

## Long-term vision & plan of Zentsuken

### Introduction

#### (1) Right timing to develop a long-term vision

##### Making a clean start on the 30<sup>th</sup> anniversary of Zentsuken

Zentsuken marked its 30<sup>th</sup> anniversary. Until this point, we have reviewed activities in the previous year, drawn up an action plan and put them into practice in annual cycles. However, from a long-term view, a solid organization and objectives of activities are increasingly needed, because our goal of movements and efforts toward its realization requires continuous and systematic approaches. In addition, since Zentsuken developed into 10,000-member organization, activities based on combined individual wisdoms and opinions become more and more important.

From this viewpoint, we decided to develop a long-term vision of Zentsuken, taking its 30<sup>th</sup> anniversary as another starting point. The long-term vision describes goals and objectives of our organization and movements over the next 10 years, and a detailed 5-year action plan.

##### Aims and outline of development of the long-term vision

Aims for developing the long-term vision are to;

- (1) publicize principles and objectives of Zentsuken's movements among its members and parties involved,
- (2) improve planning and systematism of Zentsuken's movements and projects, and
- (3) operate Zentsuken organically and financially in a well-planned and stable manner.

Strategic triad of the long-term vision of Zentsuken is;

- (1) learning from Zentsuken's 30-year history and looking toward its future (the keynote of long-term plan)
- (2) long-term plan (action plan for 10 years from 2005 to 2014)  
itemized description of basic concept and agenda
- (3) implementation plan (action plan for 5 years from 2005 to 2009)  
description of specific programs for each year

#### (2) Future trend of welfare services and activities

During a period of 10 years for the long-term vision, the environment surrounding life and welfare of the people will fluctuate wildly. It will be truly crucial period for the welfare **system and** for deaf people as well. The following are related matters.

##### International movements

- (1) 2nd "Asian and Pacific Decade of Disabled Persons" (2003 - 2012)
- (2) Moves toward establishment of the disability convention
- (3) Launch of World Association of Sign Language Interpreters (2005)

##### Domestic movements

- (1) New Basic Program for Persons with Disabilities / New Plan for the Disabled (2003 - 2012)
- (2) Amendment of Fundamental Law for Disabled Persons (2004)
- (3) Trend toward the basic structural reform of social welfare  
"Trinity Reform Package (Financial Decentralization Reform)" (2004 -)

- reviews of Health and Welfare Measures for People with Disabilities (2004 -)
- reviews of Long-term Care Insurance System (2005)
- moves toward integration of Long-term Care Insurance and Assistance Benefit Supply System for Disabled Persons (2004 -)
- reviews of system of welfare facilities for the disabled (- 2009)
- (4) Trend toward the administrative decentralization
  - an implementation of Trinity Reform Package (2004 -)
  - an introduction of the designated administrator system (2006)
  - a promotion of municipal mergers (- 2007)
- (5) Implementation of Special Support Education (2006)
- (6) Regrouping of organizations of people with disabilities (2004)
- (7) Pension plan revision (2005) and considerations of the consumption tax increase

### **(3) Utilization of the long-term vision**

The time frame of long-term vision begins in FY 2005. When it is approved by the Board of Representatives, it would become a foundation of action plans over next 5 and 10 years. Through developing each plan, affiliate chapters and regional blocks will be more activated, and the presence and roles of Zentsuken in local communities will appear clearer. We would like to take this opportunity to encourage each affiliate chapter to have active discussions to develop long-term visions, and to create an action plan for each affiliate chapter based on the long-term vision.

Please note that these long-term plans are just **the** fundamentals. These are subject to revise and supplement due to any new movement or progress of programs.

## **I. Learning from the Zentsuken's 30-year history and looking toward its future**

### **(1) Aim of Zentsuken's movements**

The 1<sup>st</sup> National Meeting of JSL Interpreters was held in parallel with the 17<sup>th</sup> National Congress of the Deaf in 1968. In an era when people were not familiar with sign language, it was a historic milestone for JSL interpreters, who served all alone in each local community without any colleague, to get together for the very first time. Impressions of JSL interpreters participated in the meeting and a fruition of JFD President at the time appeared in "*Be Active, Zentsuken! (Tobitate Zentsuken)*" (a book issued for the Zentsuken's 20<sup>th</sup> anniversary).

It was definitely a significant first step toward a networking of JSL interpreters. We would like to take a look back in the 30-year history of Zentsuken, describe achievements and challenges of its movements, and show its future prospects in this Chapter I.

### **Establishment of Zentsuken and principles of its movements**

The National Meeting of JSL Interpreters, a prototype of Zentsuken, was held along with the National Congress of the Deaf. The meetings provided opportunities for JSL interpreters serving in various parts in Japan to meet face-to-face, confirm each other staying active and exchange their views, just like **the** legendary once-a-year rendezvous of two stars in the Milky Way on **the** day of Star Festival. While deaf people **have** long-awaited for a JSL interpreter training system, the Government started Trainings for JSL Assistants as one of the options in the participation promotion program for persons with disabilities in 1970. In consequence, the number of sign language learners skyrocketed, yet it might tone down the sign language interpretation into assistant services for deaf people.

In this context, a common willingness to launch a nationwide body was affirmed and a policy for establishing Zentsuken was determined at the 5<sup>th</sup> National Meeting of JSL

Interpreters held in Nagano in 1972. Based on this, Steering Committee, mainly composed of Special Advisors of the Japanese Federation of the Deaf, studied and discussed deeply. Then, the National Research Association for Sign Language Interpretation (Zentsuken) was launched at the meeting held in Aomori in 1974. You are likely to misunderstand Zentsuken as a group of JSL interpreters. However, the policy affirmed at the meeting stipulates membership of Zentsuken as follows:

1. All those involved in deaf-related concerns or JSL interpretation are eligible for the Zentsuken membership.
2. All members of existing groups such as JSL study circles, JSL interpreter networks and workshops are to be organized into Zentsuken.
3. Zentsuken publicizes JSL interpretation in society.
4. Zentsuken enhances scientific approaches on JSL interpretation and deaf-related concerns.
5. Zentsuken strengthens its organic solidarity with deaf people.

According to these clauses, Zentsuken ensures the aim for establishing an extensive association by enrolling not only JSL interpreters, but all the people who are involved in deaf-related concerns and JSL.

At the 1<sup>st</sup> National Congress of Zentsuken, “Mimizuku circle”, a JSL study group in Kyoto, reported reviews of their activities. Besides, Mr. Shunsuke ITO (sitting honorary president) propounded “JSL interpretation is for defending the rights of deaf people”, and it was confirmed to be the action principle, which was developed to “JSL interpretation as partner advocate of the rights” through later activities and discussions.

In addition, it was confirmed that we should learn whole basis of JSL “from lives of deaf people”. This was one of the key factors that enabled Zentsuken to continue activities hand-in-hand with deaf groups, despite the widespread of “complacent” JSL learning (learning JSL just as a language/hobby without studying lives, demands and rights of deaf people).

## **Deaf movements and Zentsuken’s roles**

Mr. Ando, sitting President of JFD, published his paper in “*Fly High in the Future (Habatako Miraie)*” (a book issued for the 30<sup>th</sup> anniversary of Zentsuken), in which he regarded the relationship between JFD and Zentsuken as “equivalent, equality and close cooperative partnership”. This phrase is exactly the principle describing the relationship between Zentsuken and deaf groups. In particular, the establishment of affiliate chapters in every prefecture realized groups of hearing people involved in JSL or deaf-related concerns, with the aim of embodying this principle on local levels.

At the beginning, Zentsuken’s conspicuous image was an organization of hearing people supporting deaf movements. Therefore, it was a bit reluctant to promote activities to fulfill its own demand. Also, actual activities did not always reflected the principle of “equivalent, equality and close cooperative partnership”.

However, these issues are being overcome through movements cooperating with JFD, such as the spread of the booklet, “*I love communication*”, the campaign against the integration of JSL interpretation into the home help system, the amendment of discriminatory laws and the establishment of National Training Institution of JSL. In fact, these movements achieved many successful results.

## **(2) Zentsuken’s researches, movements and organizations**

### **Character of Zentsuken organization and its movements**

As mentioned in the agenda for the National Meeting in 1974 whereat the establishment of Zentsuken was approved, Zentsuken encourages all individuals involved in JSL or

deaf-related concerns to become members. Actually, until Zentsuken was established, efforts were made to establish nationwide body of JSL study circles. But it seemed very difficult to organize groups like circles. They ended up **many** disappointments such as a pile of letters returned as undeliverable. Moreover, it was **important** to engage with non-member people to organize all those who were involved in JSL or deaf-related concerns.

Individual membership allows us to grasp members' information severally, which strengthen the foundation of the nationwide organization. Besides, it permits those who are considering deaf-related problems but unconcerned about JSL, such as medical doctors, nurses, nursery teachers, to have memberships.

The basics of Zentsuken's studies and researches are "to learn from the lives of deaf people" and "to review activities and studies collectively". For this purpose, the organization needed to have horizontal ties of individual members and to provide opportunities to study, research and act regularly. Therefore, it was essential to have an affiliate chapter in every prefecture. So, **a campaign for it was** launched. It led to set up Yamaguchi chapter, the very first one, in 1974, Saga and Nara chapters in 1990, and then to accomplish the establishment of affiliate chapters in all the prefectures in Japan.

Concrete achievements of establishing affiliate chapters are (1) to afford opportunities to study, research and act regularly and (2) to give birth to groups of hearing people supporting local deaf movements.

In addition, affiliate chapters enable to deepen activities and friendships within regional blocks. Now, affiliate chapters hold events such as liaison meetings and two-day workshops in each block.

In the subsequent organizational reform of Zentsuken, affiliate chapters were characterized as a core of block activities and financial supports were slightly strengthened.

Activities of Zentsuken are specified as researches and movements. Zentsuken moves its activities forward with not only researches nor only movements, but **with** the fusion of both.

The researches developed through Zentsuken's movements, focusing more and more on the improvement of lives of deaf people and the fulfillment of their demands.

We started to hold the National Meeting of JSL Interpretation (Summer Session), which is a special setting for researches and studies, separately with the National Congress of the Deaf, so that deaf people can easily attend and exchange views **with other parties** involved. Also, we were trying to promote the Zentsuken's principle by inevitably including issues of rights and lives of deaf people in the lectures.

We have been studying and discussing in the National Workshop of JSL Interpretation (Winter Workshop) about issues concerning JSL interpreting system and lives of deaf people, with intent to encourage local activities and resolve problems consequently. Moreover, we launched Zentsuken School where we can learn up-to-date information and basic ideas, in the effort to grasp changeable situations.

Historically, movements supporting campaigns of deaf people have been the mainstream among Zentsuken's movements. This is regarded as a reasonable role of Zentsuken in the history of the deaf movements. Besides, specialized research teams in each affiliate chapter effectively indicate ways to resolve challenges by putting together methods and rational basis for fulfilling our demands and sorting out problems within lives of deaf people. They **are realizing the** combination of individual knowledge and skills on a regional basis.

In addition, Zentsuken has become empowered to make some recommendations to the government policy, such as **implementing** a JSL interpreter training course program. This is a distinctive feature for Zentsuken being well-informed about issues of JSL interpretation. Zentsuken has grown to be expected recommendations to systems and policies over 30 years.

## **Challenges for Zentsuken movements and their developments**

Zentsuken has expanded the membership from 287 to more than 10,000. There are affiliate chapters in every prefecture, which are centers of our regular studies and activities. This came from the efforts to raise members and establish chapters. The increase in membership brought not only the stable operation to Zentsuken, but also the capability to put out various information and views regarding JSL and deaf people to the society.

At the same time, we have to have a large membership to improve local activity performance by addressing issues related to JSL and deaf people and increasing fellows to work together in each region.

Zentsuken made the operational change to suit the current situation and the shift in selection of steering committee to elect someone within each block after building up block structure. This is how the formation of 10,000 member organization and its transparent operation made further progress.

The promotion of incorporation of Zentsuken, with the objective of its social recognition, regrettably did not go ahead. We've examined the possibilities of corporation, foundation, NPO and so on, but none of these corporate forms fitted in well with the Zentsuken's current situation. We should look further closely into this issue.

Zentsuken's quarterly magazine, "*Research on JSL Interpretation*", has been issued supported by many people, with contents meeting the members' needs and suiting the circumstances. This quarterly exactly realized the fusion of our theory and practice. We should seek to have non-member subscribers of this brilliant quarterly in order to expand Zentsuken's influence in the society.

At the appearance of the neck-shoulder-arm syndrome, we embarked on trial-and-error solutions to health problems of JSL interpreters. In 1990, we carried on a national survey on health and actual condition of JSL interpreters, with the cooperation of Shiga University of Medical Science. It attributed their health damages to the shortage of interpreters, severe working conditions, lack of social resources and so on. This survey is conducted every 5 years, and the 3<sup>rd</sup> one was in 2000. Their findings were compiled into booklets such as "*Lively JSL Interpretation (Iki Iki Shuwa Tsuyaku)*" and "*Manual for Avoiding Health Damages of JSL Interpreters*", with the aim for preventing the syndrome occurrences. Above all, the publication of "*Better JSL Interpretation is Our Goal! (Minna de Mezasou Yoriyoi Shuwa Tsuyaku)*" and the campaign to spread and learn it, in collaboration with JFD, effectively enabled deaf people to deepen their understanding of the neck-shoulder-arm syndrome.

But, we regret that health damage problems of JSL interpreters remain unsolved. In fact, the patients have expanded over a wide range through these years. Learning of health issues and activities to improve work conditions are required more than ever.

In respect to the institutionalization of JSL interpretation, assignments of JSL interpreters to local governments and social welfare councils throughout Japan have advanced. There are some local governments that employed more than one JSL interpreter on full-time basis. Still, the national trend is that there are dwindling full-time employees and increasing unstable employees such as part-time and temporary workers. It is important to understand this issue related to the avoidance of public responsibilities in every social welfare field along with the basic structural reform of social welfare.

Amid the controversy over integration of the Long-term Care Insurance and the Assistance Benefit Supply System for Disabled Persons, the Disability Division of Social Security Council said in its interim report, in July 2004, that JSL interpreting should be guaranteed in other system, in neither the Long-term Care Insurance nor the Assistance Benefit Supply System. It also told that policymaking for scheme of "other system" in consultation with parties concerned was one of their tasks.

They concluded to leave the Long-term Care Insurance and the Assistance Benefit Supply System for Disabled Persons separately for the time being. The reason came from opinions of the business community that concerned over greater burden on enterprises due to the

increase of insured, the government party sensitive about elections and others that hesitated to put greater tax burden to the people, and the organizations of disabled people that disagreed with the integration without summing up the Assistance Benefit Supply System.

But, in August 2004, six local bodies (e.g. Association of Prefectural Governors) set forth the reduction plan for government subsidies based on the Decentralization Reform. It proposed to cut subsidies for social participation and incorporate them into general revenue. Many organizations of disabled people expressed reservations about the incorporation of disabilities-related budgets, with its wide regional gaps, into general revenue. JFD also urged the local government leaders to oppose the incorporation.

With this background, MHLW (Ministry of Health, Labor and Welfare) announced “Future Health and Welfare Policy for Persons with Disabilities (draft grand design of the reform)”, concerned about widening regional gaps. Then, the MHLW got a bill to support self-reliance of disabled people approved by the Cabinet in February 2005, and submitted it to the Diet, for the purpose of its legislation.

The bill is valued in terms of the unification of service systems for physically, intellectually or mentally disabled people, which have been divided into each category. It also shifts the self-pay burden to proportional to the service-received from to the ability-to-pay, as a means of the reform of user’s charges.

Meanwhile, there is a lot of criticism against the shift of basis that it is totally unacceptable in view of a major trend of welfare services for the disabled seeking its self-reliance and social participation.

Besides, they submitted the bill so quickly after the grand design was announced that people, regardless of disability, did not have enough time to think and study about it. It is pointed out that this proceeding itself is a problem going against the principles of self-reliance and social participation of disabled people. When you discuss a system, it is important to look into its underlying thought. The bill has some positive aspects yet you can see it as a practical example of the basic structural reform of social welfare for disabled people. With such a perspective, it is required to find out if the concept of the reform is acceptable for us.

### **(3) To develop Zentsuken’s movements more and more**

#### **Development of studies and activities in various fields**

It is important to address JSL learners and various parties involved to increase Zentsuken members. This is absolutely necessary to improve “sign language power in communities” and to ensure the social freedom of deaf people. People’s participation in various related fields also allows Zentsuken’s studies and activities to expand and deepen. A case in point is the medical team involving doctors and nurses, which greatly contributed to advancing the medical security of deaf people in each community.

JSL Interpretation Review Committee was established, as one of the specialized research teams of Zentsuken, to develop the JSL interpretation theory. It introduces the outcomes of researches to the members, and further deepens the theory.

The theory is immature yet. We have to work more widely to complete it.

We have promoted practical researches such as reports of issues on the quarterly magazine, surveys on health and working condition of JSL interpreters and their analysis, publication and dissemination of books for the protection of JSL interpreters’ health. However, Zentsuken could have worked more on the JSL researches. Of course there were many studies seeing JSL from lives of deaf people. But, we have not sufficiently compiled and reported the outcome of studies. Not seeing JSL just as a research subject, but we are expected to study JSL based on their lives. It is needed for us to publish a bulletin of Zentsuken researches and spread it throughout the society. Zentsuken membership survey told that its leading age group was the middle-aged. The ties between the experienced

members and younger ones are essential to rejuvenate Zentsuken. Many young people are doing activities in the local JSL study circles. We should encourage them even more to join Zentsuken. It is also required to empower affiliate chapters to propose regional policies. Amid rapidly changing society, they should design and set forth systems and policies, which deaf people can rely on without anxiety. Zentsuken changes to play social role of both a demander and a proposer. Still, it maintains its policymaking stance to protect the rights and lives.

Needless to say, relationships with the deaf groups are “equivalent, equality and close cooperative partnership”. But, facts are stubborn things. We have to find a way to work together in full respect of both organizations’ autonomy through the movements. Moreover, we are urged to explore Zentsuken’s role in the international community. Zentsuken has played a certain role in the establishment of WASLI (World Association of Sign Language Interpreters). We need to decide on an involvement with WASLI and our role, consulting with JASLI (Japanese Association of Sign Language Interpreters)

## **Zentsuken’s Development by joining with various people**

The goals of our movements are to ensure the social freedom of deaf people and, simultaneously, to realize the rights and social participation of JSL learners. These definitely lead to the realization of a society where each and every person is respected equally.

Zentsuken’s movements can benefit not only deaf people but **also benefit all people**. So, it would be not difficult to build a broad partnership with the people, familiarizing them with the significance and purpose of Zentsuken.

Through activities to introduce JSL to the nation, we will make them aware of **how** deaf people **are** deprived of various rights and understand **the role of** JSL interpreters playing a part in the protection of their rights. Then, people will learn about their own rights and try to solve deaf people’s problems **by comparing the rights of** their own lives. Furthermore, it will be possible for them to acknowledge causes of the deprivation of deaf people’s rights and **to guarantee their work** with us.

It is fundamental to the financial decentralization reform to form local governments as bulwarks of protection of residents’ lives and rights. Both “to learn from deaf people’s lives” and “to learn from residents’ lives and desires” have common beliefs. This is also a potential foundation of our cooperation and partnership with every people in the communities. More and more people will be working together with us, not only JSL learners, but all those who protect lives and rights. Zentsuken will continue its activities believing that the more this solidarity is strengthened, the more people understand issues about JSL, deaf people and JSL interpretation, and support our activities to solve and strengthen them.

## **II. Long term vision of Zentsuken**

### **(1) Groundwork of movements**

#### 1) In-house meetings such as Board of Representatives

[Basic concept]

To improve the management and discussions to suit for a decision-making body (Board of Representatives)
To review the decision-making procedure with an eye to the incorporation (form of organization)
To improve aims, contents and participation type of meetings (meeting of representatives of affiliate chapters)

[Specific improvements and agenda]

## Discussion toward the improvement of Board of Representatives

??to review timing, program, the number of representatives and so on, and to improve discussions

??to consider CS broadcasts of meetings

??to develop easy-to-understand agenda

Improvement of the concept of meeting of representatives of affiliate chapters

## 2) Systematic activities

### [Basic concept]

To get the situation of members and analyze it, and enhance systematic activities

To study and practice ways of activities according to needs and criteria of each level of the members. To develop conditions to increase the young and student members.

To increase the membership to 20,000 by 2014, encouraging all those who are interested in JSL, JSL interpretation and deaf-related concerns, such as students of JSL training courses, JSL study circle members and JSL interpreters.

To collaborate with activities and organizations related to the welfare of deaf people

### [Specific improvements and agenda]

Setting goals for the number of members

??to discuss and agree about goals for the memberships in 10 years in each affiliate chapters

??to put all chapter goals together and discuss them at the regional and national levels

Strengthening of the system of Steering Committee

??to improve and strengthen functions of Steering Committee under the new system based on the increase of committee member

Strengthening of activities of affiliated chapters and regional blocks

??to review financial supports for affiliated chapters and regional blocks

??to improve working-level meetings and others in each block

??to consider holding of chapter leader training workshops and others

Consideration of establishing an online network between affiliate chapters

Grasp of actual conditions of JSL learners

Consideration of accessions to Liaison Council for Future of Deaf Education and others

## 3) Financial operations

### [Basic concept]

To secure stable financial base with membership fee

To reform fiscal structure of the profitable businesses

To show return rates of membership fee to the members

### [Specific improvements and agenda]

Outlook of membership fee earning, and securing and utilizing revenues

Unification of accounting items of affiliate chapters and development of an accounting procedure manual

Promotion of unified accounting procedures through treasurer's meetings

Fundamental review of accounting rules

## 4) Publicity activities

### [Basic concept]

To promote Zentsuken among non-member people

To review roles of the quarterly magazine and the newsletter in publicity activities

### [Specific improvements and agenda]

Consideration of the newsletter's role and its improvement  
Improvement of Zentsuken's website  
Support for affiliate chapters publishing their newsletters

5) System of the head office

[Basic concept]

To enhance and improve the system and capabilities of the head office  
To consider the idea of Secretary-General to be a full time worker

[Specific improvements and agenda]

Consideration for systems of the head office and the secretariat  
Effort to improve working conditions of the staffs

6) To be a social welfare corporation

[Basic concept]

To incorporate Zentsuken based on reviews of public interest corporations  
\*“Council for the Reform of Public Service Corporation System”, set up by the Cabinet in 2003, proposed in the report in November 2004 to establish a new type of non-profit corporation system. The bill will be prepared, and then submitted to the regular Diet session in 2006.  
To study on the incorporation in an exploratory panel including experts

[Agenda on the incorporation]

Consistency with JASLI's efforts toward the incorporation  
Incorporation based on Zentsuken's organization principles

**(2) Establishment of movements in various fields**

1) Researched and studies

[Basic concept]

To further improve the Winter Workshop  
To encourage and promote professional activities such as a presentation of individual research papers  
To promote researches and studies in affiliate chapters

[Specific improvements and agenda]

Review of session meetings in the Winter Workshop to improve them  
Consideration of holding Zentsuken Schools in each block  
Promotion of researches and studies on JSL interpretation system  
Promotion of researches and studies in various fields  
Publication of outcomes of researches and studies in affiliate chapters  
Efficient dispatch of instructors

2) Business of publication

[Basic concept]

To reinforce publication businesses  
To promote publication businesses cooperating with affiliate chapters  
To revise and issue textbooks for college and books to enlighten the nation

[Specific improvements and agenda]

Enhancement of publication of Zentsuken School collections and so on

Revision “*Deaf people and their communication*”  
Revision and publication of “*Introduction of JSL interpretation*”  
Revision and issue of books to enlighten the nation

### 3) Issue of the quarterly magazine

[Basic concept]

To consider to issue the magazine five times a year  
To issue the magazine quarterly and make articles easy-to-read  
To reinforce the editorial system

[Specific improvements and agenda]

Promotion of solid magazines and easy-to-read articles  
Utilization and familiarization of the quarterly magazine  
Reinforcement of the editorial system

### 4) Health measures for JSL interpreters

[Basic concept]

To promote activities to protect health of JSL interpreters  
To carry on surveys on health and actual condition of JSL interpreters and take measures (including registered interpreters)  
To promote health measure activities in affiliate chapters and liaise with patients’ group  
To network with medical experts

[Specific improvements and agenda]

The 4<sup>th</sup> national survey on health and actual condition of JSL interpreters  
Special checkups and follow-up measures for JSL interpreters  
Holding a forum for medical institutions  
Production and popularization of relaxation videos

### 5) International activities

[Basic concept]

To join WASLI, and research, have exchanges, and support each other among sign language interpreters and related groups.  
To liaise with sign language interpreters and related groups in Asian countries. And to support developing countries, especially, to establish sign language interpreter training systems and organizations.  
To collect information about researches on and international trends in sign language interpretation, and reflect them to the interpretation and operations both domestically and internationally.

[Specific improvements and agenda]

Accession to WASLI, and vigorous participation in its activities  
?to delegate an officer as Regional Representative of Asia  
?to secure annual dues and cost of researches, exchanges and support activities  
Sign language interpreters in Asian countries  
?to interact with sign language interpreters and related groups  
?to network by making a contact list of countries in Asia  
?to hold an Asian conference of sign language interpreters  
?to support and sponsor sign language interpreters in developing countries  
Collection and researches of international information and materials

Translations of documents and materials

Staff additions and system reinforcement of international activities