

## **GETTING INVOLVED IN THE BOSTON INTERPRETERS COLLECTIVE (BIC)**

**Mission - The Boston Interpreters Collective is dedicated to promoting a multi-lingual society by eliminating language barriers and building community. We work toward social justice by supporting community organizing through our interpretation services and language classes and popular education workshops. Our collective is committed to promoting equal rights for all by addressing root causes of oppression.**

The Boston Interpreters Collective is made up of:

***Members:*** who focus on trainings and workshops and are actively building the collective

***Interpreters:*** list of available interpreters who have a social justice perspective.

You can belong to one or both pieces of the BIC.

### **BEING AN INTERPRETER/TRANSLATOR WITH THE BIC:**

The Boston Interpreters Collective feels strongly about the need for interpreters and translators in the struggle for justice. Revolutionary action needs revolutionary communication, and we are here to make that happen! Constructing a world of multilingual justice takes time and capacity. As workers with a specific set of skills, we would like organizations, institutions, and individuals who want to work with us to recognize the value of the focused work we are able to do and the time in which it takes us to do this. We all know that language access is not an afterthought, but is an integral piece to creating anti-oppressive spaces. In that spirit, we charge according to a sliding scale for the work we do,

When a request is received from an organization wishing to work with us, they must fill out the request in its entirety and it is then sent to our list of willing interpreters and translators. BIC interpreters respond individually to the requests, following best practices and cc'ing the larger group.

**If you would like to be an interpreter with the Boston Interpreters Collective you must meet the following criteria:**

- Complete the 2 Day Interpreting for Multilingual Justice Workshop
- Be committed to the BIC mission.
- Be confident in your interpretation/translation skills.
- Accept and negotiate payment according to our pay scale (see below)
- Give between 2-20% of any pay received back to the collective.
- Follow Interpreter Expectations (see below).

## *Expectations of BIC Interpreters*

- Only accept requests from individuals/organization that complete entire interpretation request including information about their commitment to multilingual justice.
- All simultaneous interpretation requests over 1 hour in length require two interpreters. Do not accept request if partner interpreter cannot be found/provided.
- You will ask for a brief moment at the beginning of each meeting/event to explain who you are and why you are there.  
Example: “This will be a bilingual message. My name is \_\_\_\_\_ and this is my partner \_\_\_\_\_. We are members of the Boston Interpreters Collective. We are here today so that everyone has equal access to communication, to be able to speak the language of their hearts and dreams. I will be interpreting everything that is said in the room. If there is something you do not want everyone to hear, I suggest you do not say it. Everything said in this room will remain confidential. If you are not completely bilingual, please use the equipment provided. If there is a problem with your equipment, please raise your hand and we will help you. We ask everyone to speak slowly, clearly and one at a time. We may make these hand signs which mean slow down (demonstrate) or speak up (demonstrate). We ask you to help the speaker to see these hand signs. Thank you so much for your commitment to multilingual justice.”
- When interpreting, speak in the first person. Instead of “she says....” You say “ I ....”
- Honor the confidentiality of all communications.
- Honor the word of all communications (do not paraphrase or summarize if possible).
- Be clear about when you need speaker to speak up, slow down or stop (including this in the orientation is helpful).
- Make sure the communication is established between the parties and not between you and the parties. Interpreting in a social justice context is about providing the communication necessary for each person to speak in their own voice, not for you to speak for them.
- Be clear with about your role as interpreter or interpreter/advocate. If you will be stepping in and becoming involved as an advocate or stepping out of your role as straight interpreter, be clear with all parties before and during those moments. The parties have a right to refuse your role as interpreter in those situations.
- Be fluent in both the source and target language and sensitive to cultural differences.
- When doing simultaneous interpreting, you will have a partner and switch every 15-20 minutes.
- Communicate with event organizers to help them understand how to create a multilingual space.

Working pay scale: (based on organization annual budget)

<\$100,000= \$10-\$15/hr

\$100,001-\$500,000= \$15-\$20/hr

\$500,001- \$1,000,000= \$20-25/hr

\$1,000,001+ =\$35-45/hr

## **ROAD TO MEMBERSHIP: BECOMING A MEMBER WITH THE BIC**

- Understand and agree to BIC mission.
- Participate in 2 Day Interpretation for Multilingual Justice Workshop
- Be active in the BIC's upcoming year work plan: focusing on multilingual training, practices and workshops.
- Attend BIC member meetings.
- Work to promote the BIC mission. This includes, but is not limited to,
  - Interpreting
  - Translating
  - Shadowing interpreters
  - Hosting practices
  - Hosting member meetings
  - Contributing to planning, organizing, and/or logistical pieces of workshops
  - Equipment support
  - Web support
  - Graphics/art projects
  - Fundraising (event planning, grant writing, etc.)
  - Organizing community building events

**Interested in being an interpreter/translator or joining as a member? Send us an email and we will get you started!**

[www.interpreterscollective.org](http://www.interpreterscollective.org)

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