



Virginia's Interpreter Work Group Steering Committee Progress Report - September 2026

Background

This work group is being established in response to the 2019 Department of Professional and Occupational Regulation's (DPOR) study on the interpreting industry in Virginia, the feedback received from the interpreting community during a 2025 listening session as well as public comments provided during Advisory Board meetings, and one-on-one meetings that have occurred between members of the interpreting community and VDDHH staff in the recent past.

VDDHH intends for this steering committee to lead a larger ad hoc work group that will be a collaboration between VDDHH and the interpreting community to review Virginia's policies, regulations, and working environment which impact the field of interpreting. The steering committee will determine the goal, scope, and timeline of the working groups to be established fall 2026.

Goal

Establish a collaborative relationship between the Virginia Department for the Deaf and Hard of Hearing (VDDHH) and key stakeholders in the Virginia interpreting community with the goal of planning and leading a work group to receive input from the interpreting community regarding Virginia's policies, regulations, and working environment which impact the profession.

Membership

Eric Raff	VDDHH Director
Karen Brimm	VDDHH Interpreter Services Manager
Kathleen Frazier	VDDHH Policy Analyst
Becky Burton	Mosaic Interpreting Services
Bernice Venuto	Freelance Interpreter
Carrie Humphrey	Virginia Registry of Interpreters for the Deaf
Elizabeth Leitch	Freelance Interpreter
Paula Reece	NVCC Interpreter Training Program
Tressy Bateson	Virginia Association of the Deaf



Steering Committee Work to Date

Over the course of 7 Steering Committee meetings, the group has identified issues to be addressed and prioritized the topics for the Work Groups; developed guiding principles, problem statement and vision statement; designed the structure of the Work Groups and determined how Steering Committee members will be involved in the ongoing efforts of the Work Groups.

Problem Statement

A fragmented policy and service delivery framework, including an unsustainable cycle of partial fixes and inconsistent stakeholder communication, has resulted in significant barriers for a sufficient, qualified interpreter workforce balanced with oversight and consumer protection.

Vision Statement

Maintain a sustainable working environment for interpreters and transliterators with a framework for oversight and consumer protection.

Guiding Principles

- ◆ Recognizing the diversity of our community, we strive for intentional communication access and engagement at all levels
- ◆ Be flexible
- ◆ Pursue strategic change and innovation
- ◆ Assume positive intent
- ◆ Act with humility

Work Group Structure

The Steering Committee has identified 3 Work Group Tracks, each with their own priorities. All groups will report their progress to the Steering Committee.

1. Policy Group:
 - a. Focuses on code and regulatory updates
 - b. VDDHH leads with community involvement
2. Profession Group, “The Field”:



- a. Focuses on profession growth and development initiatives
- b. Community takes leadership role with VDDHH support as needed
- 3. Data Group:
 - a. Focuses on existing data and data needs
 - b. Shared community and VDDHH leadership

Policy Priorities	The Field Priorities	Data Priorities
- Consideration of regulation - Consideration of title protections - Reviewing other regulations that apply to the interpreting field	- Promotion of ITPs - Disproportionate barriers for marginalized and rural practitioners - Barriers to entry to the field - Support for novice interpreters - General awareness about the profession - Continued support for experienced interpreters - Specialized training to meet community needs - No onramp or training for Deaf Interpreters	- Identify existing data available and how it can be shared - Identify where data gaps exist - Develop data ecosystem for data sharing - Focuses: current demographics and supply/ demand data

The Steering Committee will set the priorities for each group and establish a charge. Work groups will report back to the Steering Committee quarterly to ensure they are making progress and see where the Steering Committee can provide additional support or redirect efforts as needed. Work Groups have the option to utilize the VDDHH conference room for their meetings or provide Zoom links for virtual meetings. VDDHH will provide reasonable accommodations for Work Group members.

It is anticipated that the Work Groups will have their initial meetings by the end of 2026. Each group will establish their own meeting interval to achieve their goal. Work Groups will collaborate with the Steering Committee to prioritize objectives and establish reasonable timelines.