Minutes All members meeting 19 Jan 21 7 – 9pm

**Attendees**: Steering group Nikki Harris (chair) Jacqui Beckford, Azaria Francis and Audrey Simmons (minute taker)

**Member attendees**: Juliet Enebi - interpreting, Grace Peddie, Bharti Kothari, Loquessa Smart, Ben Gorman, Lorraine Gregory, Harjit Jagdev, Rachel Jones, Tayo Igbintade, Lorna Patterson, Deborah McLeod, Tariq Mahmood, Stacy Green, Sasha Bradley Selina Jacques, Sumayya Si Tayeb, Hyacinth Powell, Sam Rojas, Joy Barnard, Nez Parr, Nanayaa Badu, Nakisayi Lauresen, Pettra st Hilaire, Vinessa Brant, Marie Webb-Stevens, Nene Ekufu, Nadia Ramji, Omoyele Thomas, Sharon Goldson, Naomi Cherubin, Shaunett Harris, Suzy Evans, Shilla Ruba, Katie Ho, Abel-Karim El-madani, Rebekah Spencer, Shannene Anderson, Mindy Laine, Grace Buckle, Dianne Jarrett, Nadia Ramji, Samuel Adedeji, Ali Gordon, Yasmin Jacobsen-Interpreter, Ezekwesiri Ani, Pauline Mitchell

**Apologies:** Gloria Nsofu, Leigh-Anne Okaduegho, Dionne Thomas, Lisa Li, Arusa Abdul Ghani, Aurelia Nana Gossa Gonda, Pauline Edie, Ali Pottinger

**Agenda**

Steering Group Update – Nikki Harris

Working Group Update – Buddying Group, Finance, Social Media

Results from Survey and Discussion on fees – Jacqui

AOB

Nikki opened with a welcome to the first IOCN meeting of the New Year and welcome the new comers to the meeting. As the last meeting was in December and the Holidays had been in between, not a great deal has happened. She did let the everyone know that IOCN would be providing the BSL support for the VLP conference taking place on 6/7 Feb. The preparation for that was taking place now with presentations being interpreted now. She thanked everyone who had come forward to provide interpreting. She also mentioned that Audrey Simmons would be presenting on the 7 Feb and there would be a Q&A afterwards.

Nikki also talked about the fact that this was a difficult time for everyone regarding work and the dealing with the pandemic. She reminded people that they shouldn’t feel pressured to work in ways that were unsafe and that everyone was quite within their rights to make sure they were safe in their work environment.

She also mentioned that with the issues of WhatApp and some members may not be continuing to use the app after February when the new conditions start, that this would be a good time for members to start using the forums that have been set up on the IOCN website. It was noted that the whatApp group had been setup before the website was in place, now with the discussion that needs to be had re fees, this was a good time to start the migration on to the website forums.

Nikki informed the group that the application has gone through to **Starling bank**, they have asked us for things that at the moment we cannot supply, invoices for services etc. Nikki has arranged for other things that can be used as evidence. This should be sorted imminently.

Working group feedback –

Social Media had a meeting on the 4th Jan which they felt was productive….

**Buddying group** – The group have proposed the idea that anyone who wants to offer themselves up as a buddying should be able to tick a box on the website making themselves available. Then anyone looking for a buddy will see this and can make contact.

Those who have already uploaded their profile, can’t add this info themselves, those that upload now can. If you would like to add buddying to your profile on the website, please email Azaria at the admin@interpretersofcolour.net, who can make the change on your behalf.

Jacqui presented the results of the questionnaire that had been sent out before the holidays. 50 People completed the survey so thank you to those that completed it. The main results were as follows:-

**Benefits –**

20% said they didn’t want benefits just to support and be a part of IOCN

80% wanted reduced training and workshop fees

78% wanted listing on the website

69% wanted voting rights

72% wanted whatsapp group

74% online forums

4% Buddying

2% Mentorship/Networking

2% letter of support

**Fees**

What people are prepared to pay per year

72% = £96

38% = £120

14% = £140

2% = concession

50% said that Students should pay 50% of whatever the agreed fee is.

It would seem that £96pa would be a figure to be considered as the fee. The discussion went on to how this would be administered. The SG have proposed that this be made on the 5 April, beginning of the financial year. Paid by bank transfer into the soon to be ready IOCN bank Account.

Shaunett asked the question if all the expenses have been calculated so we know what the running cost were for IOCN. Then the fee could be worked out from that.

Jacqui responded that yes, these figures have been calculated, the variable in this equation was that we did not know how many people would actually pay the new fees. We have over 100 members at the moment, so we do not know how many would extend their support by paying a fee.

Grace Buckle made an impassioned speech Stating that ‘IOCN was a community, that it was ours, we need to support each other. That we should think about the students coming up, who would support them if we didn’t. If we didn’t support IOCN then who would, we have to show our support for IOCN -by paying fees’ (this is not a word for word representations, but most of what was said).

Jacqui thanked her for her comments. She also sted that it was recognised that with the pandemic many people’s access to work and finances have been affected, that maybe people have had to take time out because they have had Covid. She let everyone know that members of the SG have had Covid, a few members stated that they have had or were in isolation recovering from Covid. It was also recognised that some may not what to continue with membership because they just didn’t want to and that also had to be acknowledged.

Shannene asked if students who started the year having paid the reduced fee would the fee then raise to the full fee. It was stated that a top-up or donation could be made, depending on people’s circumstances. It was recognised that qualification did not automatically result in an increase in income.

Diane raised the question if the fee could be paid 2 instalments and how would that affect what support they would receive.

It was said that the reason for the one-off payment was really about admin time. One member has agreed to support with the finances, but as this was all voluntary, it would be difficult to monitor and chase payments. If one or two paid this way, then it was possible but it could not be a standard.

AOB

Ben raised the issue regarding agencies and should we charge them to put requests on the work app. There was a discussion, some saying either say no charge or don’t accept requests at all. Eze said that we shouldn’t be afraid to monetarise this aspect of IOCN, the was a question about how this would work in practise. Nikki raised the idea of the affiliate category at that agency could use this. There were examples where access to work was free Roger Beason, or BSL Beam was paid for.

It was decided that this was an issue for the finance working group.

Loquessa ran through the process that the moderators go through to put a job on the app. Members state that only the basics should be sort.

Nakisayi informed the meeting that actually Google forms could be used to, so that no moderator need not even see the request coming through, meaning any extra info need would be done by anyone interested in the job.

Ali Gordon – asked if there was a way to monitor how much work is accepted via the work app. It was not sure how this would be done. It would mean members informing or noting this in some way. More thought needs to be given.

Logo competition – thanks you Ali for organising this.

There was a clear winner which was Azaria she had combined 2 other signs from other entries to get - interpreter – going around in a circle, following the IOCN logo + the fist handshape, (fingers facing you, then other hand making a flat handshape running the back of the fisted hand to represent colour.

Selina stated that she is doing her masters on BSL interpreters of colour and was ‘begging’ everyone to complete her questionnaire that she will be sending out shortly.

There was a discussion regarding CPD and how many points and Ben informed everyone that you get 1 structure point for each hour, if you attend these meetings. It was also stated that you can carry over 12 point on NRCPD.