



Washington State Registry of Interpreters for the Deaf

“Washington State Registry of Interpreters for the Deaf (WSRID) is an organization founded with the principal purposes of initiating, sponsoring, promoting, and executing policies and activities that will further the profession of interpretation of American Sign Language and English.”

This purpose statement does not encapsulate all of our activities, nor does it reflect our dedication to partnerships with Deaf, HoH, and DeafBlind community members and organizations. Furthermore, it does not address inclusion and equity in any way, and we believe that recognizing this void is the first step in remedying it.

The board members of WSRID are committed to rooting out racism and promoting equity within our organization and in the field of interpreting. We agree that until we are able to ensure that racism holds no place or power in our systems, operations, policies, and activities, WSRID cannot begin to satisfy its primary purpose.

We have not done enough to promote, engage with, and hold space for Black, Indigenous, and People of Color within our organization, and our failure to do so has served as complacency in a racist system. We must be agents of systemic change, hold ourselves accountable for our failures and shortsightedness, and work to create a world without white supremacy and racism. We are here to do the work. Below are a few of the ways we will begin. We know we may make mistakes along the way, and we expect our community to hold us accountable when we do. We welcome your input, criticism, and support.

As a starting point, the board members of WSRID are committed to the following:

- Hire a consultant to audit our organization’s structure, operations and with the goal of identifying opportunities for WSRID to improve and ensure we are functioning as an anti-racist organization, and to bring these recommendations to the membership in the form of policy change and or bylaw referendum.

- Provide training/workshops for interpreters and community members in our state focused on dismantling white supremacy in the field of interpreting.

- Implement policies to ensure ongoing assessments and training for Board members and committee coordinators, including but not limited to mandatory Diversity, Equity, and Inclusion training.

We are committed to action that will promote and ensure equity of all diverse people, and we know this is not possible until we can ensure racism has no presence in our organization. We strive to work in partnership with organizations and individuals who share these same priorities, and we welcome the participation of all members in this process.

Washington State RID Board of Directors
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