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Indexing Society of Canada Société canadienne d'indexation

133 Major Street, Toronto, ON
Canada M5S 2K9

www.indexers.ca

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MANAGING EDITOR: **Catherine Plear**
PRODUCTION EDITOR: **Sergey Lobachev**
COPYEDITOR: **Gillian Watts**
PROOFREADERS: **Lisa Fedorak, Alexandra Peace**
TRANSLATION COORDINATOR: **Anna Olivier**

Editor, Comments from

If you weren't able to attend ISC/SCI's conference in Ottawa, this issue offers the chance to catch up on the highlights of the conference. And if you were at the conference, this issue still serves as an excellent recap of every day of it.

Stephen Ullstrom's conference report is a session-by-session summary of the information-packed event, sparkling with insights, tips, and strategies gleaned along the way.

Sergey Lobachev covers the keynote address on preservation of Indigenous knowledge materials and highlights the issues that have resulted from colonial collection and access practices.

In "Names: A Workshop," JoAnne Burek describes the experience of learning from expert indexer Enid Zafran as she "freely and generously" parted with some of her best "techniques, rules, and guidelines" for dealing with names in indexes.

We have articles on both this year's winner of the Tamarack Award, Stephen Ullstrom, and why the Ewart-Daveluy Award was not given this year. If over the past couple of years you've created an index that you feel is a standout, consider submitting it for next year's award.

In addition, François Trahan attended ASI's conference in Scottsdale, Arizona, and reports in detail on the three-day event.

It's not too early to start thinking about the 2020 conference: 12–13 June in St. John's, Newfoundland. ISC/SCI conferences always provide top-notch professional development for indexers, and where better to practise your networking skills than with an engaged and informed group of indexers in a fabulous setting like Newfoundland?

Finally, I offer my gratitude and thanks to the writers and volunteers who stepped up to help put this issue of the *Bulletin* together.

Catherine Plear

Upcoming Meetings and Events

October 2019

American Society for Indexing: Webinar "Embedded Indexing—Working with your Client" by Jan Wright.

Cost is US\$19 for members, and you will have long-term access to the replay following the event. After October 2, purchase the replay for US\$29.

Time: 10 am Pacific; 11 am Mtn; 12 pm Central; 1 pm Eastern, Friday, October 2, 2019.

Registration online: <https://www.asindexing.org/webinars/wright-embedded1/>

ISC executive meeting: Saturday, October 4, 2019; Time: TBA; Location: online.

ISC/SCI Prairie and Northern Canada Region meeting:

October 19, 2 pm MST. Location: meeting room (2nd floor), Edmonton Public Library, Strathcona branch. If you wish to participate by Skype, RSVP to Stephen Ullstrom, prairies_rep@indexers.ca.

November 2019

Editors Canada: Registration is open for the certification test in copy editing. This year's test will be held on Saturday, November 16.

June 2020

ISC/SCI: The annual conference will be held June 12-13, 2020, in St. John's, Newfoundland.

Editors Canada: The 2nd International Conference will be held in Montreal, Quebec. Dates: June 19–21, 2020. Location: Le Centre Sheraton Montreal, 1201 Boulevard Rene-Levesque West.

Presidents' Messages

As always, I am astounded and grateful for all the volunteer hours that our members are willing to put into the Society. We have some great initiatives now growing, built upon the work of those who have gone before.

The conference was fabulous as usual! Heather Ebbs and her team did a great job of putting on three days of meetings and presentations and corralling more than sixty people. I love seeing people each year, and I'm really, really looking forward to being in Newfoundland next year—the ISC/SCI conference and icebergs! whales! seabirds!

One of the great things that the presidents get to do at the conference is give out awards. This year, the Ewart-Daveluy Award was not given out, as there were insufficient entries. If you feel good about an index, please do have a look at the submission requirements. The index doesn't have to be perfect—as we all know, we often work under constraints that do not make for a “perfect” index!

This year, Stephen Ullstrom deservedly won the Tamarack Award. You can read what his peers had to say in his support on page 16–17. I was pleased to be part of giving Stephen this award. He is unfailingly thoughtful, funny, and generous with his time.

Margaret and I were also happy to hand out Certificates of Recognition to Angela Wingfield and Christine Jacobs.

I hope those of you who attended the banquet made some time to visit with Peter Greig, one of the founders of ISC/SCI. Peter said a few words about the beginnings of the Society that I was very glad to hear. And on the Monday after the conference, Mary Newberry (and Gus), Christine Jacobs, Paul (Frances Curry's honey), and I gathered at Peter's house to load up a minivan with his accumulated boxes of ISC/SCI archives. Christine Jacobs (thank you!) has undertaken to head up the Archives Committee.

Another thing I am grateful for is the international group that we are part of. Every three years, representatives from each of the national indexing societies gather. But in between, the representatives meet informally at

one or another conference. François Trahan went to the ASI conference this past April but is unable to go to the SI conference in London in September. I will be going on his (and our) behalf. These informal meetings are important to keep relationships going and to be able to work out things between the various countries.

Pierre and I have had our first meeting, and he (I think!) survived hearing about all the things we presidents are responsible for. I'm looking forward to working with him in the coming months!

Alexandra Peace

Alex has already touched on the conference, awards and many contributors to the Society in the past year. Those accolades are well deserved. I wholeheartedly join her in congratulating everyone. Great work has been accomplished, and I look forward to building on the many accomplishments of the past year.

As Alex will attest, our first meeting was a cakewalk. It was not quite the Amazing Race, as implied by Alex, just two dedicated persons building toward a common cause. I committed to leading some of the ongoing projects and delivering on some new initiatives. I plan to work closely with the new board to bring those to fruition.

I would also like to thank the former board members for the great work that has been achieved since I joined two years ago. It was a wonderful experience to work with all of you and to witness the many accomplishments.

I hope to meet and work with many members in the next year as we build toward the next conference, in Newfoundland. Anytime we bring indexers together, we learn from each other, meet new people, and renew past acquaintances.

My involvement in the Society has brought me so much. I look forward to another wonderful year.

Pierre Joyal

Messages de la présidence

Comme toujours, je suis ébahie et reconnaissante pour toutes les heures de volontariat offertes par nos membres à la Société. Nous avons de beaux projets en expansion, qui reposent sur le socle de ce que ceux qui nous ont précédés ont construit.

Le congrès était fabuleux, comme d'habitude! Heather Ebbs et son équipe ont fait un travail remarquable pour nous faire vivre trois jours de rencontres et de présentations, rassemblant plus de 60 personnes. J'adore voir tout le monde chaque année et j'envisage vraiment, vraiment d'aller à Terre-Neuve l'an prochain : congrès de la SCI/ISC et icebergs! baleines! oiseaux marins!

L'une des choses importantes que les coprésidents ont à faire durant le congrès est de distribuer les prix à leurs récipiendaires. Cette année, le prix Ewart-Daveluy n'a pas été décerné car nous n'avons pas reçu suffisamment de candidatures. Si vous ressentez de la fierté pour l'un de vos index, prenez le temps d'aller voir les conditions de candidature. L'index n'a pas à être parfait : comme nous le savons tous, les conditions dans lesquelles nous travaillons ne permettent pas la réalisation de l'index « parfait »!

Cette année, Stephen Ullstrom a amplement mérité le prix Tamarack. Vous pouvez lire p. 16-17 ce que ses pairs ont à dire pour aller dans ce sens. J'ai eu le plaisir de contribuer à décerner ce prix à Stephen. Il est indéfectiblement attentionné, drôle et généreux de son temps.

Margaret et moi avons également été heureuses de distribuer les Certificats de reconnaissance à Angela Wingfield et à Christine Jacobs.

J'espère que ceux d'entre vous qui ont participé au banquet ont pris le temps de rencontrer Peter Greig, l'un des membres fondateurs de la SCI/ISC. Peter a dit quelques mots sur les débuts de la Société que j'ai été très touchée d'entendre. Et, le lundi après le congrès, Mary Newberry (et Gus), Christine Jacobs, Paul (le chéri de Frances Curry) et moi nous sommes rejoints à la maison de Peter pour remplir une fourgonnette des boîtes d'archives de la SCI/ISC. Christine Jacobs (merci!) a pris sous son aile la direction du comité des archives.

Un autre chose pour laquelle j'éprouve de la reconnaissance est le groupe international dont nous faisons partie. Aux trois ans, les représentants nationaux de chacune des associations d'indexation ont une rencontre officielle. Mais, entre-temps, les représentants se rencontrent

informellement à l'un ou l'autre des congrès. François Trahan est allé au congrès de l'ASI en avril passé, mais ne pourra se rendre au congrès de la SI de Londres en septembre. Je vais y aller en son (notre) nom. Ces rencontres informelles sont importantes car elles permettent le suivi des relations et elles font avancer les projets entre les pays.

Pierre et moi avons eu notre première réunion et il a survécu (je pense) à la découverte de tout ce que les coprésidents ont comme responsabilités. J'ai hâte de travailler avec lui dans les mois à venir!

Alexandra Peace

Alex a déjà abordé les thèmes du congrès, des prix décernés et des nombreuses personnes ayant offert leur contribution à la Société durant l'année. Tous ces remerciements sont vraiment justifiés. Je me joins réellement de tout cœur à elle pour féliciter chacune et chacun. Un travail remarquable a été accompli et j'ai hâte d'ajouter dans l'année qui vient ma pierre à l'édifice des réalisations de l'année qui vient de se terminer.

Comme Alex l'a justement noté, notre première réunion a été du bonbon. Ce n'était pas *Amazing Race*, contrairement à ce qu'elle a sous-entendu, mais simplement deux personnes motivées contribuant à une cause commune. J'ai décidé de prendre la direction de certains des projets en cours et de contribuer à la naissance de nouvelles initiatives. Je prévois de travailler en collaboration étroite avec le bureau de direction pour les réaliser.

Je voudrais également remercier les membres sortants du bureau de direction pour le travail remarquable qu'ils ont accompli depuis deux ans, date à laquelle je les ai rejoints. Ce fut une expérience merveilleuse de travailler avec chacune et chacun d'entre vous et d'être témoin d'autant de réalisations.

J'espère rencontrer de nombreux membres au cours de l'année qui vient et travailler avec eux à la mise en place du prochain congrès, à Terre-Neuve. À chaque fois que des indexeurs se réunissent, nous apprenons beaucoup les uns des autres, nous rencontrons de nouvelles personnes et nous entretenons les liens avec ceux que nous connaissons déjà.

Mon engagement envers la Société m'a tant apporté! J'ai hâte de vivre une nouvelle année formidable.

Pierre Joyal

ISC/SCI Conference Report 2019: “Beyond the Page—New Platforms, New Realities”

by Stephen Ullstrom

The Indexing Society of Canada/Société canadienne d’indexation (ISC/SCI) conference this year was a welcome excuse to once again visit our national capital, Ottawa. My last visit was as a teenager with my family, during which I remember touring the Parliament Buildings. What I did not remember was how close Parliament Hill is to the rest of the city—hemmed in between the Ottawa River, the Rideau Canal, and downtown, and right across the river from Gatineau in Québec. For some reason I had visions of Parliament Hill being off by its lonesome, but walking down York Street looking for supper on my first evening in town, I happened to look up, and there it loomed, dominating the horizon. There was something comforting during the conference about being able to look out the window and see Parliament just a few blocks away. Maybe the federal government is not quite so far removed as it can seem from the western provinces.

That said, we had a busy schedule to attend to over May 24 and 25. The conference was centrally located, held on the twelfth floor of the Desmarais Building of the University of Ottawa. The theme of the conference was “Beyond the Page—New Platforms, New Realities,” and the schedule featured a good mix of intensive talks interspersed with (in one case, quite literally) more relaxing sessions.

Anne Fifer got us started with a talk on editing the index without pain, by which she meant efficient editing. As she explained, a major component of efficient editing is to fully utilize indexing software. Anne extensively uses custom dictionaries for spell-checking and she also makes good use of labels to highlight different types of editing that she needs to come back to. She also edits incrementally by making time for quick edits at the end of each day. The last major component Anne discussed turned out to be a running theme throughout the conference, which is establishing the index structure at the beginning of the indexing process. Though more work upfront, this does save time later, as the structure will not need much editing at the end. All told, Anne says she now typically spends just one day on the final edit.

Next was a talk by Martine Rocheleau and Alexandre Grandmaître from the Information Management Unit at



University of Ottawa. Photo: JoAnne Burek

Parliament, which is responsible for indexing all parliamentary proceedings. They discussed the transition from a traditional paper-based indexing approach, using largely separate English and French teams, to today’s collaborative and integrative approach, which uses authority lists and a database system. This allows multiple ways to search online, and the index is also integrated with other government publications and databases. It is now the unit’s task to update their custom software, so they are looking to make improvements in how they work and what they produce, keeping in mind that usability means readability, which I think is true for all indexes. I have to admit that I enjoy hearing from the parliamentary and Hansard indexers, as their work is such an important and unique niche specialty that still has crossover with back-of-the-book indexing.

In the last Friday morning session, we returned to index structure in Fred Leise’s talk, “Brilliantly Structured Indexes

Redux.” You may remember that Fred has taught index structure previously, in a 2016 three-part webinar for ASI¹ and then in a follow-up article in the *Indexer*.² Speaking here allowed Fred to clear up the misunderstanding that his approach is suitable for every book—it is not. As he kept repeating, you have to use your indexing brain to assess the text and apply the appropriate structure, which may mean throwing out his approach and doing something else. That caveat stated, Fred’s approach is to start the index by creating a top-down structure based on the table of contents. He uses long page ranges to indicate continuous discussion and by the end of this process has created a mini index of the major topics. This provides a clear understanding of the text right from the start and provides a framework to plug in the details of names and smaller discussions as Fred reads through the text (working from the bottom up). Fred calls this approach pan-granularity, in which both broad and specific topics and details are included in the index. He also discussed his concept of units of structure, which are the discrete topics that you can anticipate will be repeated in the text. These can be tied to specific chapters, but not necessarily. For example, Fred suggested that battles could be a unit of structure in a military history, and so they would be an element you would want to treat similarly throughout the index. I am very thankful that Fred spoke so deeply and practically on index structure. His talk definitely challenged me to reconsider how I approach structure.

After lunch we had another master class from Kate Mertes on the *index locorum*, which I think was a new subject for most attendees. Indexes locorum are similar to name indexes in that they primarily direct readers without further elaboration, using subheadings. Instead of people, however, indexes locorum point towards texts that have



Margaret de Boer's opening address. Photo: JoAnne Burek

a fixed way of being referenced. These are often biblical and other ancient texts, classical texts, and legal citations. As the in-text references are often abbreviated, the main challenge is to properly decipher what the references mean and what is worthy of inclusion. Sorting the index is also often not alphabetical but instead will follow some other scheme, such as books of the Bible or line numbers. Apparently there is a growing market for these types of indexes, which are often done alongside a subject index, so it was helpful to have the index locorum so clearly explained.

After Kate came a session on software, in which CINDEX, Macrex, and SKY users split into smaller groups to ask questions and exchange tips. Following this was the annual general meeting, and then later in the evening the banquet. This was an election year, with executive members being voted in for two-year terms. Several new members replaced outgoing members. Mary Newberry was honoured as she stepped down from about ten years of service on the executive (no one was sure exactly how many). In some ways this conference felt like the beginning of a generational turnover, with a number of people stepping down from positions, announcing their retirement, or at least slowing down.

The mentorship program is entering its second year, looking to evaluate and build upon the first few mentorships, which took place in the past few months. Alexandria Jory has taken over from me as coordinator, joining Linda Christian. It was also announced that the Ewart-Daveluy Indexing Award will not be given this year because there were not enough submissions. The Awards Committee is looking at ways to better promote the award and encourage people to apply. The Tamarack Award, given at



Conference registration desk. Photo: JoAnne Burek

the discretion of the co-presidents for volunteer services “above and beyond the call of duty,” was given to me for putting together the mentorship program, which was an enormous surprise and honour. At the banquet we were also privileged to hear from Peter Greig, one of our founding members, who spoke about the early history of the Society, which was established in 1977. Peter has also donated several boxes of archival materials that are currently being examined by the Archives Committee.

Saturday morning started with our keynote, by Camille Callison and Katherine Kasirer of the National Film Board (NFB), to discuss a new classification system for their Indigenous film collection. (Sergey Lobachev discusses this in greater detail in his article, “Preservation of Indigenous Knowledge Materials: Keynote Address,” on page 9.)

Enid Zafran spoke next on scholarly indexing. Enid also presented an all-day workshop on names on Sunday—likely her last workshop, as she announced that she is slowing down—and we were fortunate to have her as a speaker. In her talk, Enid covered the spectrum of scholarly indexing, from where the work comes from to working with clients and then completing the actual work. She also discussed structure, and how she tries to identify the main interwoven concepts at the start of the indexing process, thus providing the framework for the index into which she knows most conceptual entries will have to go. Enid also discussed picking up names in a separate pass (something she often subcontracts), which has the added benefit of telling her how many lines are left for the conceptual entries, as she often finds page or line limits to be strict. She also had good suggestions for managing the client’s expectations by explaining the indexing process upfront, and for working with the client to review and cut the index if necessary.

The last morning session provided a time for rest in the middle of the day. Ruth Paulauskas, a certified yoga teacher and breathing coach, led us through a series of breathing and stretching exercises that can be done throughout the day from our desks and in our offices. Their purpose is to stretch stiff muscles, oxygenate our brains, and take a moment to rest and regroup before returning to work.

The afternoon sessions started with Kendra Millis speaking on indexing biographies and memoirs. Structure was discussed here as well, in relation to how to handle the main subject. The subjects of a biography often need a large entry spanning a couple of pages, which may be broken down into groups using nested entries or sub-sub-entries. Looking at several examples, Kendra discussed the pros and cons of different approaches, ultimately

advocating an approach that was comprehensive without being exhaustive. Another common issue is how to sort subheadings, whether alphabetically or in chronological or page order. Kendra also reminded us that biographies have subjects that need to be indexed in addition to people and place names, and that the level of detail in the index should match the audience.

Next, Pierre Joyal spoke about business incorporation as an alternative to sole proprietorship, using his own company as an example. This was a helpful session, as I think many of us default to sole proprietorship, not really understanding the options or feeling intimidated by the additional requirements. As Pierre explained, the two main reasons for incorporation are to reduce personal liability, which can be important when working with certain clients, and for tax reasons, as corporations have lower tax rates and provide more options for how and when income is distributed. The main obligations to the government are submitting an annual return, amending incorporation articles as needed, and having an annual shareholders’ meeting; also, records retention is mostly permanent over the course of the company’s lifespan. If you are interested, talk to a lawyer and an accountant to see if incorporation makes sense for you.

The last session of the conference was a panel on ethics that considered a number of scenarios. The panel was moderated by Heather Ebbs and consisted of an indexer, Christine Jacobs; an editor, Anne Louise Mahoney; and the managing editor for University of Ottawa Press, Elizabeth Schwaiger. The panel touched on a number of important issues, including how to handle inappropriate terminology, what to do if one thinks the book is providing misinformation, and subcontracting. It was very helpful to have Anne Louise and Elizabeth on hand to explain how these situations look from the editorial and publisher’s perspectives, since as freelancers and indexers we usually work alone and at the end of the production process.

It was an excellent conference this year in Ottawa, leaving us lots to take away and consider. If you are interested in attending next year, it was announced that the 2020 conference will be held in St. John’s, Newfoundland. See you there.

1. Fred Liese, “How to Create Brilliantly Structured Indexes: A Metatopic and Pan-Granular-Based Process,” *American Society for Indexing Online Learning*, <https://www.asindexing.org/online-learning/structured-leise/>.

2. Fred Leise, “Pan-granularism and Specificity,” *The Indexer* 34, no. 4 (December 2016): 147–55.

ISC Conference Keynote Address: Preservation of Indigenous Knowledge Materials

by Sergey Lobachev

The second day of the conference was opened by the keynote speakers, Camille Callison, Learning and Organizational Librarian at the University of Manitoba, and Katherine Kasirer, Senior Librarian at the National Film Board of Canada. They focused on the challenges of preserving Indigenous knowledge materials.

Camille Callison described the librarians' efforts to adopt a new classification schema for Indigenous materials. Being a member of the Tahltan Nation in Yukon, Camille is fully aware of the problems of collecting Indigenous knowledge and of accessing material stored in traditional institutional repositories. The acquisition and cataloguing of these materials were carried out using a Eurocentric approach, which makes it difficult for members of Indigenous communities to access them.

To overcome this challenge, the Canadian Federation of Library Associations has formed a Truth and Reconciliation Committee (<http://cfla-fcab.ca/en/programs/truth-and-reconciliation/>) with a mandate "to promote initiatives in all types of libraries to advance reconciliation" and "to promote collaboration in these issues across the Canadian library communities." The committee consulted with Indigenous elders about best practices for knowledge preservation and organized its activities by adapting a medicine-wheel framework through which the Indigenous worldview can be understood. As a result of



Camille Callison. Photo: Heather Ebbs

its activities, the committee produced an 83-page report and 10 recommendations for further actions pertaining to the preservation of Indigenous knowledge. The latter include calls to action to decolonize libraries by supporting Indigenous culture, to enhance opportunities for Indigenous knowledge repositories, and to decolonize classification schemata by integrating Indigenous epistemologies into existing cataloguing practices.

For years, classification of Indigenous materials presented a challenge for librarians, who relied on dominant Western classification systems. Such systems have a hierarchical structure and reflect Western biases. However, Indigenous knowledge has multiple layers that don't fit into existing classifications, and access to some layers cannot be facilitated using an English vocabulary. To overcome this problem, Brian Deer, a Kanien'kéhaka (Mohawk) librarian, created a new classification system that reflects an Indigenous worldview. Since the 1970s the Brian Deer Classification System has been applied by small and specialized libraries with comprehensive Indigenous collections.

To further advance access to Indigenous knowledge, Camille developed the Indigenous Materials Classification Schema (IMCS), which "reflects best practices in organizing Indigenous knowledge and meets the needs of those seeking information on Indigenous (First Nations, Metis, and Inuit) people." It was first implemented at the National



Katherine Kasirer. Photo: Heather Ebbs

Centre for Truth and Reconciliation at the University of Manitoba and integrated into the Library of Congress classification system. In this new system, Indigenous nations are organized from east to west, echoing the movement of the sun, and facets are created within each nation. The system is living document, and the intent is to launch it online for free use and adaptation.

Katherine presented on the Indigenous film collection at the National Film Board of Canada (NFB). Until 1967, all films about Indigenous peoples were produced by white filmmakers, which created a bias of representation of native cultures. In 1958 the Indian Film Crew was established, with headquarters in Montreal, marking the beginning of Indigenous filmmaking in Canada. In that same year, Mi'kmaq folksinger and activist Willie Dunn released *The Ballad of Crowfoot*, the first Indigenous-directed film. Today more than 350 titles are available through the NFB's Indigenous film website (<https://www.nfb.ca/indigenous-cinema/>). Following the recommendations of the Truth and Reconciliation Commission, the National Film Board has developed a three-year plan in

collaboration with Indigenous advisory groups. The plan includes 33 actions in the areas of institutional transformation, leadership, production, distribution, and collection management. The latter implies rewriting the descriptions of Indigenous films, revising titles and subject headings, accurately identifying the filmmakers, and adding the missing names of people in the films. These changes aim to improve access to the collection for both Indigenous users and the general public.

The approach to preservation of Indigenous knowledge demonstrated by the keynote speakers is also applicable to book-indexing practices. In recent years, more and more publications concerning Indigenous culture have emerged from both academic and non-academic presses. The challenges of indexing Indigenous names and cultural practices are numerous, and literature on tackling these challenges is scarce. Regular participants of ISC/SCI conferences have benefited from rare opportunities to acquire first-hand knowledge about dealing with Indigenous materials from engaging and resourceful speakers.

Names: A Workshop by Enid Zafran

by JoAnne Burek

At the beginning of the 2008 movie *It Might Get Loud*, Jack White is on his way to meet Jimmy Page and The Edge for their historic jam session. "Do you have a strategy?" the interviewer asks. Jack deadpans, "I'm going to trick them . . . into teaching me all their tricks."

An hour into the Names workshop with Enid Zafran, I was thinking about how eagerly novices look forward to gleaning everything they can from seasoned professionals—because there, at the front of the room, was Enid, freely and generously teaching us all her tricks.

Enid Zafran is one of the indexing community's long-time esteemed experts. An indexer since the 1990s, she formed Indexing Partners LLC around 20 years ago. Today she handles a wide portfolio of subject matter while employing a stable of subcontractors. She has had years of experience training her subs, and since 2008 she has conducted training bootcamps.

Enid is also the founder of the Institute of Certified Indexers, which sponsors the Purple Pen Award, the prize open to new indexers for excellence in indexing. Placed on the tables at every seat was a thick stack of handouts—and a purple gel ink pen.



Enid Zafran. Photo: JoAnne Burek

We moved through the topics at a solid pace, as there was so much to cover. This workshop went beyond just making entries for people, places, and things. We started with the strategies, for that's where you can collect time-saving techniques that quickly earn back the cost of a workshop. Enid told us that she is a "multi-pass" indexer. So the first strategy we learned was to go through the text in one pass just to pick up the names. (This technique has already helped me save time and stress by allowing me to focus on just the concepts in a separate pass.) Another strategy we learned was to leave the introduction to the end. The problem with doing the introduction first is that you will want to pick up everything. Enid advised us to index it "with a very light hand."

Then we delved into the problem of determining when a name is indexable, and we practised our skills with an exercise. Another tip: to decide whether a mention is indexable, ask yourself if the content is foreshadowing, "mother data," or wrapping up. Other topics covered in

the workshop included disambiguation, legal cases, case studies, co-authored works, and events. There are plenty of decisions to be made, and the handouts were a big help.

The last hour of the day was devoted to sorting, a topic that I didn't expect. I wondered how many other indexers give no thought to sorting, since our software does it so well. Enid's rule is to treat the comma after a surname as a full stop. In other words, "Black, Edward" and "Black, Thomas" should appear before all other terms that have "black" at the start of the entry. When you think about it, it would look silly to have "Black, Edward," "black fungus," and "Black, Thomas" in that order. Fortunately, our software allows us to force entries to sort the way we want it to. In your proofreading, checking and correcting the sort order of the names can only help you look like the sharp professional you are.

So many useful techniques, rules, and guidelines were gleaned in this workshop. No trickery required!

TIDE Committee

ISC/SCI is joining the growing and essential movement to address and counteract inequality in the publishing industry. Within the indexing profession there is plenty of room for new indexers and a true need for individuals with diverse backgrounds and knowledge. The Inclusion, Diversity and Equity (TIDE) Committee has been working towards this goal since 2018.

What does this entail?

TIDE is working on encouraging and supporting professionals who are members of visible or invisible minorities and who have an interest in becoming indexers. One major step forward in this regard is ISC/SCI's Bursary for Structurally Disadvantaged People, to be launched in 2020. The bursary will be for one person and will cover fees for an indexing course, two years of ISC membership (with listing), and entry into the mentorship program. This coming year the bursary's focus will be on black, Indigenous, and other people of colour (aka BIPOC). Many thanks to the Special Projects Committee for allocating funding for this important initiative. We are very excited to be able to offer this assistance to new indexers of colour!

As indexers we are always learning—it is an essential part of the job. TIDE also envisions encouraging discussions, sharing resources, and organizing training in cultural knowledge (this might include webinars, programming for conferences, etc.); fostering contacts with relevant community groups; and publicizing this message of inclusion within ISC/SCI and with the public and other professional bodies relevant to indexing and publishing.

We are thrilled about the possibilities that TIDE can help open up for current members and members to come! We look forward to sharing enriching and valuable experiences that bring us all closer to excellence in indexing.

We would also love to welcome more volunteers to join us and contribute to achieving these important goals in any way that they can. Please do contact us if you feel inspired. You can now visit the TIDE Committee's page on the ISC/SCI website for more information, including contact info.

Siusan Moffatt and Sarah McIntosh

ASI Conference Report 2019: “Bloom in the Desert”

by François Trahan

Around 60 people attended the American Society for Indexing (ASI) conference at the Saguaro Scottsdale hotel, northeast of downtown Phoenix, AZ, 25-27 April 2019. The first day of ASI conferences usually features full-day workshops: this year, one for beginners (with our own Heather Ebbs), and the other on intermediate/advanced topics (with Fred Leise). These were followed by a few meetings and then, at 6.30 p.m., the opening reception, a two-hour meet-and-greet with drinks and finger food.

One of the meetings on Thursday 25 was for official ICRIS international representatives, hosted by ASI’s Kendra Millis. Four others attended: Max McMaster (ANZSI), Jenny de Wet (ASAIB), Katharina Munk (NIN), and myself (ISC/SCI). Each of us mentioned the recent activities and events of our respective societies, and we also discussed the next ICRIS triennial in 2021, which may be part of an international conference to take place in Germany. As an example of our discussions, we discovered that members of ASAIB offer one-week indexing workshops to government, businesses, and other indexers without any remuneration—the fees charged are only to cover costs. Jenny also spoke of the challenges in a large country with few indexers.



The keynote presentation with Colin Pearson from the Musical Instrument Museum. Photo: Gwen Henson/ASI

Friday and Saturday conference sessions started at 9 a.m., with a choice of two or three presentations in each of the four time slots each day. There was a wide range of topics, from indexing methods and practices to technology, social media, new software, marketing and strategy, quality benchmarks, rates of pay, file management, dealing with big problems, and many more. In between sessions

most people gathered in the main area for snacks and drinks, and that’s what we did for lunch on Saturday as well.

During Friday’s formal lunch our keynote speaker, Colin Pearson from the Musical Instrument Museum (<https://www.mim.org>), spoke about his institution’s tailored classification system for musical instruments originating from every part of the world. The standard Western classification system was deficient for their purpose, so they created their own. Colin first explained the challenges and options for their needs and described the five general groupings they agreed on. He then delved into each group, providing examples from various locations around the globe. This was a captivating presentation, and he provided audio and video clips of a few unusual instruments and playing techniques. MIM’s goals of preservation, conservation, and documentation are priorities, and their website features some galleries and exhibitions and lists events.

At the end of Friday we moved to the awards reception at Western Spirit: Museum of the West (<https://scottsdalemuseumwest.org>), booked for us for the evening. At first we mingled with food and drinks in the main area, surrounded by artworks, photographs, and descriptive panels, before moving to the auditorium for the three awards presentations: the Kohlrabi Awards, the Hines Award, and the Excellence in Indexing Award. There I finally found out the origin of the name for the volunteers’ awards: “If indexers were vegetables, what vegetable would they be? Kohlrabi: no one knows who we are, or what to do with us.” The award is in recognition of volunteer work, and about a dozen recipients (from more than 30 in total) were present that night to receive a kohlrabi pin.

The third award of the night, the Hines Award, went to Fred Leise. This award is for continuous dedication and exceptional service to ASI. The list of Fred’s contributions is impressive and stretches over several years; since they are too numerous to note here, check out ASI’s website at <https://www.asindexing.org/news/2019-hines-award/>. We were lucky to have him in Ottawa for his conference presentation “Brilliantly Structured Indexes Redux,” which was peppered with humorous moments.

Fred was also the chair of this year’s Excellence in Indexing Award, and Sheila Ryan was the winner for her



Evening at the Museum of the West, from L to R: then-president Devon Thomas, past presidents Diana Witt and Kendra Millis, and incoming president Jennifer Spanier. Photo: Gwen Henson/ASI

98-page index to *Churchill Documents*, volume 21. The Churchill documents are the most extensive for any single person on the planet, and this volume spans the first seven months of 1945—towards the end of the Second World War. Sheila took three and a half months to index this book (with a few overlapping projects) and had also indexed volumes 18 to 20 before that. (In case that’s not enough, she has since finished volume 22 and is now working on the final one, volume 23.) In her speech she discussed the background for and challenges of this project. Here’s an example, from a municipal election debate, that illustrates her experience:

Mr. Churchill: The right hon. Gentleman has given a paraphrase of what I said, and anyone can see what a trustworthy witness he is by listening to and comparing the grotesque travesty which he has uttered with what I have actually said. It is quite true that I did not accuse the right hon. Gentleman of not having taken an interest in the war. Of course, he did. He took an interest in some other matters, too—very much more, if I may say so, than any man in this House. We have accepted— [Hon. Members: “Answer.”] There is nothing to answer. [Laughter.] I always notice that the party opposite indulge in laughter which resembles a crackling of thorns under a pot whenever they are confronted with any mental proposition which their intelligence forces them to resent or reject.

Sheila’s comments:

How would you index this passage? I indexed the title of the speech as a subheading under “English politics,” “House of Commons, domestic affairs,” “Labour Party,” “Morrison,” “Parliament,” and “speeches [by Churchill].” ... This passage illustrates the richness of the text, a depth that goes far beyond simply indexing the titles of speeches or the names of the people Churchill was talking to.

Afterwards we had the whole museum to ourselves, and that was a great experience, since everyone else was an indexer we either knew or could introduce ourselves to. The art was great, and varied too. There was an exhibition dedicated to artist Paul Calle, another of art depicting and by Native Americans, and another, large gallery of Hopi ceramics. And faithful to Scottsdale’s “the West’s most western town” slogan, one section consisted of a collection of horse-riding and ranching gear, clothing including cowboy hats and boots, gambling and saloon paraphernalia, movie clips, and much more, all epitomizing the representation of westerns and the takeover of the American West.

The conference ended with a small gathering. As with many conferences, it’s not only one or two excellent sessions that stand out, but also catching up with indexers we know, putting faces to online acquaintances, meeting new people, and the overall atmosphere of sharing and learning.

Executive Committee News

EXECUTIVE COMMITTEE MEETING REPORT, 23 MAY 2019

Every year, most of the executive committee meets face-to-face on the day before the conference. Meeting by video-conference works—we do get stuff done—but our in-person meeting is always very productive and much more fun. For the first time in a year, we got through all our agenda items and our action items. It was a bit of a whirlwind, though.

Evelyn Ebbs is our new recording secretary, and this was her first meeting (talk about trial by fire!). I found her tapping away beside me very reassuring, and now JoAnne Burek is able to contribute much more to the meetings, as she does not have to take notes.

As usual, there were lots of reports that came in with information that needed no discussion, from the regional reps, the co-presidents, website administration, the new managing editor of the *Bulletin*, communications, and membership. We accepted all these reports in one fell swoop. Then we had lots to discuss; we

- brainstormed about all the places where we needed to change things as handover occurred;
- created a procedure for committees that want to put or change their information on the website;
- created a procedure for committees that want to secure funds for a project;
- approved Alexandra Jory as the new co-coordinator for the Mary Newberry Mentorship Program;
- discussed how to liaise between the executive committee and committees/programs that don't have an executive committee member on them;

- brainstormed ideas on how to get more submissions for the Ewart-Daveluy Award (watch for announcements and think about submitting your index);
- considered a request from a software company to give a free webinar to our members;
- revived the translations policy committee (and promised François that it would be fun);
- discussed the language of the draft conflict-of-interest policy;
- accepted some guidelines on financial matters; and finally,
- were informed about what the brand-new archives committee is doing (let's just say it involves about 15 boxes and a minivan!).

Somewhere near the end we stopped to go through the action items, as they often get left to the end and we don't get to them.

In some ways it was a bittersweet meeting, as many of the executive committee, having joined the executive five years ago, are leaving. We said goodbye to Susan Brown, Elena Gwynne, Andrea Hatley, Sergey Lobachev, Siusan Moffat, Mary Newberry, and Frances Robinson.

Having said that, we were excited to consider our new slate of executive committee members, many of whom were able to join us in the meeting as visitors. Did you know that members are welcome to sit in on our meetings? We can't promise singing and dancing and we do work hard, but it's informative, and—although this may sound odd—we do have fun!

Alexandra Peace

Membership

ISC/SCI MEMBERSHIP REPORT

by Lisa Fedorak, Membership Secretary

As of 4 July 2019, we have 97 members. Three new members have joined since May's report and one former member has re-joined.

Within Canada 83

British Columbia	17
Alberta	8
Saskatchewan	2
Manitoba	3
Ontario	44
Quebec	4
New Brunswick	2
Prince Edward Island	1
Newfoundland & Labrador	1
Nova Scotia	1

International 14

United States	13
Germany	1

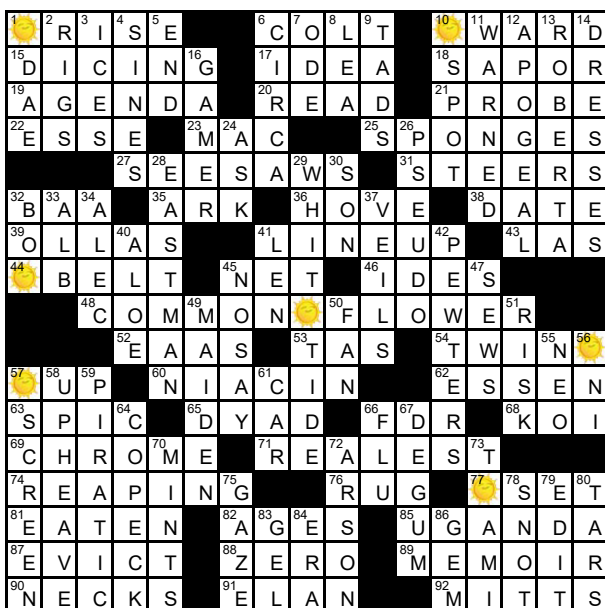
Membership Types

Individual	90
Listed	52
Basic	33
Student	2
Emeritus	3
Institutional	7
British Columbia	1
Alberta	1
Ontario	3
USA	2

New Members

The following members have joined since the previous report: Becky Heaman (Calgary), Nanette Norris (Bainsville, ON), Amanda Rogers (Newmarket, ON), Dina Theleritis (Toronto), Jess Klassen-Wright (Saskatoon).

Crossword Solution



For Crossword Puzzle, see page 20.

Those Lazy Hazy Crazy Days of Summer: Solution
by Heather Ebbs

Awards and Recognitions

2019 Tamarack Award

The Tamarack Award was instituted to recognize members who go “above and beyond the call of duty” in their volunteer work for the Society. According to ISC/SCI president Alexandra Peace and past president Margaret de Boer, it was an easy decision to recognize the 2019 recipient, Stephen Ullstrom.

Stephen, who lives in Edmonton, was chosen because of his dedication and valuable input on the executive committee and for his commitment as the Prairies and Northern Canada regional representative for the past two years and agreeing to remain as the representative for an additional period. He is also being recognized for his strong vision of a mentorship program for the Society and for bringing it to fruition.

“We are thrilled to present this award to Stephen, and we are honoured to have him as a member of our society,” said Alexandra and Margaret. “Thank you, Stephen, for all you have given to the Society and its membership.” And here’s what some of Stephen’s colleagues on the executive had to say:

Pierre Joyal, Vice-President: “Stephen was the driving force behind the mentorship program. He was its initial sponsor, the originator of the concept and saw it to fruition. It would not have happened without his commitment and dedication, his work efforts, and determination to seeing it

through. We are grateful for the work he accomplished and congratulate him on a well-deserved award.”

JoAnne Burek, Website Administrator: “As the regional representative for the Prairies and Northern Canada, Stephen genuinely cares about the well-being of his colleagues. He ensures that every few months they get together for conversation about business, indexing, work/life balance—whatever they want to talk about—even

though they are spread across three provinces and into the States.”

Linda Christian, Mentorship Program co-coordinator: “I’ve been working with Stephen for the past year and have found that he has many, many good qualities. He is conscientious, reliable, responsible, thoughtful, and intelligent. He’s also very careful. He doesn’t allow any mentorship material to go out ‘slapdash’; it has to be right ... Stephen is self-contained, measured in his communications and soft-spoken. For lack

of a better way of putting it, he’s a nice guy ... The Indexing Society of Canada is lucky to have him.”

Congratulations to Stephen on his accomplishments and for this special recognition.

Past recipients of the Tamarack Award and other ISC/SCI awards can be found on the website at <http://indexers.ca/isc-awards/>.



Photo: JoAnne Burek

Prix Tamarack 2019

Le prix Tamarack a été créé en l'honneur des membres qui « vont bien au-delà des attentes exigées par leurs fonctions » dans leur travail de bénévolat pour la Société. D'après Alexandra Peace, notre présidente, et Margaret de Boer, notre présidente sortante, la décision de nommer Stephen Ullstrom comme récipiendaire du prix 2019 fut aisée.

Stephen, qui demeure à Edmonton, a été choisi pour son dévouement et son implication positive au bureau de direction ainsi que pour son engagement en tant que représentant régional des Prairies et du Nord Canada depuis deux ans et pour le renouvellement de son mandat. Il a également développé une vision forte d'un programme de mentorat pour la Société canadienne d'indexation et a contribué à sa réalisation.

« Nous sommes ravies d'offrir ce prix à Stephen, et nous sommes honorées de l'avoir comme membre de notre association » ont déclaré Alexandra et Margaret. « Merci, Stephen, pour tout ce que tu as fait pour la Société canadienne d'indexation et pour ses membres! ».

Et voici ce que d'autres collègues du bureau de direction ont à ajouter.

Pierre Joyal, vice-président : « Stephen a été la force motrice du programme de mentorat. Il a été le commanditaire du projet à l'origine, le créateur du concept et l'a guidé jusqu'à sa réalisation. Cela n'aurait pas pu se faire sans son engagement et son dévouement, son travail exigeant et sa détermination à ce que le projet voit le jour.

Nous sommes vraiment reconnaissants pour tout ce qu'il a accompli et nous le félicitons pour ce prix bien mérité! ».

JoAnne Burek, administratrice du site Internet : « En tant que représentant régional des Prairies et du Nord Canada, Stephen est sincèrement soucieux du bien-être de ses collègues. Il s'assure que, tous les quelques mois, une rencontre a lieu pour discuter de travail, d'indexation, d'équilibre entre vie professionnelle et vie personnelle –

en fait, de tout ce dont les membres ont envie de parler –, et ce, malgré la dispersion entre trois provinces et même les États-Unis ».

Linda Christian, co-coordinatrice du programme de mentorat : « J'ai travaillé énormément avec Stephen tout au long de l'année et j'ai découvert qu'il a de très très nombreuses belles qualités. Il est consciencieux, fiable, responsable, prévenant et intelligent. Il est aussi très attentionné.

Il ne permet à aucun matériel de mentorat d'être traité à la va-vite, cela doit être fait comme il faut... Stephen a de la retenue, il est mesuré dans ses communications et il parle avec douceur. À défaut de trouver mieux pour l'exprimer, je dirais que c'est "un bon gars"... La Société canadienne d'indexation est chanceuse de l'avoir. »

Félicitations à Stephen pour cet accomplissement et pour cette reconnaissance hors pair!

Les noms des récipiendaires du prix Tamarack et des autres prix décernés par la SCI sont en ligne sur le site de la SCI à : <http://indexers.ca/isc-awards/>.



Photo: JoAnne Burek

Announcement

Ewart-Daveluy Indexing Award — Your Name Here

We know you wrote some terrific indexes in 2018. But only one of you submitted an entry for the Ewart-Daveluy Indexing Award. That's way too few. Where were the rest of you? How can we encourage you to submit the results of your hard work in 2020?

The application process has never been easier. It's all online. You don't need a hard copy—a PDF of the book, with the index, is enough. The cost is only \$30. And did you know we provide feedback for up to three runners-up? That's valuable feedback from three experienced indexers.

Maybe you thought the books you indexed were not award-winning material. But it's not about the book—it's your index we're looking at. Maybe you found an effective way to differentiate health tips from recipes in that slightly awkward but enlightening cookbook for cancer patients. Or maybe you made a couple of key adjustments to the indexing terminology for cross-references, to address the needs of readers of a book on social media for new Canadians. Or maybe you succinctly dealt with the chronology of an overblown political biography, hastily written in time for an election.

Show us how you have creatively overcome challenges, resulting in an well-structured, easy-to-navigate, clear, and comprehensive guide for all users.

"Oh," you say, "but I'm too new!" Nonetheless, you may feel that the index you wrote for that odd little guide to breaking up with your phone is really clear, effectively serving those time-strapped readers looking for salvation. Or you're pretty sure you did a big favour to people looking for answers to their ailments in the way you exposed the hidden gems in that dense book about digestion. Or you amazed yourself by managing to build a clear guide to too many pages in the limited space allotted by the press.

Our answer? You have nothing to lose and everything to gain. Maybe you'll win the prize—which won't happen if you don't apply. And if not, you're very likely to receive confidential expert feedback. That's worth a lot!

Because we think there are indexes out there that we should have seen, for 2020 we are opening up submissions to books published in 2018 and 2019. This means you'll have a second chance to submit that index you seriously considered but didn't quite have the time or the courage to follow through with. Next year will be the time to do it!

Prix d'indexation Ewart-Daveluy — Votre nom ici!

Nous savons que vous avez créé de superbes index en 2018. Mais seul l'un d'entre vous a postulé pour le prix d'indexation Ewart-Daveluy. C'est trop peu. Où étiez-vous, tout le monde? Comment pouvons-nous vous encourager à présenter les résultats de votre dur labeur en 2020?

Le processus de candidature n'a jamais été aussi simple. Tout se fait en ligne. Vous n'avez pas besoin de fournir un exemplaire imprimé : il suffit d'un PDF de l'ouvrage et de votre index, c'est tout. Il vous en coûtera 30 \$. Et savez-vous que nous fournissons une rétroaction pour les trois premiers candidats? Une rétroaction de qualité, rédigée par trois indexeurs expérimentés.

Vous pensez peut-être que l'ouvrage que vous avez indexé ne constitue pas un matériau de qualité pour recevoir

un prix. Mais il ne s'agit pas de l'ouvrage : c'est votre index que nous considérons. Vous avez peut-être découvert un moyen efficace de différencier les conseils en matière de santé à partir des recettes de ce livre de cuisine, un peu maladroit mais instructif, destiné aux patients atteints du cancer. Ou vous avez peut-être réalisé une série d'ajustements clés dans la terminologie des références croisées, afin de satisfaire les besoins des lecteurs d'un ouvrage sur les médias sociaux destiné aux Néo-Canadiens. Ou encore vous avez géré succinctement la chronologie d'une biographie politique pompeuse écrite à la hâte avant une élection.

Montrez-nous comment vous avez relevé ces défis de manière créative, offrant un guide pour tous les publics, bien structuré, facile à consulter, clair et complet.

« Ah », dites-vous, « mais je suis trop novice ! » Malgré tout, vous êtes convaincue que l'index que vous avez créé pour ce singulier petit guide visant à rompre avec son téléphone est vraiment clair, et qu'il est utile aux lecteurs pris par le temps et en attente de salut. Ou bien vous êtes sûre que vous avez rendu un fier service aux personnes cherchant des solutions dans leur alimentation, par la manière dont vous avez présenté les trésors cachés de cet ouvrage dense à propos de la digestion. Ou encore vous vous êtes surprise vous-même en créant un guide clair renvoyant à des pages bien trop nombreuses, et ce, dans l'espace limité alloué par l'éditeur.

Votre réponse ? Vous n'avez rien à perdre et tout à

gagner. Vous ne serez peut-être pas récipiendaire du prix, mais c'est sûr que vous ne pourrez pas l'être si vous ne postulez pas. Et si, effectivement, vous n'êtes pas récipiendaire, vous avez cependant de grandes chances de recevoir une rétroaction confidentielle d'un expert. C'est de grande valeur !

Comme nous sommes convaincus qu'il y a des index que nous aurions dû voir, nous ouvrons pour 2020 les candidatures aux ouvrages publiés en 2019 et en 2018. Ainsi, vous avez une seconde chance pour cet index que vous aviez envisagé sérieusement de soumettre, mais pour lequel il vous a manqué du temps ou du courage. Il est temps de terminer le processus pour l'an prochain !



Whales, Icebergs, Seabirds!
Are you making plans for next summer?
How about St. John's, Newfoundland? Haven't you always wanted to go?
June 12 and 13, 2020
The ISC/SCI Conference 2020 is a perfect excuse!
Details will be forthcoming (in the Bulletin and on the website),
but for now . . . save the date.

Photo Credit: Randy Wheeler

Crossword (solution on p. 9)

Those Lazy Hazy Crazy Days of Summer

by Heather Ebbs

Across

1. Daybreak
6. Farm youngster
10. Heading to daybreak, maybe
15. Chopping
17. Notion
18. Flavour
19. Meeting must
20. Novel action
21. Investigate
22. To be, to Caesar
23. It has no Windows
25. Mooches
27. Playground equipment
31. Beef cattle
32. Farm call
35. Biblical boat
36. Came into view
38. Take out
39. Earthenware pots
41. Players
43. Vegas opening
44. Daytime accessory?
45. Bottom line
46. Bad day for Caesar
48. Familiar summer plant
52. They're measured by RDIs
53. English thanks
54. Solar sibling
57. Daybreak
60. Pellagra preventer
62. German industrial city
63. ___ & Span
65. Pair
66. US's WW2 prez
68. Ornamental fish
69. Bumper finish
71. Most factual
74. Harvesting
76. Cover for floor or head
77. Day's end
81. Consumed
82. Long time
85. Land on Lake Victoria
87. Oust
88. Nil
89. Name index source
90. Tie places
91. Dash
92. Paws

1	2	3	4	5		6	7	8	9		10	11	12	13	14
15					16		17				18				
19							20				21				
22					23	24			25	26					
				27	28				29	30		31			
32	33	34		35				36		37			38		
39			40				41				42		43		
44						45				46		47			
		48			49				50				51		
				52					53			54		55	56
57	58	59		60			61				62				
63			64		65					66	67			68	
69				70			71		72			73			
74						75			76			77	78	79	80
81						82	83	84			85	86			
87						88					89				
90						91					92				

Down

1. Cool summer treat
2. Fixes, maybe
3. Cool summer treats
4. Functions
5. Finish
6. About
7. Keats creation
8. Pastoral place
9. Youngsters
10. Freckle?
11. Alerted
12. At the peak
13. Bondar
14. Brides' garb
16. Player
24. Query
26. False start?
28. Photography pioneer
29. First few days of Pentecost
30. Father's youngster
32. Short petty officer?
33. Vatican vestment
34. Baldwin
37. Brides' garb
40. Burn balm
41. Author Deighton
42. Alloys
45. Lack of influence
47. Stitches
49. Unmarried girl
50. Summer cooler
51. Hazard
55. Classic opener
56. Muslim branch
57. Burn preventer
58. Lift
59. Relating to Jack Sparrow
61. Saturn, for one
64. Russian coin
66. Kind of shot
67. Take goo off shoe, maybe
70. Postprandial candies
72. Bad lighting?
73. Dangerous wave
75. It may be fixed
78. Mucus
79. Work on Time?
80. Gobs
83. Goopy hair stuff
84. Long time
86. Jewel