



UNIVERSITY OF
NORTHERN COLORADO

Project CLIMB

Cultivating Legal Interpreters from Minority Backgrounds

Legal Interpreting Webinar Series

Interpreter Training Grants US Department of Education Rehabilitation Services Administration

ST. CATHERINE UNIVERSITY



Advancing Interpreting Excellence

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DeafBlind Interpreting
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Center for Atypical Language Interpreting

northeastern.edu/cali/

Interpreter Training Grants from US Department of Education-Rehabilitation Services Administration



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Project CLIMB

Cultivating Legal Interpreters from Minority Backgrounds



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UNC-Project CLIMB

Project CLIMB:

Cultivating Legal Interpreters from Minority Backgrounds

Why are we unique?

- focus on training and supporting interpreters of color, Coda interpreters, and Deaf interpreters entering the legal specialty
- Communities of learning will be primarily composed of interpreters of color, Coda interpreters, and Deaf interpreters

Project CLIMB: 5-year plan

Year 1 (2017)

- Develop 30 online modules
- Credentialing roundtable
- Webinars
- Recruiting

Year 2 (2018)

- Develop media
- Webinars
- Recruiting
- Barriers roundtable
- Train 20-25 mentor supervisors

Years 3-5 (2019-2021)

- Webinars
- Recruiting
- 20-25 Communities of practice

Interpreters as Agents of Transformative Justice

Understanding the Racial Microaggressions
Interpreters Commit

Cheryl Gallon CI, CT, NAD V
March 2020

Introduction



Identity



Background



Current work

Agenda

Open authentic dialogue about race and interpreting

Examine the impacts of racial microaggressions and the role of white fragility

Identify transformative behaviors to enact

Operational Framework

Goal to
improve the
lives of those
we serve

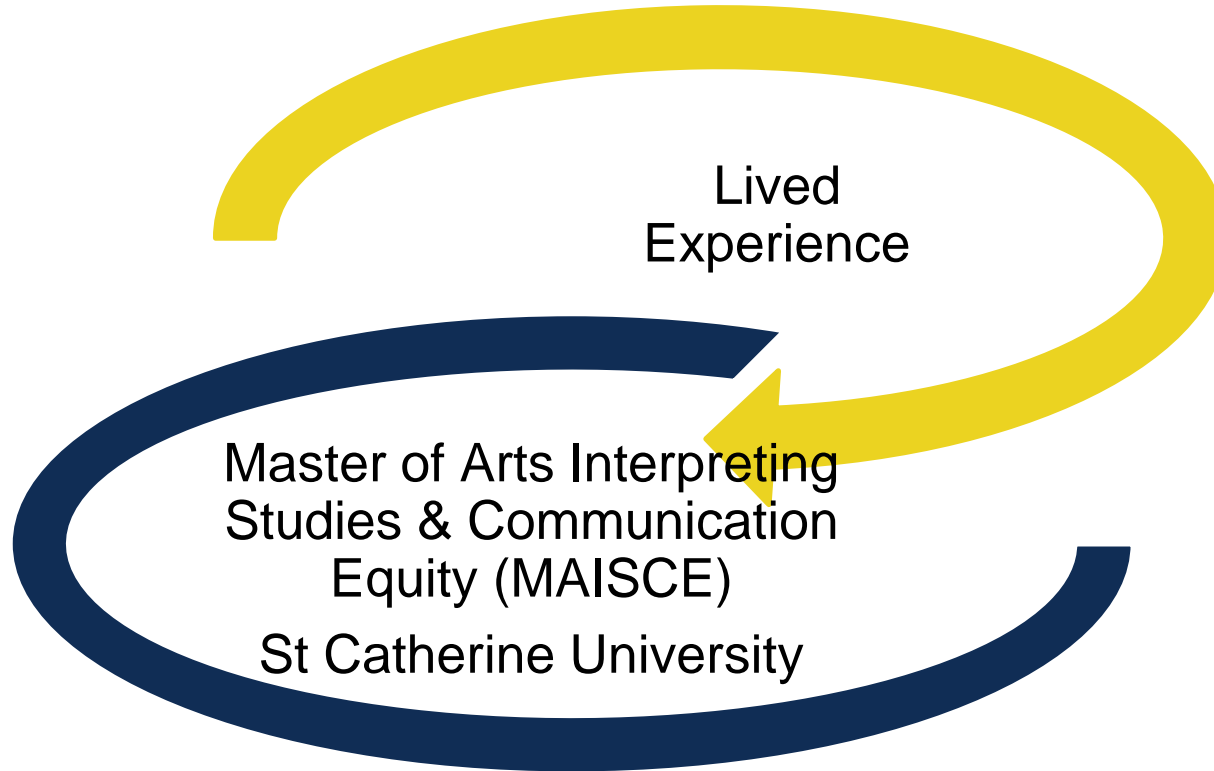
Positions of
power and
privilege

Interpreter as
an agent of
transformative
justice

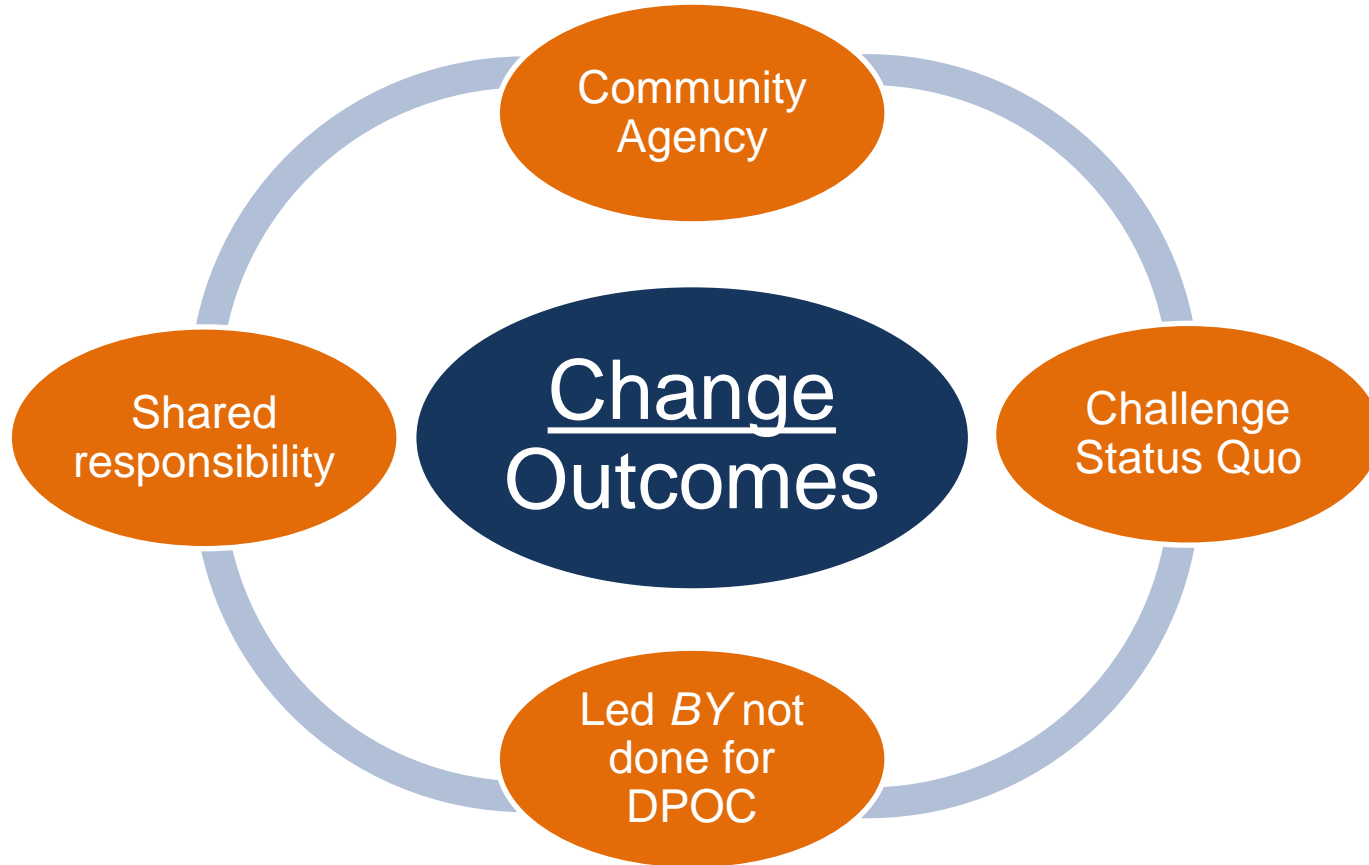
“If you have come to help me you are wasting your time. But if you have come because your liberation is bound up with mine, then let us work together.”

Lilla Watson –
Gangalu elder, artist & Aboriginal activist

The Research



Transformative Justice



Most White People



Live & work among other white folks



Lack authentic relationships outside their race

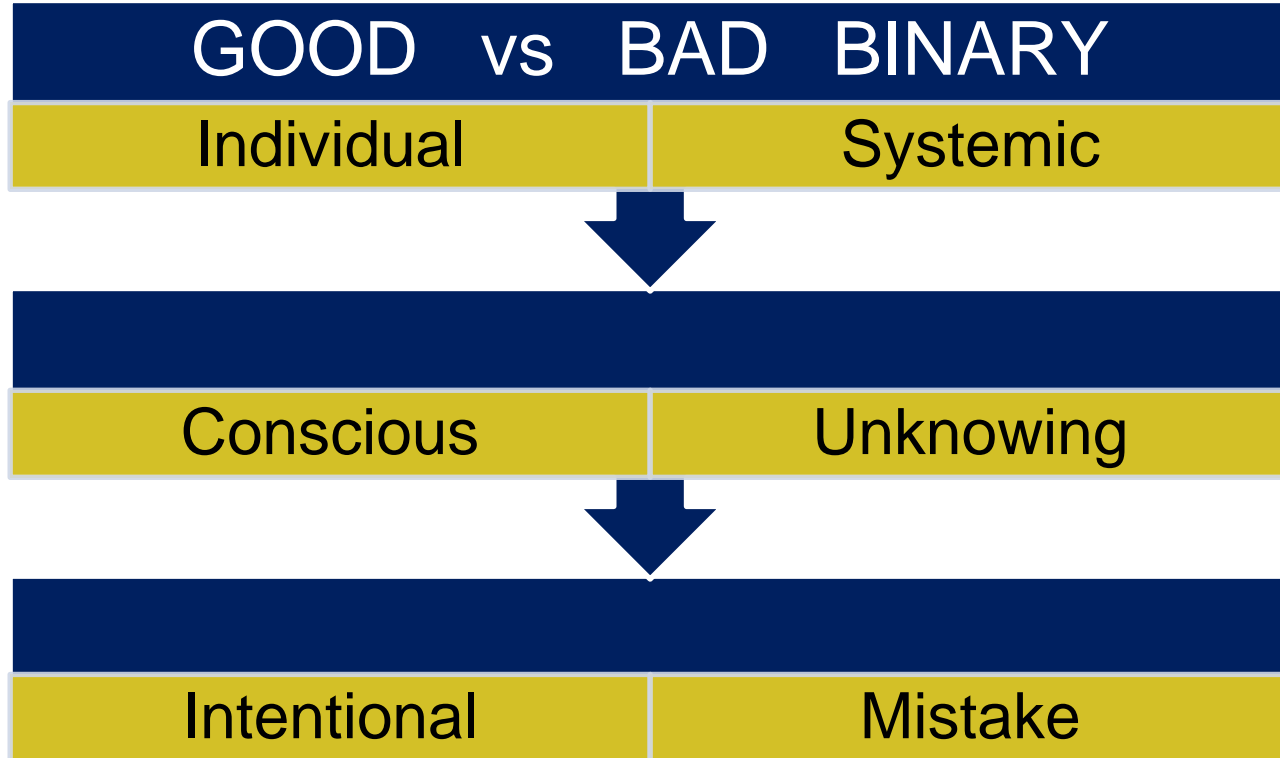


Rarely experience being one of a few white people in a room

Lacking the Lived Experience

When white people don't *have to* confront issues of race, they are not prepared to respond in constructive ways

Myths of Racism



White Fragility

Challenged out of comfort zone

Defensive measures

White experiences persist at center

Common Challenges to Whiteness

White liberalism

Learning your behavior had racist impact

Meritocracy

Acknowledging unequal access among racial groups

White racial entitlement to racial comfort

POC not protecting racial feelings

Objectivity

Racialized view

Self Reflection

RECALL

- Can you recall a time when you experienced white fragility?

IDENTIFY

- What are some of the impacts you can identify?

Lack Equity in Training

Deaf Culture & Interpreter Education

White
experiences
centered

Disregards
DPOC ways of
knowing and
ways of being
as unique

Social justice
typically
presented as a
Deaf-hearing
binary

Lack Equity in Training

RESULT

White ways of
knowing and
being maintain
center space

Loss of rich
knowledge
skills and
techniques that
could advance
the field

88% White
interpreters

Practitioners

Lack lived experience



Lack equity in training



Racial Microaggressions

Racial Microaggressions

Often unintentional

- Brief, casual comments or actions
- Communicate derogatory or negative racial slights

Powerful *because* they are not overt

- Can be explained by seemingly unbiased reasons

Taxonomy of Microaggressions

Microassault

- Purposeful and deliberate
- Intended to harm

Microinsult

- Express rudeness or subtle snub

Microinvalidation

- Exclude or negate a persons thoughts, feelings or experiential reality

- Alien in own land
- Ascription of intelligence
- Color blindness
- Assumption of criminal status

- Denial of individual racism
- Myth of meritocracy
- Pathologizing cultural values or communication styles
- Second class citizen

8 Themes of Microaggressions

Microinsults

Ascription of
Intelligence (4)

Second Class
Citizen (1)

Pathologize
Cultural Values
(1)

Micro- invalidations

Alien in Own
Land (2)

Color Blind (3)

Unique Categories

Infantilizing (1)

Assumed
Authority (3)

Taking Credit (2)

Racial microaggressions identified in research

Microaggression Examples

Ascription of Intelligence

- Model minority myth

Assumed Authority

- Sharing & correcting cultural information

Color Blindness (ableist language)

- Explicit & coded messages

Impact on Participants



Shock &
Confusion

Insult

Anger

Frustration

Impact on Participants

Internalized
distorted
beliefs

- Model minority myth
- Added pressure
- Lack of agency

Isolation

- Lack of agency
- Diminished resources

Participants' Desired Behaviors

Listen



```
graph TD; A[Listen] --> B[Humble]; B --> C[Vulnerable]; C --> D[Authentic Awareness];
```

Humble

Vulnerable

Authentic Awareness

Where Do We Go From Here?

Acceptance

- Racism infiltrates every institution

Acknowledge

- Privileges we have and some we don't see

Commit

- Agents of transformative justice

Action

- Take action to interrupt racism

Cultural Capital



Community
Cultural Wealth
(Yosso, 2005)

The diagram consists of two large green arrows pointing towards each other, meeting at a central point. The left arrow points right and contains the text 'Community Cultural Wealth (Yosso, 2005)'. The right arrow points left and contains the text 'Deaf Community Cultural Wealth (Fleisher, Garrow & Narr, 2015)'. The entire diagram is set against a white background with a dark blue horizontal bar at the bottom.

Deaf Community
Cultural Wealth
(Fleisher, Garrow
& Narr, 2015)

CCW & DCCW

Aspirational

- ability to maintain hopes and dreams “even in the face of real and perceived barriers”

Linguistic

- intellectual and social skills attained through communication experiences in more than one language and/or style

CCW & DCCW

Familial

- cultural knowledge and consciousness that hold a “sense of community history, memory and cultural intuition” nurtured by extended family and friends”

Social

- the network of people and community resources that allow one to meet their social development milestones

CCW & DCCW

Navigational

- skills to move “through structures of inequality permeated by racism” and audism

Resistant

- the emotional and psychological ability to resist and challenge negative slights

Future Considerations

What capital do you bring to legal environments?

Which types of capital are lacking in the legal system?

Where are the opportunities for you to learn more?

Expand inquiry of
racial
microaggressions
with Deaf
Communities of
Color

Investigate current
interpreter's
knowledge and
experiences with
racial
microaggressions

Future Exploration

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THANK YOU!



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Some of the contents for this presentation were developed under a grant (#H160D160001) from the US Department of Education, Rehabilitation Services Administration. The contents do not necessarily represent the policy of the Department of Education and you should not assume endorsement by the Federal government.

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