

NEW ENGLAND
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TRANSLATORS ASSOCIATION

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Volume XXIII Number 91

Summer 2022

A quarterly publication of the New England Translators Association



Summer Greetings, dear fellow translators and interpreters!

After these challenging COVID years, and the imbalance in the world that screams for help in many areas of human activity: climate, liberties,

education, refugees, peace, health, etc., I still can call it a summer of language solidarity.

Here's my take as translators and interpreters. It is the silver lining we offer to the world in disarray: our expert ability to provide good work with the added value of a multilingual cultural dimension directed to solve a situation or, at least, add a minimum of better understanding between parties. How about that for solidarity? I believe we can go the extra mile to deal with many problems of today.

So first and foremost, it's my pleasure to invite you to check out the great write ups of our annual conference by awesome NETA volunteers. The conference envelops practical issues dealt with professional care at all levels and you will notice the wonderful solidarity of colleagues, assisting people both individually and in community.

This issue includes articles about the FIT Conference in Cuba. Here a happy salutation to the new FIT President Alyson Rodriguez who participated in an interview for our newsletter and to the VP from Argentina. ¡Felicitaciones!

Be sure to read the interesting review by Marian Comenetz of the April meeting, "The human dimension of machine translation." In addition, note a service award and a lifetime membership award given at the NETA conference.

Finally, a special invitation to write for the newsletter in your language pair about any aspect of our profession. Increase your name recognition within the profession and share your experience with your colleagues.

As the old NETA adage goes... '*Neat Netans keep calm, carry on & find the wise & worth word*'.

Have a safe and serendipitous summer!

Laura

From the editor's desk

The FIT Congress in Cuba



Several NETA members attended the International Federation of Translators (FIT) World Congress in June in Varadero Cuba. You will find articles by Diana Rhudick and Carla Stevens in this issue about their impressions of the trip.

The organizing committee for the 2022 FIT Congress was ACTI (La Asociación Cubana de Traductores e Intérpretes). As a pivotal founding member of the FIT Latin America Regional Centre, ACTI works closely with other associations in Latin America and the Caribbean.

The theme of the congress was *The Role of Language Professionals in Building Culture, Understanding and Lasting Peace*. As the [congress website](#) explains: Translation, interpreting and terminology, underpin the human rights and fundamental freedoms, crucial to sustainable development, inclusive governance, peace and social equity. They are vital for creating sustainable and desirable futures. The pivotal role that professional practitioners play in securing understanding among nations, ensuring cultural diversity and protecting human rights needs to be highlighted.

26th Annual
New England Translators Association
Conference
April 30, 2022
Read about the
conference
starting on [page 9](#)
of this newsletter.

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NETA News

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FIT 2022 World Congress Press Release

For more, including resolutions passed and prizes awarded, go to the [FIT Congress website](#).

A full report on the Congress will be made available to members as soon as possible, but it is fair to say the Congress discussed a wide range of pressing issues and approached the task of finding solutions in a spirit of collaboration, with the collective will to develop a sound, shared future for the Federation and the profession.

This event was historic in many ways, especially for our Spanish-speaking colleagues, as the Statutory Congress voted in favour of the addition of Spanish as FIT's 3rd official language! The next FIT Statutory Congress will be held in Costa Rica in 2025.

ACTI Cuba gave FIT a thoughtful and culturally rich Congress programme in Varadero, with opening Keynote address by Pierre-François Caillé Medal Winner, and esteemed FIT Honorary Advisor, Frans de Laet. FIT would like to thank all ACTI members, especially President Luis Alberto Gonzalez Moreno, and Vice President and FIT Council member Gretchen Gonzalez Nieto, for their incredible work in staging a world-class congress for all the FIT family, in the name of a World Without Barriers and a stronger, united federation.

Thanks also go to all keynote speakers, presenters, our sign language colleagues, interpreters, organisers, sponsors, and everyone who came to make the Open Congress a celebration of FIT solidarity.

Ay Caramba, ¡Cuba!

by Diana Rhudick.

This article was written by Diana as a representative of NETA and FIT North America for the FIT newsletter, Translatio.

The recent FIT congress in Varadero, Cuba, was my very first congress of its kind. Thanks to the goodwill and determination of outgoing liaison between the FIT Council and FIT North America, Alan Melby, I was able to attend one day of the statutory congress, two days of the open congress, and several days of fun in the sun and exploration of Havana and Varadero, Cuba.

First impressions of the statutory congress: an enormous hotel exuding luxury, a large conference room neatly laid out with tables for each member association attending, in alphabetical order, and a little flag of the member's country to top things off. Being from the United States, I sat at the back of the room, right in front of the interpreters for the sessions. Members of the host organization, the Cuban Association of Translators and Interpreters (ACTI), had set up proper interpreting booths and were serving as the interpreters for the congress. A multilingual earpiece sat at each attendee table for those needing interpretation.

The Cuban interpreters and translators were a convivial group. They seemed to be enjoying themselves, although their mettle was sorely tested by some of the speakers, who simply read aloud their typed talks. Nearly all of the sessions I attended were in Spanish; the programme had somewhat of an academic focus, but included talks on uniquely Cuban topics, such as Cuban sign language.

The beauty of these conferences is being able to mingle with colleagues from across the world. I chatted with Finns, Mexicans, Belgians, and more, to hear what translation was like in their countries. The topic of the hour: Do you use MT? I had a particularly fascinating conversation with the sole representative from Mozambique, a woman who founded her association, was one of the first women to attend architectural school in her country, and was establishing a publishing company.

Lasting impressions: a well-organized, professional statutory

congress with a few hiccups in the organization of the open congress, a hardworking team from ACTI living under desperate conditions and food ration cards, international goodwill and rapport.



Members of the host organization, La Asociación Cubana de Traductores e Intérpretes (ACTI)

The FIT Congress in Cuba

By Carla Stern. Photos in this article are courtesy of Carla.

The adventure began at 1 p.m. at Miami International Airport, where our far-flung group met for the first time in person. We were excited for the journey and happy to meet a full four hours ahead of our flight; in doing so, we would be sure to avoid the exaggerated stresses of air travel.

However, as tends to happen with even the best-laid plans, our comfortable margin of four hours turned into 3, then 2, then, ridiculously, 1, until finally culminating in a scramble to the gate after sweating it out every minute in an interminable security line.

Happily, we all made it onto the plane!

The flight from Miami to Havana is a short one, but the difference between the gleaming metropolis of South Florida and its island counterpart could not be more stark. Even as we were about to land, all the eye could see was an expansive carpet of green. No high-rises, freeways, gigantic malls or endless sprawl to take in. Welcome to planet Cuba.



After a long wait to retrieve luggage and get through customs, our group exited the airport doors and walked into a crowd of people waiting for loved ones. Finally, we were really and truly in Cuba! After being greeted by tour

guide Rolando and driver Anders, we were whisked away to an impressive 18th century hotel in old Havana. Although pressed for time, Rolando was able to give us a quick tour of La Plaza de la Revolución, with its iconic, oversized depictions of Che and Fidel, and a glimpse of the famous seawall, or Malecón – “the world’s longest couch,” as it is jokingly referred to locally. This initial whirlwind tour

was enough for us to see that we were in good hands: Anders, intrepid behind the wheel, was easily able to negotiate all manner of transit, including hand-tooled bicycles, horse-drawn carts and pedestrians on the main road. Rolando quickly proved himself to be

knowledgeable as well as linguistically talented: we

were all astonished to learn that he had never been off the island, despite his flawless and idiomatic English.

With barely an hour to unpack before the welcome dinner, I set out on foot to immerse myself, however briefly, in this wholly unfamiliar city. Much to my surprise, I found a small but thriving synagogue amid the narrow, crowded streets. The street life was dense and people were curious and friendly. We had been told that although petty theft was increasingly an

issue, violent crime was not and that we could walk anywhere in Havana day or night without fear. Happily, I found this to be the case throughout our stay there.

The Saturday night dinner in Havana marked the first of what would be many memorable outings planned for us by the tour director. La Fábrica de Arte Cubano, housed in a former cooking-oil factory, comprises a theatre, bar, restaurant and art gallery, all interspersed throughout the irregular multilevel space. Negotiating one narrow stairwell after another, we were led to a delightful outdoor rooftop dining area. Although clearly popular with tourists, the site also attracted a multitude of young, fashionable Cubans. When we left, there was a line two blocks long to get in.



The next morning, Rolando and Anders arrived at the exact predetermined hour – they were very punctual – and treated us to a walking tour of old Havana, followed by lunch at another excellent eatery near a lovely plaza. Time was running short, and already we had to head to Varadero, where the FIT World Congress was being held. Sad to leave but excited to see what the outskirts of Havana looked like, our group

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The FIT Conference in Cuba

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eagerly took in the sights during the two-hour drive to the hotel we would be staying in while we attended the congress. Much like our landing the day before, we were quickly surrounded by fields of green, with very little discernible sprawl to mar the landscape.

On the way to Varadero, we had the great privilege of visiting two working artists in their homes: a photographer and a woodcutter. Hospitable and

warm, they took time to explain to us in detail their creative methods and their approach to art.

Because I had no official business to conduct with the International Federation of Translators (FIT), I was free to join the field trips planned for us Monday and Tuesday. The first of these was a meeting with a clothing designer, who again warmly welcomed us into her home. After watching a short video of her fashion designs, we went up to the roof for a demonstration of her dye methods. The visit ended with a most unexpected and delightful outdoor fashion show, complete with catwalk and music.

Other activities during the week included a visit to an organic farm called La Coincidencia, where we strolled the impressive art-filled grounds while the owner explained the history of the farm and its operation. During that tour, we were fortunate to glimpse a bright green Cuban blue anole (*Anolis allisoni*), apparently a rarity due to its limited geographic range. Our visit culminated with a lunch prepared exclusively with ingredients grown on the farm, including delicious sticky rice and fresh tamarind juice. I bought a pound of



coffee that I am still enjoying every morning.

The “work” part of the trip proved to be as interesting and enjoyable as the touring part. The sessions at the FIT World Congress were many, and included such diverse topics as interpreting indigenous languages of Guatemala, translating children’s literature, providing cybersecurity for



translators and, of course, remote interpreting in the age of COVID. Each session lasted 30 minutes, and we were given mid-morning and mid-afternoon breaks to drink coffee, nibble on pastries and mingle with attendees and presenters.



One unexpected but wonderful feature of the congress was the presence of on-site, live interpreters at every session. Attendees were able to listen to the interpretation on headphones, choosing an English, French or Spanish channel. Taking advantage of this rare opportunity to listen to professional interpreters on the job, I took as many notes as I could scribble down on vocabulary, grammar and phrasing.

Eight days fly by fast, and before we knew it, the Sunday of our departure was upon us. Once again faced with a long day of air travel, our group decided to meet at the Havana airport with plenty of time to spare. Due to various circumstances beyond our control, the margin of time we had allotted ourselves was whittled down to an uncomfortable last-minute dash to the gate. Relief! We all made it off the island on our scheduled flight.

Once in Miami, however, the unpredictable monster that is contemporary air travel raised its ugly head, resulting in endless lines, missed flights and upended plans. But that’s a story for another newsletter—or better, an after-work happy hour over a glass of wine!



The Human Dimension of Machine Translation: Fight-or-flight vs. Tend-and-befriend

NETA Monthly Meeting, April 16, 2022

Reviewed by Marian Comenetz

When he was in middle school, our April monthly meeting speaker, **Konstantin Lakshin**, became interested in computational linguistics. He was trained by some of the best Soviet-era researchers in the field and worked on several natural language processing projects. Konstantin provided attendees with a brief comparative history of advances in the development of human-centric and machine-centric translation and some snapshots of changing attitudes towards machine translation over the decades.

Machines didn't come into existence by themselves. People invented them. Machine translation (MT) is not alien. People have always been interested in delegating a variety of tasks to others to make life easier. Konstantin referenced the Luddites, who toward the beginning of the Industrial Revolution in the 19th century, destroyed then-new machines for fear that those machines would take over and eliminate jobs. In the context of today's session, then, it's not surprising that the Human Translation (HT) - Machine Translation (MT) controversy is not new. Anxiety on the part of human translators has accompanied the development of machine translation from the start, at least in part because mainstream MT systems were designed by language scholars, not professional translators.

That having been said, there are three ways to interact with technology: Fight or flight, based on an automatic physiological response to escape when something is frightening; reach out to try to learn; and make a deal and work together. The latter is what Konstantin calls "tend-and-befriend." He sees it as the better way to proceed. He cited the U.S. Bureau of Labor Statistics projection of 24% growth for the T & I industry between 2020 and 2030. Part of that is contingent on the use of MT.

While there are many kinds of translation and some won't involve MT, he doesn't think MT will disappear.

Konstantin then referred to human translation theories. Translation is about taking one text and converting it into another. There are three basic approaches: text to text, meaning to meaning, and purpose to purpose. Unlike in engineering, technical writing or public relations, when undertaking a project, translators have to figure out what to do with a text. They are not told what to do. In the earliest decades, MT tried text to text only, with meaning not

a key focus. At that point MT was not meant for human translators. Even when human translators got some access, they had no input into MT and no power over it. Konstantin referenced an early personal experience where the people he was working with proposed that MT developers give them a license that would give them access to the developers' tools, after which the human translators would provide feedback. The developers, however, were not interested.

Warren Weaver's memorandum dating back to 1949 was key in that it suggested that based on World War II code breaking, MT was feasible. In the earliest decades, Rules-Based Machine Translation (RBMT) dominated. Scholars looked for elegant models but for lack of computing power,

had trouble making things work. Efforts continued into the 1990s. Little by little computers were becoming more powerful, which led to the development of [Example-Based Machine Translation](#) (EBMT). Roughly speaking, EBMT may be described as small or test-scale Statistical Machine Translation (SMT). That then led to full-scale SMT. SMT is based on statistical models derived from analysis of bilingual text corpora. Due to the trend toward globalization, that is, increased marketing to other countries, there was a demand for that model. Beginning around 2015, a third approach emerged: Neural Machine Translation (NMT). That approach to MT uses an artificial neural network. The goal was to teach machines how to learn. That resulted in what Konstantin called "something useful." During the Cold War national security systems and commercialization produced a real need for MT. National security needs only intensified with the War on Terror precipitated by the events of 9/11/01 and the war in Afghanistan. Demand for mass translation increased hugely, albeit without much concomitant attention to quality.

There are three ways to interact with technology:

- **Fight or flight**
- **Reach out to try to learn**
- **Make a deal and work together. Konstantin calls this "tend-and-befriend," and sees it as the better way to proceed**

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Frank Geoffrion receives a lifetime membership to NETA

by Steve Sanford

At this year's NETA conference, Frank Geoffrion was awarded a lifetime membership in recognition of his remarkable career.

For the profession of interpreting in New England and elsewhere, Frank is a towering figure. He was a pioneer in medical and court interpreting, and also one of the best interpreter trainers around. His efforts to turn interpreting into a professional activity, and to get interpreters to respect themselves and their profession, paved the way for anyone who makes a living as an interpreter today. In the bad old days, being a court interpreter was one of the incidental duties of the courthouse janitor; a few years later, it was still just something bilingual kids did until they became lawyers or judges.

It took a long time for interpreters to be recognized as professionals, and Frank helped make this happen. In case my overly emotional words at the conference gave anyone the wrong idea, Frank is fine, he's just retired.

Frank's most enduring legacy will be his teaching. Through his teaching at Bentley, Boston University, University of Arizona, and Cross-Cultural Communication Services (CCCS), Frank helped many people who are professional interpreters today. His students learned to improve their craft and to hold themselves to a high standard, which contributed to higher standards and professionalism for all interpreters.



The Human Dimension of Machine Translation

Continued from page 6

By now, though, NMT is turning into a partner of sorts, said Konstantin. One really can work with it and use it. Of course, there are problems, but things are improving.

Konstantin ended his presentation with some hints and tips.

- Systems are always changing—and quickly!
- Many CAT tools support access to MT. How they interact is the issue.
- NMT systems are trainable but generally need immediate reward or discouragement. Konstantin's personal approach has always been to "translate what you can translate in your sleep first and worry about the rest later." That approach does not work with NMT. If something is not corrected right away, the "bad habit" may stick and haunt you later. However, corpus-based (re)training requires a supercomputer, which one is not likely to have in one's backyard, so Konstantin is still teaching himself to correct MT results early.
- Language pairs matter: if you have a text that includes a language you don't know, try the language you don't know in combination with every language you know, and don't get too upset if the first pair didn't work. Konstantin's example involved Armenian>English (total failure) and Armenian>French (acceptable for his purposes).
- Modern MT seems very useful for back-translations.
- MT is far better in some languages than in others.

In conclusion, things have changed dramatically over time. At the beginning of Konstantin's career, he undertook translations by hand. He then moved to a mechanical typewriter and then to an electric one until computers came into play. MT was first attempted on old-style mainframe computers ([see Wikipedia article](#)), then on personal computers, then on "non-PCs" again, supercomputers this time around, and now, of course, on smart phones.

The latest MT systems do learn: they actually determine how to deal with a given term the next time. When Konstantin asked some colleagues whether they use MT, he got responses ranging from "No, never," to "Always," and degrees of use in between. While there can be problems in communication with developers, Konstantin is a partisan of the "tend-and-befriend" approach and encouraged attendees to try to overcome anxiety and adjust to new technology.

A Q & A session followed this presentation, and thank-you's rounded things out. A recording of this presentation is available in the *Members Only* section of our [website](#).

Calendar Notes

August is Women in Translation Month

Women in Translation Month was started by Meytal Radzinski in 2014. It is an annual celebration of women writers from around the world, writing in languages other than English. Check out recommendations, reading lists and more on their website, womenintranslation.org.

August 9 is International Day of the World's Indigenous Peoples

There will be a virtual commemoration via Zoom 9-11 am EST. [Go here](#) find out more. The U.N. declared the years 2022 to 2032 the decade for indigenous languages. The goal is to bring to attention the dying languages, since most of them are not taught in schools or are used by the general public. Losing a language is losing an important facet of the history and culture of a people.



Sept 8 is International Literacy Day

Started by UNESCO in 1966, International Literacy Day takes place on September 8 every year to raise awareness and concern for literacy problems that exist within our own local communities as well as globally.

Sept 26 is European Day of Languages

In 2001, the Council of Europe's Committee of Ministers declared September 26 as the [European day of languages](#). The aims are to draw attention to Europe's rich linguistic diversity, to encourage language learning and to reinforce intercultural understanding.

Sept 30 is International Translation Day

St. Jerome, the bible translator and patron saint of translators and interpreters, was born on September 30. For the past 17 years, NETA has been celebrating International Translation Day during our first monthly meeting in the fall with a workshop that we call a "translation bash." Look for an announcement about that closer to the date in an email sent to all NETA members.

Sybil Gilchrist receives NETA's 2022 Ilse Andrews Service Award

by *Diana Rhudick*

NETA offers the Ilse Andrews Service Award at each annual conference to the NETA member who has done the most as a volunteer for our association.

This year, the service award went to member Sybil Gilchrist. Sybil is currently serving on NETA's board of directors. She also helps each year with conference organization, and generously gave a talk on genealogy, one of her passions, for a monthly meeting.

Award recipients receive a formal certificate, one year's free membership in NETA, and a gift certificate to bookshop.org. The board and I enjoy discussing and giving out this award every year. Please consider volunteering for our group and we will reward your efforts, too!

NETA'S Summer Picnic

*It's wonderful to think that we'll be gathering in person again!
We invite you to join in at our annual summer get-together.*

Date: Saturday, August 13
(rain date, Sunday, August 14)

Time: Noon-5:00

Place: Medford, MA

Hostess: Heidi Cases

*Details will follow by email.
For now, please mark your calendar to save the date.*

Early questions? Contact [Marian](#)

We look forward to seeing you soon!



26th Annual NETA Conference

Held Virtually April 30, 2022



Below and on the following pages are 2022 conference reviews written by fellow NETAns. A hearty **THANK YOU** to **INES FUSCO** for organizing the volunteers to write articles as well as to the volunteers themselves who wrote the articles.

Language and Trauma: Connecting the Dots

Keynote Address by Ester Serra Luque at the NETA Conference 2022

Reviewed by Maaïke van Westen

Language is more than a communication tool, Ester Serra Luque explains during her keynote address at the 2022 NETA Conference. Language is also an expression of culture and identity, and it is linked to both personal and historical trauma and resilience. Ester discusses language and trauma in the context of language work and provides tips for minimizing vicarious trauma for translators and especially interpreters.

Ester Serra Luque is a community and court interpreter and translator. Until recently, she was the director of community services at Transition House, an organization that supports survivors of domestic violence and provides assistance and training on issues of trauma and violence prevention. She worked as a journalist for over 10 years and is actively involved with several social and language justice groups in the Boston area.

Language and Trauma

Ester starts by acknowledging that more than 200 Native American languages have been lost in the US over the past 400 years. After this acknowledgement, she sets up the framework for the conversation about trauma and language by showing a chart with power dimensions, ranging from the individual to the institutional and structural. In other words, various forms of violence and trauma are not isolated but are closely linked to structures of oppression. Ester points to research regarding the impact of trauma on second language acquisition, the effects of language in the processing of trauma, and language and collective trauma. She includes a link to the [Wôpanaâk Reclamation Project](#). The goal of this project is to return language fluency to the Wampanoag Nation as a means of expression.

Language is not only linked to our group and individual

identity, but also to our history, view of the world, humor, and culture, to name a few. A brief poll during Ester's presentation points to the connection between emotion, experience, and language. When we get cut off in traffic or hit our thumb with a hammer, do we swear or curse in our first or second language? According to the poll, most of us will swear in our first language. When we talk about an emotional experience, the use of a second language may help some to keep emotions under control. But how does trauma-awareness relate to language work?

Ester points to research regarding the impact of trauma on second language acquisition, the effects of language in the processing of trauma, and language and collective trauma.

Trauma and Interpreting: practical tips

Ester distinguishes three dimensions in regard to trauma-awareness: the self, the client, and the witnessing community.

Let's start with the self: the interpreter. Interpreters process traumatic content at least four times while they: (1) listen, (2) analyze and understand, (3) convert the content, and (4) deliver the content in another language. This intense processing

can increase the risk for vicarious trauma. Moreover, interpreters describe traumatic events in the first person and become the "voice" of pain and suffering. How vulnerable interpreters and translators are to vicarious trauma can depend on their own past experiences and history of trauma, their workload, and in the work culture. Vicarious trauma can have far-reaching effects on performance, morale, and relationships. So how can it be prevented or managed?

Ester has a number of useful tips for interpreters: **Before** an assignment, prepare. It is good to have a ritual before you start, use checklists, and think carefully about your own code of ethics. **During** an assignment, remember:

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Back to the Future: An interpreter's very late career change and how to stay calm amid chaos

2022 Conference Endnote by Diana Clark

Reviewed by Stephanie Valdes

The presentation *Back to the future* is the autobiography of a woman who is passionate about languages. Her journey started right after high school. She studied French and became a translator and interpreter in London. She thought she was in her dream profession, but when the opportunity of moving to New Jersey presented itself she didn't turn it down.

With the opportunity came a change in careers and she found herself as an administrator in a bank rather than in her dream profession. Then for the next 19 years she was the administrator of a law firm.

She had been completely diverted from her dream of being an interpreter and/or translator and worked for two other law firms. However, she never stop thinking of herself as an interpreter and even translated the news during her commute back and forth to work every day.

Although she was in her 60s and thinking about retirement, she had never stopped thinking about her dreams of being an interpreter and translator. She was encouraged by her husband's oldest daughter to take a test at the translation agency that she worked for.

She took the test and passed. Her first assignments were translating legal texts. Then, hearing that they needed interpreters, she applied to become a court interpreter for the state of New Jersey. As luck would have it, at the same time that she was making her dream profession come true, she lost her job as an administrator.

Years later the translation agency she worked for got swallowed up by a giant government contractor and she refused to work for the new contractor. Despite all the challenges, she kept advancing gradually. After five or six years she was doing the work that fascinated her, but her career did not stop there.

After a long struggle she joined the United States Languages Service Division as an independent contractor. This opened doors to many new experiences. She had the opportunity to visit places where she wouldn't have been able to go otherwise. At the same time she learned many new terms and even created her own glossary that she still keeps today.

Even though now she is very successful in her career and has many years of experience, she still considers herself a trainee. As she said: "You can never be fully educated in translation or interpreting."

This autobiography gives us a chance to reflect on life and begin to look for our true self. It is a great opportunity to stop for a second and ask, "Why do I do this?". If we do, we might find the answer just like she did.

Her love for languages and the need to fulfill her passion has led to personal and professional fulfillment. Remember that sometimes it is necessary to get lost in life to truly find ourselves and our purpose.

Language and Trauma: Connecting the Dots

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"I am not that story." You can use physical anchors and focus on your breathing to ground yourself as needed. Acknowledge emotions but file them away for later, and be aware that "this too shall pass." Ester recommends end rituals **after** an assignment. Debrief and engage in an activity that is healing for you. A good example is the upbeat music Ester plays at the end of her presentation.

Next is the client dimension: What does trauma look like? Possible signs of trauma in clients are a lack of trust, illness, silence and withdrawal, sadness, anger, etc. Any misplaced emotion may indicate trauma. Ester recommends a curious mindset, so instead of asking "What is wrong with that person," ask "What may have happened to that person?" A client who speaks Quechua may see a Spanish interpreter as representing the colonizers, so compassion is important and "don't take it personally". Explain your code of ethics and what you can and cannot do. Be transparent, and do not silence clients. The goal is not to step into a "savior" role but to foster the client's autonomy and control.

The community constitutes the third dimension. Here interpreters can educate others, ask for the necessary time to prepare, build systems and networks of support, and speak their code of ethics, all to foster culture change. So although vicarious trauma is a substantial occupational risk, vicarious resilience can be a positive outcome: It can increase our capacity to face adversity, to practice perspective, and to become part of a positive transformation.

Consecutive Refresher: Interpret with Your 5 Senses (Part 1)

2022 Conference Presentation by Darinka Mangino

Reviewed by Sybil Gilchrist

Darinka Mangino is Adjunct professor of interpreting at the Escuela Nacional de Lenguas, Lingüística y Traducción of the Universidad Nacional Autónoma de México.

Embracing the live-chat feature throughout this virtual presentation, Professor Mangino created an interactive classroom that made attendees a “part of the conversation.” With 26 years devoted to the field of interpreting, Mangino clearly articulated the risk, stress, and fear involved in Consecutive Mode Interpreting. Soon to be the center of attention, the interpreter feels isolated and disoriented, having much in common with both a stage-fright actor and a blindfolded flailing-stick Piñata player. Mangino offered strategies to deal with the tension by addressing three major complaints of Consecutive Interpreters.

1. I hate consecutive.

Tapping into positive emotions, such as joy, trust, serenity, and optimism will help the interpreter feel comfortable and in control of the situation. Preparation can alleviate stress, paving the way for acceptance of the upcoming task.

2. I have a terrible memory.

A. For all assignments, the interpreter should refer back to personal experiences and knowledge of the world. A wealth of material is already stored in the interpreter’s memory bank.

B. The interpreter should use the five senses to be aware of the big picture. Sight and hearing are obvious in the task setting. The sense of smell may bring back familiar aromas. The nose also facilitates breathing deeply for relaxation while on assignment. Taste may be affected by the stress of the moment and may lead to dry mouth requiring hydration. Touch is best discovered through note-taking, writing down vocabulary and relevant expressions. Relying on the five senses will enhance memory.

C. The interpreter should apply the principle of limited memory resources: the brain can only cope with seven units of memory at a time.

3. I have a hard time reading my notes.

The interpreter should consider honing penmanship skills. Practicing handwriting will improve legibility and speed.

Equipped with experiences, five senses, retention of seven new units of memory, and improved note-taking preparation, the interpreter has tools to carry out any assignment. Consec

requires using the entire brain and cognitive resources.

Filtering out irrelevant materials and rejecting negative emotions are key to mastering interpreting skills.

To further illustrate the process, Mangino assigned an in-class exercise. Imagine that you are being hired to translate “the toast given by the father-of-the-bride” during a wedding reception.

Attendees started by drawing up a mental map of their past experiences at weddings. Then aided by the five senses, they recalled the sound of wedding vows; the sight of table decorations; the taste of

champagne and food; the touch by guests embracing; and the breathing in awe of the festive atmosphere.

The toast itself is filled with familiar expressions. Attendees remembered the following themes from previous speeches: birth of the bride; childhood memories; how the couple met; emotions; jokes; and acknowledgements. They were able to draw significant expressions from their personal data.

The attendees were now ready to write down the seven new units of memory for this event: Names of the (1) bride, (2) groom, (3) father, (4) mother, (5) (6) in-laws, and (7) siblings.

Then Professor Mangino showed a video of the father delivering his speech to the happy couple. After watching the segment, attendees compared their mental maps and written notes with what actually played out in the video.

The analysis of the toast was continued in the next session, Part 2 of the Consecutive Refresher.



Loanwords and Language Mixing: Bringing an Azorean Tale to an American Audience

2022 Conference Presentation by Francisco Cota Fagundes

Reviewed by Megan Miller

When Francisco Cota Fagundes was in college, he had a particularly memorable experience with anglicisms. A native of Aqualva in the Azores, he and his family emigrated to the United States in 1963. But despite a background in the Portuguese language, he found himself sitting in a UCLA classroom, unable to come to up with the dictionary-Portuguese word for “ice cream.” The word Fagundes was looking for was “gelado,” but in the moment, he substituted an Azorean loanword borrowed from the English term.

This type of borrowing is common in the 1944 novel *Mau Tempo no Canal*, written by Vitorino Nemésio, a work Fagundes went on to translate.

Now an Emeritus Professor of Portuguese at the University of Massachusetts Amherst, Fagundes described the challenging translation process during his presentation “Translating Heterolingualism and Coastal Whaling” at the 26th Annual NETA Conference.

His translation of the 1944 work is entitled *Stormy Isles: An Azorean Tale* and transports readers into the world of Margarida, a young woman living in the Azores. The novel explores feminist ideas, the concept of God, and conviviality, all through a narrative reminiscent of Romeo and Juliet.

In addition to reflecting all those themes in his translation, Fagundes had to grapple with the heterolinguistic nature of the book. As one might expect, the original text is chock-full of Azorean regionalisms and local language variants. But beyond that, Nemésio also sprinkled instances of Ecclesiastical Latin, English, French, German, Dutch, and Castilian Spanish throughout. In one instance, Fagundes even dealt with translating dialogue that mixed elements of German, Portuguese, and English all at once.

As he searched for the best way to go about reflecting a heavily multilingual story, Fagundes never lost sight of the readers’ needs. He was translating for an American audience and made decisions with those readers in mind. But as much as he strove to preserve readability, he also understood the importance of representing the local color and cultural uniqueness of the Azores.

In the end, Fagundes chose a case-by-case approach when it came to each language. He left the Ecclesiastical Latin passages in their original state since they were widely known and translating them could be read as an insult to the readers’ intelligence.

In the case of French, he elected to quote the passages in their source language but provide an English translation in the endnotes. Fagundes chose to translate some Castilian terms, but left others untouched, allowing the context to convey meaning.

Translating multiple languages was only one part of adapting heterolingualism to a target language. Anglicisms and loanwords

were also a major part of morphing the Portuguese text into an English equivalent.

The Azores has a colorful history, and language contact is a prevalent theme, but that contact didn’t exclusively come from Flemish settlers and trade with the British. Many of the anglicisms evident in Azorean language variants (and Nemésio’s novel) are the result of islanders emigrating to the United States and then returning to the Azores later in life. With a new propensity for the English language, Azorean Portuguese speakers began incorporating anglicisms into everyday speech.

Whaling terms are just one example of anglicisms common in *Stormy Isles*. While Fagundes couldn’t confirm whether Nemésio modified any whaling terms, he believes it’s safe to say that the author was as faithful as possible to 1940s usage.

Faced with the challenge of translating these loanwords, Fagundes knew he had several options. He considered translating them back to the original English but felt that wasn’t very faithful to the original and eliminated the linguistic defamiliarization that pervades the source text.

His solution? Leaving the whaling terms as Nemésio originally wrote them. In many cases, the reader can derive meaning from context, but Fagundes also provided translations in the end notes. Therefore, the resulting translation was both faithful to the original and understandable to an American audience.

Translation is a series of informed decisions, and Fagundes’ NETA presentation provided an exceptional example of the decision-making process.

Fagundes reminds us of this valuable lesson: a faithful translation of heterolingualism is possible, although not easy. But in the end, that hard work resulted in another piece of twentieth-century Azorean literature being accessible to an English-speaking audience.

A Comprehensive Guide to Running Translation Services (During the Pandemic)

2022 Conference Presentation by Andy Jones Berasaluce

Reviewed by Stephanie Valdes

Andy Jones Berasaluce, a translation specialist with the MA trial court, presented a summary of a guide created to successfully run a translation business. Andy developed this guide during the pandemic, but the guide can be used during any circumstances, which is why “during the pandemic” is in parentheses in the title. The guide is divided into nine sections or steps:

- Blueprints
- Serving
- Mapping
- Feasibility
- Design and Engineering
- Construction
- Monitoring and Maintenance
- Enhancement
- Eye on the Future

During implementation, there are certain concepts or actions that come up repeatedly because of their importance. These are some of the actions that are seen in almost every step:

- Examining qualitative and quantitative data.
- Determining gaps and how to fill them.
- Implementing protocols and procedures.

Another aspect that is crucial throughout is audience. It is very important to always take into consideration both the external and the internal audience of each company, task, or assignment. Although these actions are repeated throughout the steps, do not underestimate them!

This guide has been created and tested by a successful person. It is very detailed with many steps. If you are a translator or interpreter looking to grow and succeed in your business, then this presentation is for you.

Upholding Team Interpreting in the Remote Simultaneous Age

2022 Conference Presentation by Salo Salman

Reviewed by Solange Anderson

This conference session was presented by Salo Salman, a Legal Interpreter, Language Coach, and the founder of Transcend Linguistix, which provides professional interpreting and translation services.

The presentation starts with Salo giving us a relatable scenario. Salo sets the scene: “We’re asked to interpret alone remotely. We’re barely given any details. We’re eager to get the job, and the next thing we know, we are in over our heads.” That is a situation that many interpreters can relate to. Salo continues: “The speaker starts speaking at a rapid rate, using very specific and technical terminology, so even well prepared, the interpreter struggles to perform the work.”

This is where the case is made for Team Interpreting. Clients often say that they have never heard about Team Interpreting, even though it is not a new concept. Therefore, it is essential that we, as interpreters, understand the concept and the methodology so we can educate clients about it.

Salo shared with the audience a research article from 1997 published by Proteus, the newsletter of The National Association of Judiciary Interpreters and Translators, about team interpreting entitled “New Study on Fatigue Confirms Need for Working in Teams.” The article posited that team interpreting was not being used because of judges were resistant to use it, considering it wasteful. Administrators also opposed using teams citing budget constraints.

A study conducted at the University of Geneva provided scientific evidence to support that accuracy is directly related to the length of time a person interprets. It detailed the cognitive functions stating that “...a considerable increase in the number of meaning errors after 30 minutes on task does represent a significant decline in output quality.” The study also stated that due to cognitive overload interpreters were unaware of the decline in the quality of their interpretation. And for fear of not getting work or exposing what is considered to be a weakness, interpreters insist that working for an extended period will not affect accuracy. The work load is unrealistic due to increased time on task, extremely fast speakers, and long working hours. Salo argued that every interpreter can corroborate this finding, but it is not discussed.

According to Salo, we live in an era of remote interpretation. Therefore interpreters will probably get more video assignments and most will not be consecutive but simultaneous. On these occasions, the professional must be prepared to make the client aware that the industry standards strongly recommend team interpreting if it is an extended assignment.

Sola advised the audience to have the research paper shared during this presentation ready for clients. Having it at the ready as an email attachment will demonstrate that the arguments are

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Upholding Team Interpreting

continued from page 13

based on scientific evidence. Scientific studies have indicated that mental fatigue increases after approximately 30 minutes. The studies show that the quality of the rendition is compromised, even if the interpreter thinks the interpretation is accurate. In addition, prolonged interpreting causes physiological and psychological stress.

Interpreters need to advocate for themselves. It is essential to get educated to be able to effectively advocate. Interpreters should be in harmony, not competing. If all interpreters support team interpretation for prolonged assignments, it can be established and implemented as an industry standard.

Salo mentioned that associations always encourage professionals to uphold industry standards and help raise awareness. Nobody can be a better advocate for industry standards than the interpreter. Unfortunately, institutions do not budget enough funds to meet the standard for team interpreting. One reason for this is that not enough professionals request team interpreting when negotiating assignments.

One helpful tool when negotiating with a client for team interpreting is having a teammate lined up who is qualified in simultaneous interpretation and who can make recommendations. This is especially important if the language is not very common.

There are best practices to do team interpreting well. For instance, the non-working interpreter in the “off” position is not actually off duty. Instead, that partner actively monitors the working interpreter’s accuracy and makes necessary adjustments. At times, these adjustments need to be made immediately and the non-working person may surreptitiously sign or speak to the working interpreter to adjust the interpretation. At other times, the team interpreter might make a written note and discuss the point with her team interpreter during a break.

Asking for team interpreting should not be seen as a weakness but rather as a strength. It demonstrates the ability to work with a partner. Salo warned that institutions may take

a long time to understand the importance of team interpreting. Still, we should not stop talking about making team interpreting an industry standard, especially now that remote video interpretation has gone mainstream.

Salo compared sign language interpretation with spoken language interpretation. In non-legal settings, team interpreting for sign language is readily accepted because of its physical dimension.

The Registry of Interpreters for the Deaf (RID), the professional association of sign language interpreters, has long been concerned that the proper ergonomic conditions be implemented for the physical health of sign language interpreters. All sign language professionals risk developing a repetitive stress Injury (RSI) during their careers. If ignored, RSI injuries can lead to permanent disability. One of the ways to prevent RSI is to work in teams.

The professionals who perform sign language interpretation advocated for their industry standard to be implemented and spoken language interpreters should do the same.

For spoken interpreters, research shows that 22 discrete cognitive activities occur simultaneously when a spoken language professional is working. Mental fatigue sets in after approximately 30 minutes of sustained simultaneous interpretation,

resulting in loss of accuracy. The use of interpreting teams prevents this mental fatigue.

Finally, Salo spoke about the challenges of team interpreting using an online platform like Zoom. In attempts to implement team interpretation on Zoom, he has found that the platform does allow simultaneous language interpretation, but it does not allow more than one interpreter to be assigned to the same language channel. That is just one challenge that has been encountered with Zoom.

Moving forward in the current remote digital era, we as interpreters need to come together and brainstorm how to create better work conditions, have the proper techniques, and address the issues encountered. For example, we need to advocate for platforms to allow more than one interpreter per language channel. Until then, interpreters need to be creative to find ways to solve the problem. One work around is using another resource, such as the messaging app *WhatsApp*. That way, the interpreter team can communicate with one another behind the scenes to make the team assignment work. This brings up the need for interpreters to be trained to use the platforms that allow team interpreting.

This was a worthwhile presentation that helps us to understand the importance of maintaining service quality and advocating for the profession.

Salo warned that institutions may take a long to understand the importance of team interpreting. Still, we should not stop talking about making team interpreting an industry standard.

Challenges in Translating for the Advertising Industry: The Case of Belgium, France, Luxembourg and Switzerland

2022 Conference Presentation by Elizabeth Martin

Reviewed by Sue Kronenfeld

Professor Elizabeth Martin has held several academic positions, and is currently a Professor of French at California State University - San Bernardino. Her recent research focuses on cross-cultural business communication, language mixing in advertising and localized strategies for global marketing. She shared some of her findings with us at the NETA conference this year.

Prof. Martin began her presentation by pointing out that the data she has been analyzing focused on four types of advertising: Web, TV, magazines and outdoor advertising. Examining these media, we can extrapolate certain details about the culture of European Francophone countries, and also specifically about their advertising culture. Elizabeth analyzed advertising from France, where French is the sole official language and from Belgium, Luxembourg and Switzerland, where French is one of several official languages.

English is the most commonly spoken language in Europe (38%), with French a distant second (12%). [Source: *Europeans and their languages*, 2012. Special Eurobarometer 386: europa.eu]

All four countries under discussion have a high level of English proficiency. Thus, there is a strategic benefit to using English in advertising that will reach an audience already familiar with English. In France, with its single official language, advertising laws require text in a foreign language to be accompanied by a translation that is just as legible, audible and intelligible.

Over two-thirds of Elizabeth's engaging slides gave us a taste of the ads she has been studying. One example, reflecting France's education system, was a French bank advising recent high school graduates that getting a high score on their baccalauréat (high-pressure high school exit exams) would be worth some extra money for new depositors in the bank. Other ads made use of word play, whether puns in French, or playing between French and English words.

Global brands know the importance of cultural considerations when translating advertising, and therefore tailor their messages to local markets. Culture-based advertising appeals differ markedly from one Francophone culture to another. The use of English and "Frenglish" in advertising is adapted as well, reflecting different levels of English borrowings and levels of English proficiency in each culture. Word play often occurs in these ads; one Swiss example is a portmanteau word: "don't worry, be Hempfy" (happy + hemp), for a café selling marijuana products.

The ads from all four countries address not only local Francophones but also international tourists and expatriates in English; this is true even in France, where it is illegal to use untranslated English in advertising.

Multilingual messaging occurs in Belgium, Luxembourg and Switzerland and corporate socially responsible (CSR) trends appear in all four markets, but diversity marketing (including multiracial

casting and LGBTQ+ presence) was most noticeable in Belgium.

Another very significant theme in the ads Elizabeth presented was that Covid-19 has had a significant impact on consumer attitudes and purchasing behavior. In turn, advertisers have turned to wry Covid-19 humor, both as a morale booster, and as a way to make their products and ads more memorable.

For more in-depth analysis of what ads in Francophone countries reveal about culture, you can also read Professor Martin's book, *Marketing Identities Through Language* (London: Palgrave Macmillan), and some of her recent articles:

Martin, E. (2020). "Business French case studies for enhancing cross-cultural competence," *The French Review: Dossier pédagogique*, Vol. 94.1.

Martin, E. (2019). "Global marketing translation and localization for French-speaking countries," special issue of *World Englishes: World Englishes and Cross-cultural Advertising*, 38, 366-386.

August NETA Deal!

"To learn a language is to have one more window from which to look at the world. To have three free months of NETA membership is to have a door to monthly professional development opportunities and an outstanding network of language professionals, which is even better."

-Anonymous

During the month of August, if you refer a new member to NETA, **you and your friend will each earn an additional three free months of membership!** When they sign up, have them put your name in the "referred by" section of the form, and **three free months** will be added to each account.

[Join Now](#)

Questions? Contact Antje Ruppert at membership@netaweb.org.

Getting Started as a Translator or Interpreter

2022 Conference Discussion with Panelists Esther Bonnie, Jailton Carvalho Pereira, Ana Helen Lopes, and Mireya Pérez

Reviewed by Stephanie Valdes

Every day more and more people choose to follow interpreting or translating paths as a career; sometimes even both. It may be a young individual following their passion for languages or someone looking for a career change. The problem is that the market does not exactly expand as quickly as the supply of interpreting and translation individuals looking for an opportunity.

The distinguished panelists were:

- **Ana Helen Lopes**, Court Certified Portuguese Interpreter at the U.S. Department of State,
- **Jailton Carvalho Pereira**, certified medical interpreter and English teacher
- **Mireya Pérez**, English and Spanish Interpreter and Translator in K through 12 Education, and
- **Esther Bonnie**, Interpretation Programs Manager at Piedmont Global Language Solution.

They discussed the key elements to stand out from the crowd as a new interpreter/translator. The first thing that all agreed on was that to become a successful interpreter/translator the individual must have a passion for languages followed by some sort of training or education — a certificate, a four year degree, or another program at a college or university. That being said, it is important to mention that you do not need to wait until finishing your studies to start getting experience and immersing yourself in the field. All four of the professionals in this session mentioned some sort of involvement in the field before graduating from their respective programs. Some did volunteer work, others took internships or worked for non-profit organizations, and most were affiliated with an organization like NETA.

When the moment comes to shift from student to professional, it would be extremely helpful to have mentors and to network as much as possible. Mentors can provide you with the support and sense of direction that otherwise you might be missing. Think of it as a lending hand. Networking will provide connections to open doors in the future. It might be a job or a letter of recommendation, you never know. What is certain is that they will be of great help.

Along with the passion for languages, being a linguist, and becoming an expert in your field, it is also important to be curious about the language and the culture that comes with it. Plunge into the language of choice, whether a teenager or adult, by traveling to countries where they speak the language and explore its culture. This will help you to prepare well and stand out from the crowd. Also make sure to have all the training and equipment that will make the work easier and of better quality.

Whether you intend to specialize or not, investigate all avenues of the language profession. Explore all of them and learn from them because that will result in a knowledge bank that will be useful for any endeavor, and it might lead to opportunities or interests that

you have not thought of before. It is not a surprise that all the branches of the language profession intertwine one another.

Esther mentioned: “The career does not stop at being an interpreter, there are more ways to grow,” meaning you should explore the opportunities given. More often than not there are companies looking for experienced translators who want to become project managers.

Make sure to invest in yourself. Jailton said: “As an interpreter or a translator your words will sell you, not your curriculum or your resume”. For this reason is important to make time for things other than programs, certificates and work experiences. One way of doing so is by creating your very own glossaries as tasks and assignments start coming your way.

More good advice: Take time to analyze yourself after every assignment in order to always improve.

Here are some additional words of advice for those of us pursuing an interpreter or translator career:

1. Keep yourself organized with time tested technology and become proficient on the platforms employers request you use.
2. Acquire as many skills as you can.
3. Be curious and understand the industry by seeing what is out there.
4. Keep developing professionally and networking. We can never stop learning and connecting with other professionals in all aspects of the field. Branching out based on your interests is a great way to continue to learn.

Best of luck with your journey and happy translating/interpreting!



Thanks to Everyone for a Successful 2022 Conference!

NETA wants to thank the conference committee, volunteers, presenters, sponsors, exhibitors and members of the translation program of the University of Massachusetts Boston for making the 26th annual NETA Conference such a success.

We are especially grateful to all the volunteers who wrote reviews, took part in presentations and served as monitors. Inés Fusco, volunteer organizer wants to be sure to recognize the following NETAns:

Abby Huber
Adriana Ruppel
Ana Helena Lopes
Diana Rhudick
Erika Schulz
Esther Bonin
Jailton Carvalho Pereira
Lesley Andrews
Maaïke van Westen
Maha Jaber
Megan Miller
Mireya Pérez
Regina Galasso
Sibel Benmayor
Solange Anderson
Stephanie Valdes
Steve Sanford
Sue Kronenfeld
Sybil Gilchrist

Whatever your contribution, please know that it is greatly appreciated. The fact that you helped made all the difference as people came together to create another successful event.

The 2023 conference committee has already begun organizing. NETA invites you to join the committee. If you can make a solid commitment for the 2023 conference, so much the better, but if, realistically, you can only pitch in on discrete tasks here and there, the committee would like to hear from you, too.

To get started, email the committee at netaconference@netaweb.org.

Conference Sponsors



**Latin American and Iberian
 Studies Department**

NETA Board Meeting Minutes, June 18, 2022

10 a.m. Virtual Meeting via Zoom

Submitted by Stephanie Newton

Board Members Present: Lesley Andrews, Sybil Gilchrist, Stephanie Newton, Inés Fusco, Rokhaya Smith, Ambrosia Noyes

Others present: Diana Rhudick, president; Marian Comenetz, programming coordinator

Absent: Crystal Zhong, treasurer; Steve Sanford, board member; Antje Ruppert, membership coordinator

Quorum present? Yes

AGENDA

Treasurer's 3rd quarter report and conference accounting

- Reviewed third quarter financial report
 - Question that arose: why are there "venue fees" even though we've been virtual all year?
 - Answer: Zoom fees are under this category. Diana will clarify with Crystal RE why there are two fees showing up instead of one yearly Zoom fee (perhaps from when we upgraded?)
- NETA looked into getting our Bank of America fees waived since we are a non-profit, but it was determined that this is not possible
- 1099 forms will be emailed next year
- Currently, the president approves reimbursement requests. Diana proposed having a second person that can do this as well for when Diana needs to make a request, and in case she is not available. Vice-president (Lesley) will take that on.
- NETA is considering moving to e-checks
 - The process is more complicated than we realized
 - We will continue to keep PayPal open as an option
 - There is a PayPal option called Xoom that costs \$4.99 per transfer - will look into this more
 - Lesley and Crystal will continue to explore e-check options
- Board agreed to purchase rubber address stamp for treasurer
- Conference financials review:
 - First year of the pandemic: NETA offered a free mini-conference
 - Second year: virtual conference with a lower cost of attendance, NETA lost money on conference because of the lower cost and lower attendance

- Third year: virtual conference with a higher cost of attendance; NETA lost money on conference because of lower attendance, but did not lose as much as the previous year
- See "Conference" section for further discussion on 2023 conference

Payment for services to NETA

- There are several positions that are paid for their services to NETA. The board is conducting a review of the payments to ensure that this labor is reimbursed fairly.
- First step is to better understand what each role does. The people in these roles will write out a job description describing their duties (this will help us understand each role better and also help transition the role to a new person when applicable)
- Considerations
 - Should everyone receive the same rate?
 - What seems fair for the work?
 - What can NETA afford?
 - Hourly or flat rates?
- Next step: gather all job descriptions and discuss various models at next board meeting. Stephanie agreed to gather job descriptions.

Election & officers 2022-23

- Terms for NETA officers are ending for the year. Need to decide on whether the people in these roles will continue or swap out.
- President: Diana is interested in continuing for another year; Board agrees to have her continue.
- Vice-president: Lesley is interested in continuing for another year; Board agrees to have her continue.
- Secretary: Rokhaya needs to step down. Steph will be secretary, and Ambrosia will be substitute. Board agreed.

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Board Meeting Minutes June 18, 2022

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- Treasurer: Board would like Crystal to continue. Diana will ask Crystal if she would like to continue.
- Membership coordinator: Board would like Antje to continue. Steph will ask Antje if she would like to continue.
- Super administrators: Diana, Lesley, and Marian are all willing to continue, and Board agreed.
- Newsletter: Board would like Sarah to continue. Diana will ask Sarah if she would like to continue; Laura has already agreed to continue as editor.
- Job opportunities poster: Inés is willing to continue for another year; Board agreed.

Conference 2023

- Conference will be Saturday, April 29, 2023 (tentative).
- Should we do virtual, hybrid, or in-person?
 - Considerations/ideas:
 - Hybrid can be very expensive
 - Note: ATA is switching to in-person next year
 - Hybrid detracts from the experience of both the people in-person and virtual
 - Traveling to an in-person conference is prohibitively expensive for some people; virtual makes it more accessible
 - We offer monthly meetings that are virtual which we will continue, but we don't offer anything in-person right now, and in-person adds a lot of value
 - Instead of a fully hybrid conference, could we have a virtual "track," where there is a mini virtual conference on the same day?
 - Could we record the sessions and track who watches them later, in order to send certificates of attendance for CEU credits?

- It may be a lot of work to figure this out this year since we're also switching back to an in-person conference which will require a bunch of work, but we believe it would be popular - something to think about for future years
 - Keep the possibility open of a virtual conference in case there is another strain or surge of COVID
- Vote: Board voted to hold an in-person conference next year
 - Will look into recording the sessions so that the speakers can have them, and maybe the option for attendees to have them for a period of time.
- Vote: Board voted to retain Kristin to coordinate 2023 conference
 - Lesley will confirm whether Kristen is available for the date proposed, and will confirm what she would charge
- Lesley will also ask Diego about UMB's availability for the proposed conference date
- Kristen wants NETA members to help advertise the conference. A speaker committee and a conference committee will be formed.
- Potential conference committee members:
 - Send out general appeal to NETA membership
- Lesley offered to be the conference chair
 - Inés and Sybil offered to be on conference committee
- Invite speakers as early as possible!
- We have a double system for emails so that at least 2 people receive key information

Membership

- As of June 17, 2022, NETA has 253 active members
- Discussed ideas for attracting new members
 - Reach out to T&I graduates through T&I schools
 - FIT was making a list? Rokhaya will ask them about the list
 - We can reach out to T&I schools as they start up again for the fall
 - Discount for recruiting a new member to NETA

Website

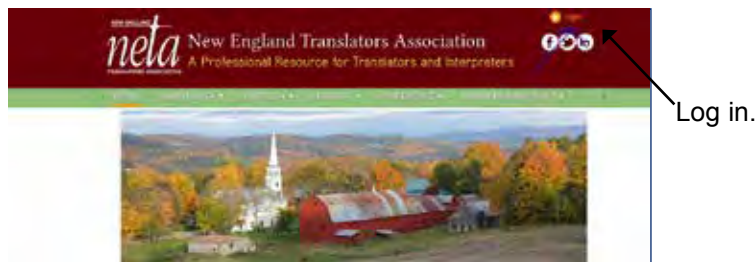
- Wild Apricot is working out well; there was a small issue that we will work with them to get resolved involving payments for register.com.

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Instructions on How to Increase Your NETA Online Privacy

by Diana Rhudick

If your name and contact information are included in NETA's online directory, be aware that these may be harvested by anyone using the web. The instructions below explain how to hide specific fields in your profile, which will of course also become hidden to potential clients.



Click on your name to show the menu.

Click on "View profile."



Click on the gray box to left, "Edit profile."



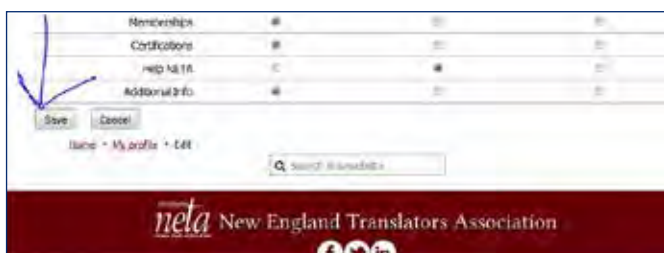
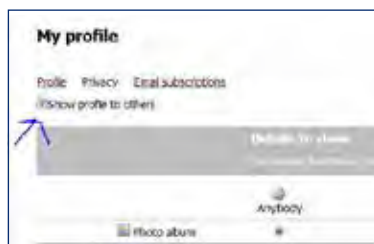
Click on "Privacy," in the middle.

This page lists each field of your profile, and gives you the option to make each field visible to anybody, members only, or nobody, (No access).

You can also click or unclick "Show profile to others" near the top.

The e-mail field is about 9 down on the list. You can select "No access" for it.

To save changes and exit, click "Save" at the bottom.



Board Meeting Minutes June 18, 2022

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Monthly programming

- Proposed monthly meeting dates for FY23: (usually the 3rd Saturday of the month): 9/17, 10/22, 11/19, 1/21, 2/18, 3/18, 4/15
- Proposed board meeting dates: 9/24, 1/28, 3/25, 6/24
- Marian checked to make sure we're avoiding major holidays
- Summer picnic
 - Will take place late July, early August
 - Looking for a location

NETA News

- Trying out a new "Spanish corner" of the newsletter
- People who originally submitted Spanish corner are planning to submit another one for upcoming newsletter
- Everyone is welcome to submit something for language corner

neta@groups.io, Social Media, Other Initiatives

- No updates

Job Postings

- A few have come through, no major updates here

FIT

- Allan Melby of FIT North America shared benefits of FIT membership with Diana; Diana will present these at next board meeting
- FIT Trip to Cuba
 - To be shared next meeting
 - FIT update: they voted to accept Spanish as a third language
 - NETA is now a voting member of FIT

The meeting was adjourned. The next board meeting will be on September 24.