ATA TCD News

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BIG NEWS: Research firms report on the impacts of COVID-19, and COPTIC founder Lorena Ortiz Schneider reports on AB 5.

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Letter from Marina Ilari, Administrator of the ATA TCD

When we planned for this year, it's safe to say that no one expected 2020 to be what it has turned out to be thus far. During this difficult time, one small source of comfort is knowing that we are all in this together. The pandemic is affecting almost everyone around the world, so the support of family, friends, and colleagues is more important than ever.

The TCD had several goals for 2020, but our main focus will be now to provide resources online and in digital format, such as the TCD newsletter. I believe this issue is one of the most relevant we have ever published, with important information about AB 5 and the impact of COVID-19 in our industry as well as input from industry leaders who share with us their perspectives and recommendations for the future of our profession.

I want to thank our assistant administrator, Alaina Brandt, and the dedicated leadership council for all their work with TCD. I also want to thank our writers and volunteers for this newsletter. Our division is made possible with the work of volunteers who believe in our mission to provide opportunities for division members to network, as well as to promote collaboration between translation companies and independent translators.

If you are interested in collaborating with our newsletter by writing articles that are of interest to the translation industry and project managers, please contact us at divisionTCD@atanet.org.

The importance of a strong sense of community is clear now more than ever before. Fortunately, as an industry, we are ahead of the curve in terms of working remotely. Our work as linguists and as language services providers has never been more vital. Let's continue to collaborate and to come together as a community, sharing our knowledge and the importance of translation in times like these.

Thank you again to our kind volunteers. I hope you all stay well and safe!

Best regards,

Marina Ilari

Marina Ilari
Administrator of the Translation Company Division of the American Translators Association

Andrew Smart of Slator on Industry Impact of COVID-19

The ATA-TCD interviewed Andrew Smart, Co-Founder of Slator, on the industry impact of COVID-19.

Q: What impact do you foresee that COVID-19 will have in our industry?

In short, revenues will fall, costs will be cut including staff and subcontractors, and firms with the strongest technology, balance sheets and access to capital will survive. Verticals like media, gaming, and life sciences look steady at the moment and existing trends toward automation and hourly rate structures will continue.

After a decade of sustained growth, Language Service Providers (LSPs), their vendors, and clients are now grappling with economic uncertainty and business continuity while maintaining the safety and wellbeing of their staff.

Business managers are planning for the impact from a reduction of sales. SDL said in its March trading update there are "signs of slower (client) decision-making" and it is cutting sales and operating costs, including "the prioritization of in-sourcing to reduce linguistic outsourcing costs."

Clients who are financially weak may result in bad debt. Industries like travel, hospitality and retail are suffering and Visa has reported "a rapid deterioration of cross-border travel-related spending," both online and in person. The BBC reports that tech startups worldwide are also cutting jobs as the coronavirus pandemic undermines their ability to make money.

Similarly clients will reassess their vendor-risk and focus work towards LPSs with the strongest balance sheets. This reaffirms the need for tight cash management and increased operational efficiency and supports the adoption of machine translation and the shift to hourly rates. Non-tech enabled mid-sized LSPs will struggle.

Already a remote, work friendly industry, Work-From-Home has been widely implemented where possible. Keywords Studios said in its trading update it "faced some minimal disruption in the first two months of 2020" and "introduced work-from-home measures for some 4,500 of its employees."

Self-isolation is driving consumer demand for media and gaming and players like Zoo Digital and Keywords are reporting increased demand for services, although it should be noted that production on new shows has been suspended. Life sciences will benefit as firms race for a Coronavirus vaccine. Meanwhile, in-person services like conference interpreting have been badly affected and there is a rise in remote interpreting services.

Q: Do you have any recommendations about how companies can prepare for the future and help mitigate the impact?

To mitigate the impact, companies should protect staff and operations, communicate frequently with

clients, tightly manage cash, and access credit lines and government assistance. To prepare for the future, focus on growth industries and profitable clients where you can best compete, search for viable adjacent businesses, and adopt technology to improve productivity.

Most LSPs have enabled their staff to work from home where possible, including the provision of contingency hardware and networking connectivity. Numerous affordable communication and project management tools like Microsoft Teams, Asana, Zoom, Slack, etc. are available to ensure communication and client projects continue without disruption.

Regular staff updates and town halls also provide transparency and help reassure staff. In a financial worst case scenario, staff in some countries might be more open to a temporary cut in hours or salary than to a permanent cut in headcount.

To avoid this, cut inessential costs ahead of revenue reductions, renegotiate supplier terms where possible and access credit lines before banks move to reduce their credit exposures.

Depending on your country, government-backed loans and partial salary reimbursements might be available. The US Small Business Administration has COVID-19-related loan resources.

Maintaining revenue is also vital. Most LSPs have issued COVID-19 responses to reassure clients and they continue to communicate frequently. Larger LSPs like TransPerfect and SDL have also set up dedicated crisis teams to manage urgent client projects and maintain business continuity.

Consumption of media and gaming, the fastest growing industries before the crisis, are being boosted by stay-at-home orders. Demand is so great that YouTube and Netflix agreed in March to reduce their bitrates of streams in the EU for a month. Both industries also require a range of ancillary services like design and QA that offer additional revenue opportunities.

Also looking stable at the moment are Technology and Life Sciences, the latter of which is underpinned by a pipeline of trials. A search of clinicaltrials.gov shows that there are hundreds of studies involving COVID-19 currently taking place globally. Similarly the public sector is the largest industry and government and NGO demand is boosted during the crisis.

Now is also an opportunity to review your technology as the proliferation of machine translation engines continues and managed MT options become more viable. Improving productivity will provide a competitive advantage as pricing models move from per word to hourly rate models.

About Slator

Slator is the leading source of news and research for the global language industry. We make business sense of the translation and language technology markets through news and insights on growth strategies, demand drivers, funding, talent moves, technology and more. Our platforms include the Slator.com website, Market Intelligence services and SlatorCon conference series to foster high-impact discussions with the industry's key decision-makers.

To read this article in full, please visit: http://ata-tcd. com/slator-on-industry-impact-of-covid-19/

Renato Beninatto of Nimdzi Insights on Industry Impact of COVID-19

The ATA-TCD interviewed Renato Beninatto, CEO of Nimdzi Insights, on the industry impact of COVID-19.
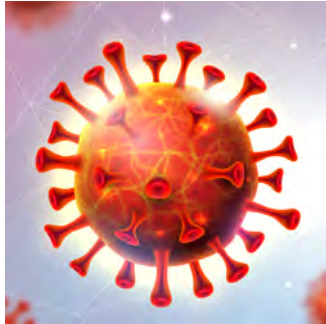

Image: freepik.com

Q: What impact do you foresee that COVID-19 will have in our industry?

COVID-19 has evolved into a global event impacting public health as well as the economy. These are uncertain times, and we don't have all the answers, but looking at past major crises around the world, we can venture into speculation about some likely outcomes.

In conversations with LSPs, we have found players who have seen volumes double in the last few weeks while others have seen their business completely disappear, especially in the case of conference interpretation.

It is often said that In Chinese, the word "crisis" is composed of two characters, one representing danger and the other, opportunity (even though this is one of the most quoted language-related misinterpretations, it serves a good purpose here). Considering that one of the key characteristics of the language industry is that it has so far been impervious to crises, it is safe to assume that while some segments will see a drop in demand for language services, others will spike.

As a result of the quarantine efforts imposed all over the world, Virtual Interpretation Tools—once struggling to find a place in the market—stand to gain adoption and will find new use cases across the spectrum. Linguists will adjust their service offerings by switching focus to the areas where there is increased demand. Conference interpreters can temporarily offer written translation services and join remote interpretation platforms.

The pandemic will have lasting effects on the way clients consume language services and will affect industry players financially until the pieces of the economic puzzle are reorganized. Since the duration of the crisis measures is unknown today, it is hard to forecast the financial final impact on the market as a whole. However, there are some things that we can affirm:

- The industry will grow at a rate much smaller than the 6.2% that we had forecast for 2020.

- The P&L statement of LSPs will see shifts in overhead from rent and utilities to collaboration software licenses and TMS.

- Profits will suffer, but pricing shouldn't see major disruptions.

Q: Do you have any recommendations about how companies can prepare for the future and help mitigate the impact?

The magnitude of the COVID-19 pandemic is much larger than previous crises that might have affected a country or specific economic sectors in the past, but there are some lessons from other challenging times that apply:

- Different segments have different levels of liquidity. Some companies like gas stations and supermarkets have a daily influx of cash and are in a better situation than other businesses like law firms and construction companies from a cash flow perspective. The shutting down of non-essential activities will affect the market in uneven ways.

- Solidarity and tolerance go a long way. Everybody is affected, so it is easier to make new arrangements and change agreements that were made before the money was taken from the market. New rules can be agreed upon among the parties.

- Do everything in writing. Just as people are nice and easy when things are tough, they become forgetful and greedy when things go back to normal. Document your agreements with clients, suppliers, and employees to avoid unnecessary arguments and lawsuits later.

The new normal of COVID-19 will revolutionize the way we do business, but you can adopt some generic attitudes to contribute to the changes:

- Wait. Don't make impromptu decisions that you might regret. Things are changing so fast that what seems unsurmountable today might be solved by actions from other parties. So, wait until next week to make that tough decision.

- Protect your cash flow. Governments and private institutions are offering emergency loans and streamlined credit lines at subsidized rates. Take them!

- Be generous. If you are in an advantaged position and have the privilege of being in an activity that is benefited from the crisis, buy more, pay more, hire more. The economy is a circle and what you do now will benefit you indirectly, too.

- Do more with less. If you are in an area that is suffering, remember that this will pass. People have survived long wars and depressions that lasted years by adjusting and adapting. Don't be afraid to ask for help if you need it—everything can be accommodated.

Finally, stay home and wash your hands. In most cases, the quarantine is not about protecting yourself but protecting the others. This will pass.

About Nimdzi Insights

Nimdzi Insights is a market research and international consulting company working towards one main goal: to provide our clients with the insights they need to succeed on a global scale. The Nimdzi Team spreads across 9 countries and includes individuals with diverse backgrounds in the language and localization industry, as well as in international business, public policy, marketing, finance, and more.

The ATA-TCD interviewed CSA Research on the industry impact of COVID-19. The responses below are based on the primary and secondary research data and analyst insights of CSA Research at the time of submission. As the market is rapidly evolving, please refer to CSA Research's COVID-19 Resources page for ongoing updates.

What impact do you foresee that COVID-19 will have in our industry?

CSA Research's industry surveys show that demand and spending are mainly down or flat. Across the language sector, 87% of employees are now working remotely, up substantially at many companies. Hiring, raises, travel, and in-person events are a thing of the past. At this point, we find that the pandemic's effect on demand and spending for language services is severe.

Beyond the slowdown in demand for their services and universal uncertainty about what happens next, CEOs are concerned about keeping their teams intact so that when the COVID-19 pandemic is over, they will still have their most important resources in place ("COVID-19 LSP Survey Data – Overall Results"). We also found that companies on both the supply and demand side of the language sector are cutting non-essential costs, while buy-side companies anticipate budget cuts for language services as part of across-the-board spending adjustments.

The impact on the language industry depends on the timeline. CSA Research sees the effects playing out over three stages of the pandemic and its aftermath – what LSPs do now in reaction to the current situation, what comes next while the world waits for a COVID-19 cure, and

for the post COVID-19 era. Pay particular attention to its effects on:

- **Employees' mental health**. Unaccustomed to working at home and on their own, many staff members may be uncomfortable, lack confidence, and be stressed by working from where they sleep. The mental health and comfort of employees is and will remain a key issue even when the stay-at-home confinement ends.

- **Changing buyer requirements**. LSPs must adjust to their clients' new demands in the increasingly online world driven by the shift to remote locations and more online activity: 1) Internal and outward-facing content must become more remote-friendly while web content must improve in quality and depth; 2) suppliers must respond to quick-turnaround requests without the usual project overhead; and 3) globally applicable content particularly in communication and customer experience will become a bigger part of global enterprise language service planning.

Do you have any recommendations about how companies can prepare for the future and help mitigate the impact?

It's up to all of us to keep our families, friends, and colleagues safe during the COVID-19 pandemic. As the business climate changes daily, we cannot predict the full outcome of the pandemic's impact on the language services industry. CSA Research continues to collect and analyze primary and secondary data to assess and make recommendations moving forward.

Based on current conditions, here are ways providers, buyers, and linguists can prepare for the future and mitigate impact. Unlike natural disasters, the COVID-19 pandemic will end with the infrastructure intact and we can expect a fast recovery when this crisis is over. Key decisions you make now will help through the transition from the current pandemic to the post-COVID-19 business climate.

- **Lead your company through these transitions**. "Leadership" in the midst of a crisis means going beyond your reactive responses to update contingency plans and provide tools to work in isolation. Communicate, motivate, enable, keep the business on track, and plan for a post-pandemic recovery ("LSP Leadership in the Time of COVID-19"). Plan for different scenarios and explore new products and services.

- **Keep your team physically unharmed and mentally strong**. Working remotely is new and challenging for many employees. Managing uncertainty is more difficult. Eliminate some of that uncertainty by keeping your team together ("Preparing Your Team for a Post-Pandemic World: The Team Factor"). Train employees to be ready for the eventual post-pandemic world.

- **Pay attention to your clients**. COVID-19 has revealed what companies should have been doing but many had neglected. Although the current situation will challenge even the best run LSPs, those that value and support clients will emerge stronger than their competitors. Invest in customer care and global customer experience.

- **Assess current technologies and explore new ones**. If your systems don't work well today, they won't work any better after the pandemic. Review your core technologies and processes to better support clients and prospects, especially as you will rely more on distributed teams of remote staff.

- **Remember the near past – and plan for business continuity**. COVID-19 is at the top of our minds now, but not that long-ago SARS, H1N1, avian flu, and Ebola were headlines. Having a business continuity plan in place as do 65% of the 193 largest LSPs is crucial. Rethink your remote business requirements and assess how well your technology aligns with the new decentralized reality.

It is not about when this crisis will end but how companies must ready themselves to jumpstart their businesses and act responsively and intelligently to the new market landscape.

Below: Results from CSA Research's March 2020 survey of the largest 193 ranked LSPs on the issues they feel have the greatest impact on the industry.

Which issue do you worry about the most?

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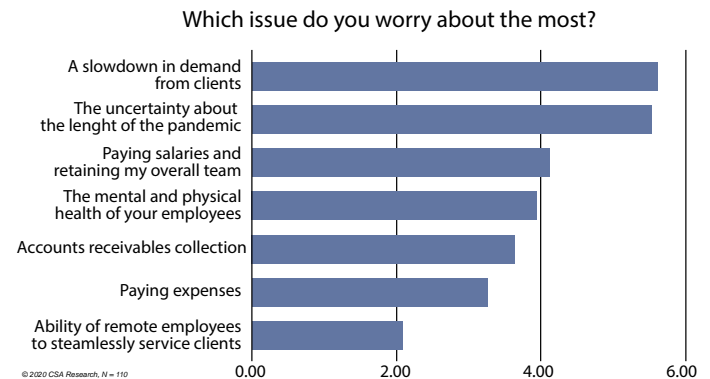
About CSA Research

Common Sense Advisory (CSA Research) is an independent market research firm. We help companies profitably grow their international businesses and gain access to new markets and new customers. Our focus is on assisting our clients benchmark, optimize, and innovate industry best practices in translation, localization, interpreting, globalization, and internationalization.

AB 5 Interview with Lorena Ortiz Schneider

The ATA-TCD interviewed COPTIC founder Lorena Ortiz Schneider on the current status of California Assembly Bill 5.

For people outside of California who might not be completely familiar with Assembly Bill 5, would you please explain what this law is about?

AB 5 was authored by Assembly member Lorena Gonzalez (D-San Diego) and was enacted into law on January 1, 2020. It sought to codify, even as it expanded, the State Supreme Court Dynamex decision of 2018, a wage order claims decision.

Dynamex fired all their employees only to "hire" them back, but as independent contractors.

In Dynamex, the State Supreme Court changed California's long-standing, multi-factor test by which employees are distinguished from independent contractors to a simple one, requiring hiring entities to classify all workers as employees unless they demonstrate that the person:

    a.   Is free from the control and direction of the hiring entity in connection with the performance of the work,

    b.   Performs work that is outside the usual course of the hiring entity's business, and

    c.   Is customarily engaged in an independently established trade, occupation, or business.

AB 5 was intended to curb blatant abuses similar to those engaged in by Dynamex, but in so doing, ended up affecting nearly every industry that relies heavily on freelancers.

How has AB 5 affected translators and interpreters and the translation industry as a whole?

The (b) prong in the law, which misclassifies translators and interpreters, has affected the entire industry in a profound way. Language companies both in and outside California responded to the law not by turning freelance linguists into employees, but by cutting them off and hiring non-California replacements. Here are a few examples:

AB 5 prevents an interpreter from subcontracting a boothmate for a conference. Instead, the interpreter with the direct client is now required to hire her colleague as an employee, even for just this one time.

It also renders it illegal for a translator to subcontract a translation to his trusted editor for review, unless he now hires the editor as an employee.

Language service companies—hiring entities working with linguists who perform the same type of work as LSC's as independent contractors—are not

in compliance with current law unless they convert their translators and interpreters to W-2 employees.

As a result, language companies have either stopped working with California linguists or are requiring them to incorporate seeking some protection under the Business-to-Business (B2B) subdivision of the law. Translators have reported a 30-50% decrease in offerings from their most trusted language companies already this year.

Conference interpreters have seen an erosion in their workloads as agencies contract out-of-state interpreters for events. Companies offering over-the-phone interpreting have stopped contracting in California and some community interpreting agencies have struggled to find freelancers willing to work as employees. As a result, bilingual staff are being recruited to fill the void, leaving practicing professionals without an income and compromising the limited English proficient person's right to meaningful language access.

How can companies still work with translators and interpreters based in California?

The way the law is written, language service companies can still work with translators and interpreters in California as long as they hire them as employees. However, in July 2019, Judge James G. Queenan held in the Miller case in the California Unemployment Insurance Appeals Board (CUIAB) ruling that interpreters are logically understood to be independent contractors and not employees. LSCs who continue contracting with freelancers, are audited by the Employment Development Department (EDD) and are prepared to prove their contractors are not misclassified can use the Miller case as precedent.

You founded the Coalition of Practicing Translators & Interpreters of California. What has been done to fix this situation for translators and interpreters? Could there be an exemption for our profession in the future?

Due to the absence of an industry-wide advocacy program in California, the The Coalition of Practicing Translators and Interpreters of California (CoPTIC) was founded to convince lawmakers that all language professionals deserve an exemption.

CoPTIC was formed by a group of professional, working interpreters and translators in the state of California concerned with defending the independence of all language professionals including entrepreneurs, small business owners, and members of our profession who represent the engine that drives the world to communicate across language barriers. CoPTIC is a nonpartisan, nonprofit organization governed by a chair and steering committee that reflects the geographic diversity of California. As a 501 (c)(4) non-profit, CoPTIC is able to spend an unlimited amount on advocacy and lobbying. The Coalition has hired a trusted, knowledgeable advocate to provide the strategy and insight into the workings of Sacramento to guide its work.

CoPTIC has led its over 1200 supporters to engage in constituent driven advocacy. This simply means encouraging every language professional concerned with their livelihood and how this law impacts the people they serve to visit their lawmakers and explain why AB 5 has misclassified them. It has the backing of the California language industry's leading associations, such as the Northern California Translators Association (NCTA), the Association of Translators & Interpreters in the San Diego Area (ATISDA), the San Diego Certified Medical Interpreters

Network, and the Association of Independent Judiciary Interpreters of California (AIJIC). It also has national and international support from ATA, TAALS, AIIC, JNCL, and ALC.

What the Coalition has discovered in its efforts to win an exemption is that most lawmakers didn't understand our profession before the law passed. Over the last 6 months, California linguists have sought to change that. Building relationships with local lawmakers has led to a greater understanding around the services provided by translators and interpreters to their communities, state, country and the world. Acting on a local level is leading to changes on a global scale.

In February, the Coalition was successful in securing a key legislator to author spot legislation that contains an exemption from the application of AB 5 to translators and interpreters. Last month, it was made public: Senate Bill 900, sponsored by Senator Jerry Hill (D-San Mateo).

SB 900 provides a set of conditions, including credentials, whereby practicing interpreters and translators can continue to operate and serve Californians. It protects access to essential language services by and for Californians, and prevents exclusion of highly trained professionals, led by women and immigrant-run small businesses, who are the backbone of a growing $2 billion sector of the California economy.

CoPTIC's leadership has expressed tentative support for this draft legislation. It needs some improvement in defining who performs services, who delivers services and who qualifies to provide services. It is not perfect, and the Coalition continues to work closely with Senator Hill's office to secure amendments and solutions that respect all translators and interpreters. CoPTIC has earned its position as the go-to organization for lawmakers to obtain information and guidance about our professions. The advocacy is working!

Where can we learn more about AB5 and where can we voice our concerns?

To learn more about what you can do to correct the misclassification of California language professionals, and interact with like-minded colleagues, visit CoPTIC's website and interact on its social media.

About COPTIC

Website: www.coalitionptic.org

Facebook: www.facebook.com/coalitionPTIC

Twitter: @CO_PTIC

Be sure to join by sending an email to coalitionptic@gmail.com to get on the mailing list to support the effort.

The goal of the Coalition is to win an exemption for California translators and interpreters, and in so doing, set a precedent that colleagues in other states where similar laws are taking shape can follow.

You can also read the full text of SB 900 in its current form here.

Reaching the Future of Localization

By Meg M. Murphy, ATA-TCD Volunteer

Photo caption: A presentation given to 29 students from North Branch Area High Schools in Minnesota on December 17th, 2019 by Meg M. Murphy was likely the first localization outreach presentation given in the United States.

As a volunteer for the ATA-TCD, I was asked to create and pilot an informative presentation on localization for high school students with the goal of sharing career opportunity possibilities to the rising workforce. It may have been a formidable challenge, but I met it with brazenness.

To read this article in full, please visit: http://ata-tcd.com/reaching-the-future-of-localization/

Productivity Strategies and Tools for Remote Translation Project Managers (TPM)

By Cynthia Penovi, ATA-TCD Leadership Council

Translation Project Managers are an essential link in the workflow of the translation process. In small translation agencies, they are in charge of dozens of daily communications; managing complex projects; checking statuses and progresses; and mediating between vendors, partners, clients, reviewers, and proofreaders, among other responsibilities. They are the ones responsible for projects that do not go so well or deadlines that are missed. Without them, we would not be able to accomplish our final goal to communicate without borders in an efficient and effective way.

Translation Project Managers can be faced with additional difficulties in accomplishing all of these tasks when they are working outside of an office environment due to issues related to poor work organization, lack of productivity, inefficient processes, team communication problems, and procrastination. Luckily, there are numerous resources and strategies that can be used to address these challenges. Below are some of the ones I consider the most useful along with a few tools I recommend.

To read this article in full, please visit: http://ata-tcd.com/productivity-strategies-and-tools-for-remote-translation-project-managers-tpm/

Connecting AI Specialists, Linguists, and Project Managers

By Afaf Steiert, ATA-TCD Leadership Council

Computers have shifted from serving the sole purpose of word processing and simple computation on top of our desks to fitting into our pockets and providing an assortment of tools to the user. The demand for more and more of these tools that expand beyond simple weather widgets resulted in the inception of a highly organic applications market that retains a relatively low barrier of entry. Considering that this demand shows no sign of slowing as smart phones surpassed desktop computers in 2014, and that the market is predicted to experience a 270% increase in 2020, it is in any app developer's interest to diversify the penetrability of their product into global markets (Safi, 2017; Takahashi, 2016). Translators have often come to me to express their discontent with projects that are related to mobile apps since there is a disconnect between what

an LSP can do and what an app developer demands for their project. Creating a clear and defined scope of the viability of the success of a project and utilizing a translation management system (TMS) that the client can also be involved with will greatly assist in reducing wasted time and money for all parties involved.

To execute a successful internationalization/localization project on an app, it is important that language service providers (LSPs) and app developers increasingly become symbiotic in their knowledge of the other's industry.

To read this article in full, please visit: http://ata-tcd.com/connecting-ai-specialists-linguists-and-project-managers/

Industry Standards Demystified – Part 3
ISO/TS 11669:2012 Translation projects – General guidance

By: Monika Popiolek, ATA-TCD Leadership Council, ISO/CEN industry standards expert

ISO/TS 11669 provides general guidance for all phases of a translation project. Its main purpose is to facilitate communication among the parties involved in a project. It is intended for use by all stakeholders of the translation project, including those who request translation services, those who provide the services and those who make use of the results of the project—in particular, the translation product. It applies to multiple sectors, including the commercial and government sectors, and non-profit organizations.

It provides a framework for developing structured specifications for translation projects, but does not cover legally binding contracts between parties involved in a translation project. It mentions quality assurance and provides the basis for qualitative assessment, but does not provide procedures for any quantitative measures of the quality of a translation product.

To read this article in full, please visit: http://ata-tcd.com/industry-standards-demystified-part-3/

Are you interested in webinars proposed by the Translation Company Division?

If so, we'd love to hear from you! Please answer this brief survey to provide more information about the topics that interest you. Please respond by: May 31, 2020.

Thank you, volunteers!

Our thanks to the ATA-TCD leadership council Marina Ilari, Alaina Brandt, Monika Popiołek, Ray Valido, Virginia Joplin, Graciela Isaía y Ruiz, Cynthia Penovi, Paula Penovi, Afaf Steiert, Larisa Horback, and Luciano Oliveira.

Our thanks to volunteers Josue Padilla and Meg Murphy.

Our thanks to webmaster Luciano Oliveira for managing the ATA-TCD website.

image: Freepik.com

Call for social media!

Curating relevant and up-to-date content for TCD social media accounts on LinkedIn, Twitter, and Facebook requires the contributions of many. Have you encountered an article or piece of media that you believe is relevant to our Division? When you do, please consider submitting the item to the ATA-TCD Social Media Posts web form:
http://ata-tcd.com/project/social-media-posts/

Items submitted will be reviewed by the TCD Communications Committee prior to being posted on social media accounts. Submission does not guarantee that the item will appear on TCD social media accounts.

Other ways to get involved?

ATA-TCD is solely supported by volunteer-members. Please get involved!

- Help moderate our social media channels
- Write blog articles
- Present webinars
- Volunteer at the ATA Annual Conference
- Join the Leadership Council
- Plan events like the annual ATA-TCD dinner
- Save the date for the #ATA61 conference in Boston: October 21-24, 2020!

If you are interested in one of these or other opportunities and want to learn more, contact us at divisionTCD@atanet.org.

http://ata-tcd.com

ata TCD

You can also connect with us via these other great methods:

• Join the division: https://www.atanet.org/divisions/
• Visit our website: http://ata-tcd.com
• Read our newsletter: http://ata-tcd.com/newsletter/
• Follow us on Twitter: https://twitter.com/ata_tcd
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