)

**CARRIED**

### 8.6 Motion to extend complaints process pause in operations

**MOTION NF18G-10a:** I move that in addition to the Board's motion (*MOTION ELE18B-04: I move that the: 1. operation of the PCRP is temporarily paused, until for 6 months; 2. positions of the Intake Officer and Inquiry Committee be temporarily vacant pending the completion of a program review; 3. PCRP as a whole and the administration of current complaints / concerns in the PCRP will be reviewed.* Carver Carlson [Jocelyn Mark]) announced May 9, 2018, that the temporary pausing of the Professional Conduct Review Process be extended by two months until **January 9, 2019** and meaningful consultation with marginalized communities be incorporated into the program review.

Sarah Lewis (Pam Scott)

RATIONALE: In order for a PCRP to function effectively with a diverse population marginalized communities must be recognized and consulted. Consultation will vary depending on best processes with each community and must be guided by community



members. Proper consultation will take time and is unwisely rushed.

**MOTION NF18G-10a:** I move amend to strike the timeline so that the motion reads:

*'that in addition to the Board's motion (MOTION ELE18B-04: I move that the: 1. operation of the PCRP is temporarily paused, until for 6 months; 2. positions of the Intake Officer and Inquiry Committee be temporarily vacant pending the completion of a program review; 3. PCRP as a whole and the administration of current complaints/concerns in the PCRP will be reviewed.*

*Carver Carlson [Jocelyn Mark]) announced May 9, 2018, that the temporary pausing of the Professional Conduct Review Process be extended by two months until January 9, 2019 and meaningful consultation with marginalized communities be incorporated into the program review.*

Alicia Ponciano (Paul LeDrew)

**CARRIED**

Mover: Alicia

**MOTION NF18G-11:** I move to extend the time for discussion 5 extra minutes.

Monique LeDrew (Cindy Haner)

**CARRIED**

**MOTION NF18G-10 (AMENDED):** I move that in addition to the Board's motion (*MOTION ELE18B-04: I move that the: 1. operation of the PCRP is temporarily paused, until for 6 months; 2. positions of the Intake Officer and Inquiry Committee be temporarily vacant pending the completion of a program review; 3. PCRP as a whole and the administration of current complaints / concerns in the PCRP will be reviewed. Carver Carlson [Jocelyn Mark]) announced May9, 2018, that the temporary pausing of the Professional Conduct Review Process include meaningful consultation with marginalized communities be incorporated into the program review.*

**CARRIED**

8.7 Motion to establish an ad hoc committee to create a diversity advisory committee

**MOTION NF18G-12:** I move that AVLIC set up an ad hoc committee to establish parameters for a standing Diversity Advisory Committee. The committee will offer support and advice to the AVLIC Board in the areas of oppression, racism, audism and other forms of discrimination.



Rationale: The Diversity Advisory Committee should be established with the following stakeholders in mind: representatives from each of the Indigenous, Black, People of Colour populations, Deaf Interpreters, Deaf-Blind people, Deaf/deaf/Hard of Hearing people who are not DIs, Deaf seniors, LGBTQ people, LSQ representatives, Codas, youth advocates, Deaf people or interpreters with disabilities, and representatives from Interpreter Education Programs. Special steps should be taken to include the diverse population of Canada.

Commented [MS1]: Or "special consideration should be given to ensure inclusion of ..."

The Diversity Advisory Committee will focus on research and advice in areas including these:

- ensuring inclusive parliamentary procedure
- applying plain language principles (ASL, English, LSQ and French)
- finding strategies to increase the diversity of the student body in Interpreter Education Programs
- increasing AVLIC Board diversity

Susi Bolender (Pamela Burchell)

**CARRIED**

8.8 Motion to establish an ad hoc committee to prepare a position paper for AVLIC on video relay interpreting in Canada

**MOTION NF18G-13:** I move to establish an ad hoc committee to prepare a position paper for AVLIC on video remote interpreting in Canada.

Rationale: A lot of confusion exists within the interpreting community and even more so in the communities we serve regarding the function, purpose and application of VRI. Especially given the increasing use of video technology. It would be advantageous for AVLIC to develop a position paper to explain this service. The process would follow the AVLIC P & P Appendix III F: Document Development Guidelines.

Tracy Hetman (Roxanne Whiting)

**CARRIED**





## 8.9 Motion to suspend the election

**MOTION NF18G-14a:** I move to suspend the election until a special members meeting is called within 60 days from today.

Sair Korb (Becky Schirato)

**MOTION NF18G-14b:** I move to amend remove the 60 days and replace with a blank line. To read:

I move to suspend the election until a special members meeting is called within ~~60 days~~ from today.

Jordan Goldman (Krishna Madaparathi)

**CARRIED**

**MOTION NF18G-14c:** I move to suspend the election until a special members meeting is called within \_\_\_\_\_ from today.

180

120

90

60

**MOTION NF18G-15:** I move to extend the discussion 15 minutes.

Becky Stuckless (Dave Bell-Patterson)

**CARRIED**

**MOTION NF18G-14 (AMENDED):** I move to suspend the election until a special members meeting is called within 90 days from today.

**CARRIED**

Meeting recessed at 12:34 and recommenced at 13:40.



#### **8.10 Motion to establish a Truth and Reconciliation Commission**

##### **MOTION NF18G-16:**

WHEREAS recognition of diversity demands change;

WHEREAS the current complaint resolution mechanism has proven harmful and disenfranchising;

WHEREAS the PCRP has already been suspended and is undergoing review,

BE IT RESOLVED THAT: The AVLIC/CASLI Board of Directors immediately begin working towards the establishment of a TRC (Truth and Reconciliation Commission) for the purpose of addressing complaints.

##### **RATIONALE:**

- we need a new system that respects diversity
- we need to remove any system that includes a requirement to provide “proof” of wrongdoing
- we need to focus on education, understanding, perspective sharing, enlightenment, attitudinal change, not an adversarial system that rests on a win/lose foundation
- we need to start working on change immediately

ESTIMATED COST: priceless

Angi Tippett (Monique LeDrew)

**DEFEATED**

#### **8.11 Motion to share information with CAD-ASC**

##### **MOTION NF18G-17:**

BE IT RESOLVED THAT: AVLIC/CASLI will send CAD/ASC the AGM package at the same time it sends to its own members, effective immediately.



ESTIMATED COST: zero

Angi Tippet (Dave Bell-Patterson)

**CARRIED**

#### **8.12 Motion to re-poll the members on the name change**

**MOTION: NF18G-18:** I move that the AVLIC Board of Directors re-poll the members electronically on their support or non-support of the ratified name change of CASLI.

**RATIONALE:** In the first survey of 2016, only 215 members responded. In the second survey of 2016, only 319 members responded. In 2017, only 319/804 voting members voted on this issue at the AVLIC AGM in Edmonton, Alberta.

As well, I was in attendance at the 2017 AVLIC AGM in Edmonton, however, the meeting ended at 10:30 am. In record time and by the time I arrived at 10:45 the meeting was adjourned. I was encouraged by an AVLIC Board member to revisit this discussion.

We have a 39% vote in favour of this particular name of CASLI.

This name change is a monumental change in our organizational history which all members should be proud and confident in a collectivist approach. I believe we should have at least 75% of the members voting for this particular name.

Regard: Motion 9.2.1 ED7G-09, it is noted that the motion reads that members had a few weeks to respond in advance to the deliberation of the name change. This is not enough time. However, only 5 names were suggested in the July 7, 2016. The other 25 names from year 2016 were not included in the survey. This limited the scope of names and choice.

As well, it was not mentioned in that motion that CASLI is currently under RID. Naming our Association 'CASLI' contributes to brand confusion with RID.



Although the term AVLIC is a legacy name that may no longer work because of the current political climate to use the term sign language in our professional brand, it should be noted that their Visual language is used at Gallaudet University in their visual language and visual learning centre.

AVLIC therefore needs to seriously revisit this name choice. I vote that we suspend the name CASLI for further investigation.

Ava Hawkins (Janice McLaren)

**DEFEATED**

### **8.13 Motion to Amend Documents – Name Change**

**MOTION NF18G-19:** I move that all instances of "Association of Visual Language Interpreters of Canada" and "AVLIC" in the existing Association bylaws, website content, any pursuant literature, documentation, promotional materials, and Operational Policies & Procedures Manual be changed to the "Canadian Association of Sign Language Interpreters" and "CASLI" or "Association canadienne des interprètes en langue des signes" and "ACILS."

Rationale: At the 2017 AVLIC annual general meeting, the membership ratified a motion changing the Association name from the Association of Visual Language Interpreters of Canada to the Canadian Association of Sign Language - Interpreters and Association canadienne des interprètes en langue des signes. As such, the bylaws and other items using AVLIC must be updated to the new Association name.

Sair Korb (Rhonda Kassamani)

**CARRIED**

## **9. Confirmation of Acts**



**MOTION NF18G-20:** I, as president, move that all Acts, contracts, bylaws, proceedings, appointments, elections and payments enacted, made done or taken by the Directors and Officers of the Association of Visual Language Interpreters of Canada (AVLIC) for the 2017-2018 term and the same as set out or referred to in the minutes of the Board of Directors or in the Financial Statements submitted to this meeting be hereby approved and affirmed.

Ashley Campbell (Alana McKenna)

CARRIED

#### **10. Elections for the 2018-2020 AVLIC Board of Directors**

Tabled for 90 days to special meeting

#### **11. Bids for CASLI 2022 Conference**

No bids offered.

#### **12. Announcements**

The name of the Association has officially changed to CASLI. The new logo was revealed in a video by the graphic designer and buttons with the new logo were distributed to members.

An announcement from both CASLI 2020 and CAD-ASC to happen at the banquet.

Frank Folino called for the new Board to continue to work with the Deaf community.

Request for fundraiser to send the CAD-ASC president to go to an event in London, England. We were able to raise \$670 to meet the goal.



Frank Folino and Lisa Anderson addressed membership regarding a rally to recognize ASL and LSQ as national languages in Canadian legislation. There will be a rally in Ottawa on Sept 22, 2018.

### **13. Adjournment**

**MOTION NF18G-21:** I move to adjourn the meeting.

Cindy Boscow

**CARRIED**

Meeting adjourned at 15:39.