

# **RID Mentorship Grant** awarded to support start up of **San Diego County Registry of Interpreters of the Deaf (SDCRID)** **Mentorship Project**

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**T**he San Diego County Registry of Interpreters of the Deaf (SDCRID) Mentorship Project was established in January 2007 to help foster the growth of new interpreters entering the field of professional interpreting and to assist current interpreters as they prepare for the RID national certification test and/or the EIPA. Co-Chairs, Lori Whynot, M.A., CI and CT and Lee Bradley, CI and CT, NIC Advanced, have put efforts forward with an active committee including Maureen Roan and Hooban Forsman, recent graduates and committed novice interpreters who have helped start up this project.

After an initial successful five months of mentoring activities, the project was awarded a \$5,000 RID NCIEC Mentorship Grant over the summer 2007, to aid continued efforts for creating effective mentoring activities in San Diego County, CA.

With the help of these funds, the SDCRID Mentorship Project has been able to offer training and support to mentors and protégé interpreters, pairing up 13 novice interpreters with 13 hearing interpreter mentors and two deaf language mentors to work on professional goals and/or skill areas. This has all been accomplished within the first year of existence.

## **What the committee has done since July 2007 is as follows:**

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- ◆ Processed CEUs and stipends for first cycle (January-June 2007) mentors.
- ◆ Recruited experienced mentor candidates and solicited mentee applications by speaking at local interpreter education programs and sending online announcements.
- ◆ Committee reviewed applications, September 9, and pairing of eight experienced interpreters with eight novices.
- ◆ Trained mentors on September 23, with Master Mentor Cindy Farnum, CI and CT, EIPA 5, who created materials for skill development.
- ◆ Held a “Meet and Greet” event on September 16, where mentors and their protégés established initial rapport.
- ◆ Mentors providing at least 20 hours of active one-on-one mentorship with eight novices, two from diverse ethnic/racial background and one who is trilingual and is paired up with a credentialed, experienced trilingual interpreter.
- ◆ Initiated a mentorship yahoo group, an online discussion forum where our ongoing consultant, Cindy Farnum, supports mentors in their individual work with mentees.
- ◆ Initiated a second yahoo group for online discussion among novices/mentees.
- ◆ Collaborated with the SDCRID Professional Development Committee to host a workshop October 20-21, titled, “The Demand-Control Schema” with Robyn Dean, MA, CI and CT. The workshop was highly successful and offered decision-making strategies for all SDCRID mentors and mentees, as well as many other working interpreters in the San Diego community.
- ◆ Established a monthly Community of Practice (COP) Mentor meeting. The Mentorship COP is a community-wide face-to-face forum where staff from agencies providing interpreter mentorship and internship can meet with SDCRID mentors and any others interested in mentoring to share activities and ideas for supporting novice interpreters and effective mentorship.
- ◆ On January 13, 2008 we will wrap up the fall cycle with a celebratory event for mentors and their mentee protégés, pay stipends and give thanks to the mentors.

The SDCRID Mentorship Project has begun planning the next mentorship cycle for February 1-June 15, 2008. Our aim is to host two mini three-hour skill building workshops for mentees given by local Interpreter trainers and to collaborate on another large workshop during March 2008 with the Professional Development Committee (PDC). Several ideas are currently being discussed to meet the needs of helping novice interpreters become closer to credentialing.

Thanks to the support of the RID NCIEC Mentorship Grant award, the SDCRID Mentorship Project will be able pair up another eight mentees/mentors in January. We are currently recruiting deaf language mentors and at least one deaf student of interpreting who wants to become a Certified Deaf Interpreter. The project continues to have a positive impact on the community, and its work to establish a formal mentorship project in San Diego County has been met with much support from the local community. ■