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Bulletin



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Editor, Comments from

In this issue there is a palpable sense of community. Maybe we're all feeling a little more hopeful as spring approaches and there seems to be some light at the end of the COVID tunnel.

I was so sorry to hear of the recent passing of Gale Rhoades. Gale was a generous and highly regarded member of the indexing community and will be missed by many. She reached out readily to assist us with MACREX issues during the Berkeley indexing course and was a frequent presence at ISC/SCI conferences and Zoom meetings (often with pictures of her birds as a background). I was very happy when she enthusiastically contributed to our Winter 2020 issue. I invite you to read Heather Ebbs's wonderful tribute, "In Memory of Gale."

Save the date! The very first virtual ISC/SCI conference, "Indexing Unlimited," is coming, 27 to 29 May 2021! Read all about the fantastic lineup of speakers.

We've been busy. Alexandra Peace has contributed Society news in her summary of the executive meeting, and also announces details of our brand-new award, Magpie Kudos. Ronnie Seagren highlights the importance of connection and community in "Start Your Own Group!"—an article about forming indexing software study groups. In "Indexing and Community Activism: A Natural Fit," Emily LeGrand shares how indexing became her "missing piece" for living a stable, balanced life.

Anna Olivier, co-winner of the 2020 Ewart-Daveluy Award, is this issue's "Focus on" interviewee. Anna is also our translation coordinator. Thank you to François Trahan for interviewing Anna and providing the English translation!

Also, Siusan Moffatt shares her review of the Toronto Black Film Festival's panel discussion about "BIPOC" and various aspects of the impact of this term. And look for Margaret De Boer's article highlighting the Book and Periodical Council and what it means for ISC/SCI to be a member of it.

Stephen Ullstrom and I collaborated on "News from the Mary Newberry Mentoring Program." We asked former and current mentors and mentees to share their experiences with us. Judging by the positive feedback, I'd say it's a definite success! Read on to find out how you can get involved—there are two positions that need filling!

Thank you so much to all the members who happily share their time and energy to make the *Bulletin* possible!

As always, there's a bit more fun at the end, with Heather Ebbs's crossword!

Vicki Gregory

Mot de la rédaction

Dans ce numéro, nous ressentons de manière presque tangible un sentiment d'appartenance – peut-être avons-nous un peu plus d'espoir alors que le printemps approche et qu'il semble y avoir de la lumière au bout du tunnel de la COVID.

J'ai été vraiment attristée d'entendre que Gale Rhoades nous a récemment quittés. Gale était quelqu'un de généreux et un membre très estimé de la communauté des indexeurs et elle nous manquera énormément. Elle s'est très vite proposée pour nous aider à régler les problèmes que nous avons eus avec le logiciel MACREX pendant le cours d'indexation Berkeley et participait souvent aux réunions Zoom de la SCI/ISC (avec souvent en arrière-plan des photos de ses oiseaux!). J'étais ravie quand elle a décidé de contribuer à notre numéro de l'hiver 2020.

Je vous invite tous à prendre connaissance du merveilleux hommage de Heather Ebbs, intitulé *In Memory of Gale*.

Inscrivez cette date sur vos calendriers ! La première conférence virtuelle de la SCI/ISC « Indexation illimitée » aura lieu du 27 au 29 mai 2021 ! Prenez connaissance de l'incroyable liste de présentateurs.

Nous avons déjà beaucoup accompli ! Alexandra Pearce nous a informés de toutes les nouveautés à la SCI/ISC dans *Summary of Executive Meeting* et a annoncé les détails concernant notre tout nouveau prix, le « Magpie Kudos ».

Ronnie Seagren met l'accent sur l'importance de maintenir des relations et un sentiment d'appartenance dans *Start your Own!*, un article consacré à la formation de groupes d'étude.

Dans *Indexing and Community Activism: A Natural Fit*, Emily LeGrande nous explique comment son travail d'indexeuse lui a permis de trouver « la pièce manquante » et de créer une vie équilibrée et stable.

Anna Olivier – la co-récipiendaire du prix Ewart-Daveluy 2020 – est la vedette de l'entrevue Lumière sur de ce numéro. Anna coordonne également nos traductions. Merci François d'avoir interviewé Anna et d'avoir traduit l'entretien en anglais!

Siusan Moffatt nous relate les points forts de la discussion entre les membres de la table ronde du *Toronto Black Film Festival* sur le terme PANDC (Personnes noires, autochtones et de couleur) et tous les aspects de l'impact de ce terme.

Stephen Ullstrom et moi-même avons collaboré à la rédaction de *News from the Mary Newberry Mentoring Program*. Nous avons demandé à des mentors/apprentis, anciens et actuels, de nous faire part de leur expérience. Au vu de la rétroaction positive que nous avons reçue, je dirais que c'est un franc succès ! Prenez connaissance de la manière de vous impliquer – il y a deux postes à pourvoir !

Prenez également connaissance de l'article de Margaret De Boer sur le *Book and Periodical Council* et ce que l'adhésion de la SCI/ISC signifie.

Merci à tous les membres qui ont donné de leur temps et de leur énergie pour permettre à notre *Bulletin* de continuer ! Et comme toujours, finissons en beauté grâce aux mots croisés de Heather Ebbs !

Vicki Gregory

Upcoming Meetings and Events

BC Regional meetings are the 4th Wednesday of the month at 7:00 p.m. PST. There will be a meeting on 28 April, and 30 June. There will be no meeting in May for the BC region as the conference will be taking place.

For more information contact Lisa Fedorak, bc_rep@indexers.ca

Central Region's next meeting will be 24 April from 2:00 to 4:00 p.m. EST. For more information contact Ronnie Seagren, central_rep@indexers.ca.

Eastern Region meets on the 4th Wednesday of the month at 7:00 p.m. EST.

If you are interested or have any questions, please contact Jason Begy at eastern_rep@indexers.ca.

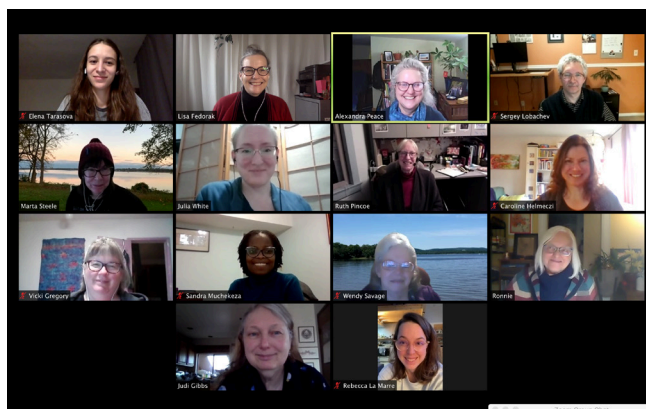


BC Regional meeting: Top – L to R: Audrey McClellan; Lisa Fedorak, Bottom – L to R: Jean August; Judi Gibbs..

Members Monthly Video Chat

The national monthly video chats are now held on either a Wednesday or Saturday on alternating months. Dates and links can be found on the website (<https://indexers.ca/events/>) under upcoming events on the home page.

The next executive committee meeting will be held on Saturday, 8 May 2021. Please let your regional rep know if you have any questions or concerns for the executive committee.



National monthly video chat: Top – L to R: Elena Tarasova; Lisa Fedorak; Alexandra Peace; Sergey Lobachev. Middle 1 – L to R: Marta Steele; Julia White; Ruth Pincoe; Caroline Helmecci. Middle 2 – L to R: Vicki Gregory; Sandra Muchekeza; Wendy Savage; Ronnie Seagren. Bottom – L to R: Judi Gibbs; Rebecca La Marre

Cindex study group

Whether you're a beginner or veteran, lots of information and advice, as well as on-screen illustration, will be offered. Cindex can do worlds more than simply format and alphabetize—blessings in themselves.

Join us to learn and exchange ideas. Experts will be on hand to teach and answer questions.

For more information and to register, please contact Ronnie Seagren at ronnie.seagren@gmail.com

President's Message

President's Remarks

Alexandra Peace

Things are hard these days. I know that for most people concentration is difficult; worry and anxiety are the prevailing emotions. And there is no shortage of things to worry about—COVID, work, family, politics.

However, I've noticed that, at least here in Nova Scotia, we get lots of sunshine in February. As I write this, I am looking forward to it. And as you read this, spring will really have started to emerge. (But not in Nova Scotia. We don't really have a spring; autumn is our glorious season!)

My point is, in spite of everything, we have a lot to look forward to:

- François Trahan and I will be meeting with indexers from all over the world in April in an informal ICRIS meeting.
- The conference is coming in May, with all sorts of

wonderful informative sessions and networking opportunities.

- New executive committee members will be starting out after the AGM.
- Then there's the AGM(!), with the Tamarack Award, Certificates of Recognition, and bouquets to give out.
- Summer is coming. Whew!

I am still astounded by all the dedication that goes into running the Society. I see on a daily basis the measures achieved by people who are no longer on the executive committee; I see the executive committee hard at work; I see all the committees doing their jobs; and I see volunteers still coming out of the woodwork. It warms my heart, and I hope you are able to appreciate it too. We are a small society, but we get a lot accomplished because of you all.

Message de la présidence

Alexandra Peace

Nous vivons une période difficile. Je sais que la plupart des gens ont du mal à se concentrer et qu'ils sont envahis par des sentiments d'inquiétude et d'angoisse. Et nous avons, bien sûr, de nombreuses raisons de nous inquiéter... le virus de la COVID, le travail, la famille, la politique.

Mais j'ai cependant remarqué, du moins ici en Nouvelle-Écosse, que le soleil brillait en février. Je m'en réjouis déjà, alors que je rédige ce message. Quand vous le lirez, le printemps aura commencé à montrer le bout de son nez (malheureusement pas en Nouvelle-Écosse... nous n'avons pas vraiment de printemps ici, c'est l'automne notre saison la plus glorieuse !)

Ce que j'essaie de dire, c'est que, malgré tout ce qui arrive, nous avons de quoi nous réjouir :

- François Trahan et moi-même nous réunirons avec des indexeurs du monde entier en avril dans le cadre d'une réunion informelle de l'ICRIS.
- Notre congrès est prévu pour le mois de mai, et ceci

nous donnera l'occasion de nous informer de toutes les nouveautés mais aussi de développer notre réseau.

- De nouveaux membres viendront se joindre à notre comité directeur après notre assemblée générale annuelle.
- Lors de notre assemblée générale annuelle (!), nous décernerons le prix Tamarack, les certificats de reconnaissance et distribuerons des bouquets.
- Et l'été sera là sous peu. Ouf!!

Je suis toujours étonnée par le travail requis pour faire fonctionner notre association. Chaque jour, je vois les résultats du travail fait par des gens qui ne font plus partie du comité directeur, le travail que font les membres du comité directeur actuel et je continue aussi à voir des bénévoles qui surgissent d'un peu partout ! Cela me fait chaud au cœur et j'espère que vous aussi, vous le voyez. Notre association est petite, mais nous accomplissons énormément de choses et ceci grâce à vous tous.

In Memory of Gale

Text and photos by Heather Ebbs

Gale Rhoades, 6 December 1948–31 January 2021

Gale Rhoades, ISC/SCI member and the North American distributor of MACREX, died in January. A detailed obituary and tribute will appear in the next issue of *The Indexer*. Here, her long-time friend Heather Ebbs offers some memories of Gale.

My first encounter with Gale in person was at the March 2005 MACREX workshop in San Francisco. As a MACREX user since 1988, I had been communicating with Gale since she took over the software's North American distribution and service from Nancy Mulvany, sometime in the 1990s. Back in those days I was regularly giving one-day intro-to-indexing seminars, and Gale always wrote to thank me afterwards, as she often ended up getting a MACREX sale or two. When Gale began offering MACREX workshops, I so much wanted to attend, but I didn't think I could afford the time and expense. How wrong I was!

In 2005 I was living in San Diego, so it was just a hop and a skip up to San Francisco for my first workshop that March. I remember Gale picking up a small group of us at the Grosvenor Hotel that first night to go out to the Elephant Bar for dinner, and she walked around the car and gave me that beautiful grin and a big hug. I can't remember what we did that year for Play Day (the Friday before the Saturday–Sunday workshop), but on the Saturday evening after the workshop, Gale hosted The Gathering, for drinks and snacks at the hotel. She popped home first to drop off her computer gear and pick up Beau, her charming cockatiel. At one point he hopped up my arm and onto my chest, and Gale laughed and said it was because we shared a certain embonpoint, and Beau knew he could sometimes find crumbs there.

I went to that year's October workshop as well, and the two in 2007 (I missed the 2006 ones because I was getting married during the March one and was out of the country in October). And I kept going, even after moving back to Canada in 2008, because the workshops offered so much learning about MACREX and camaraderie with other indexers. Each time, Gale had us out to her home for dinner on the Friday evenings, first in Daly City, then in Castro



Gale with Marigold 2009.

Valley, and finally in Woodland. I got to meet her husband, Lloyd, and her birds, cats, and (in Woodland) the big old tortoise she looked after.

In March 2012 Gale started Chet Chat, named for the young employee and protégé who set it up. This semi-weekly chat session, open to both MACREX users and students of the UCB indexing course, has run from that day to this. We would chat for an hour or more about MACREX features, indexing challenges or successes, forthcoming conferences ... whatever came up.

MACREX users know Gale's five-minute rule: if, after five minutes, you can't solve the problem, ask Gale for help. And she meant it! From small usage difficulties to complicated technical needs, Gale was there for us, always. I can't remember when I first called on her for aid, but I know that the first thing she asked me was how long I'd been struggling with whatever it was. She laughed when I sheepishly admitted it had been a couple of hours. At an ASI conference in Denver, she came to my room to figure out why I couldn't get online. For several years I worked on a massive online cumulative index, and Gale worked out the programming I needed to convert my output to the format needed by the client. Another repeat project I did for several years required conversion of my client's XML material (in two languages) into MACREX formatting and then my revisions back into XML. Gale worked with

both my client and me to get everything programmed for smooth conversions back and forth.

And it wasn't just about MACREX, either. Gale remotely configured every new computer I bought, from 2006 till my most recent one a couple of years ago. During those remote setups we'd visit by phone the entire time she worked. She also responded to calls about any sort of hardware or software issue. The last time I called on Gale for emergency help was after I had retired. In January 2020 I was giving a heart health presentation and couldn't get the venue's laptop to project. I think that one took her 10 seconds to solve! MACREX users across the continent have similar stories about Gale's support.

But Gale was far more to me than a workshop leader and problem-solver. She was a generous, funny, brilliant, kind friend. I had many long visits and happy meals with her and other indexers in her home. Gale and I roomed together at conferences in Winnipeg and Providence, and we played truant from other conferences to go to lunch together. That's when I learned more about her days as a bright and beautiful young thing, managing the gift shop at one Hilton Hotel and gradually expanding that into a chain; about meeting Lloyd, the love of her life; about getting her first computer, an Osborne (which had no manual), and figuring out how to get it working. You'll read more about these things in *The Indexer* article, plus how Gale was someone who didn't just talk the talk—she acted. You'll read about how she opened her home and her heart to Japanese exchange students; how she worked in a community program to help keep first offenders out of the system; how she taught computer skills to older adults; how she reworked old laptops and gave them to schools.

I was a faculty advisor for the UCB indexing program from 2009 till my retirement, and Gale was the program's technical support, helping all the students with software issues and questions. Most weeks she joined the weekly office hours, when students could chat with one faculty advisor and Gale about whatever they wanted. How she found the time for yet one more commitment, I'll never know, but she did.

Gale was always a tremendous supporter of ISC/SCI and a member for the past several years. She loved our



Left to right: Barbara DeGennaro, Sheila Ryan, Heather Ebbs and Gale Rhoades, Scottsdale 2019.

conferences too, and I was so happy that she was able to come to my last one, in Ottawa in 2019. I got to see Gale twice that year, at our conference and a month earlier in Scottsdale, at the ASI conference. Things were a bit more relaxed for me in Scottsdale, and my husband and I spent a lovely few hours over dinner one evening with Gale, Barbara DeGennaro, and Sheila Ryan.

Those were the last times I saw Gale. Since then we continued to correspond or enjoy the occasional phone chat, though less frequently, given that I had retired. There was no retirement for Gale, though. She continued to work until just a few days before her death.

She will be so missed.

Summary of 6 February 2021 Executive Committee Meeting

by Alexandra Peace

We had lots to cover at this meeting and didn't actually make it through all the items on the agenda. Sometimes this happens, so we deal with items by email if they are urgent or postpone discussing them until the next meeting. We are all volunteers who put in hours in each of our particular positions. We sometimes have to be realistic and only cover what we can. We do eventually get things done, but sometimes it takes time!

At this meeting we had reports from the various regions and the following committees and representatives: awards, *Bulletin*, finances, international liaison, membership, mentorship, website administration, and the ad hoc nomination committee.

Lisa Fedorak had lots of information for us. We discussed the rates survey and got more information on Conference 2021, both of which you will hear more about in the near future!

Ronnie Seagren also brought some items to our attention. One of those was from the Book and Periodical Council. Gregory Younging spoke at the Winnipeg ISC/SCI Conference 2018, and many of us use his book *Elements of Indigenous Style*. He unfortunately died in 2019, and an award has been started in his name at Simon Fraser University. We will be sending a notification to members about this.

The executive committee was thrilled to hear of Judith Clark's efforts to publicize the Society. In this particular instance she has organized information about ISC/SCI to be included in Editors Canada's online newsletter several times a year. These blurbs about the Society will go out in both English and French.

Lisa Fedorak spoke to us about the online ISC/SCI Conference 2021. You will by now have seen a list of some of the speakers and be able to register. I'm looking forward to it—should be fun!

JoAnne Burek and Pierre Joyal earlier created a conflict-of-interest policy for the Society, and it was finally voted on! Policies that pertain to members are on the website, and those that pertain to the executive committee are in our Dropbox folder.

I brought a number of items to the table. I discovered that the position descriptions on our website are a number of years old. After working on updates with individual



Top - L to R: Alexandra Peace; Stephen Ullstrom; Ronnie Seagren; Vicki Gregory. Middle - L to R: Judith Clark, Carlisle Froese; JoAnne Burek; Jason Begy. Bottom - L to R: Liese Achtzehner, Margaret de Boer; Tere Mullin; Julia White

executive committee members, we brought several to the meeting to discuss and will bring more to the next meeting. Eventually we will have updated all the position descriptions on the website.

I also have (finally!) created a draft binder for incoming executive committee members that tells them where to find all the documents they might need and gives the procedures for email, Zoom meetings, and so forth. We will be trying out this binder on some of the incoming executive committee members who will be arriving after the AGM.

We had some further administrative issues to discuss: translation folder, webinar policy, and emeritus certificates. We also chose the date for the next AGM—Saturday, 19 June 2021. We also went through the action items as usual, closing out those that have been done, updating the information on those that are in progress, and reminding ourselves about those that still need doing.

Magpie Kudos are coming closer to fruition! These honours are a way of saying thank-you from the members. There will be a form on the website; more information is on page 10.

Finally, an item that we are starting work on is what the Society can do if a member has trouble getting paid. This was brought to our attention through a monthly video chat and a member reminding us through their regional representative. We will be asking other organizations what they do and developing something for ourselves.

Announcements

Annual General Meeting (AGM) Announcement

Alexandra Peace

We will be holding the ISC/SCI AGM online this year, as we did last year. Usually our annual meeting is held during the in-person conference, but ... there you go!

These meetings are fun to participate in, and we encourage you all to attend. The AGM usually lasts only an hour or so, and you'll get to see familiar faces from past get-togethers.

We'll spend a few minutes on Society business such as

approving the agenda, the minutes from last year, and the annual reports. Then we get to talk about ISC/SCI's accomplishments over the past year and thank everyone who was involved. As usual, we'll hand out the Tamarack Award for Volunteer of the Year and also present Certificates of Recognition.

And that's it!

Magpie Kudos

Background

A member suggested that the Tamarack Award for Volunteer of the Year and the president's Certificates of Recognition are well and good, but they don't provide an opportunity for the membership to have a say in thanking people.

Purpose

The purpose of this award is to give the members an opportunity to thank those people who have made a difference to them.

How to Submit

Any member can submit the form available on the website at <https://indexers.ca/send-a-magpie-kudos/>. Just fill out the name of the person you would like to thank, with the reason—very specific, just two or three sentences. This will automatically go to the person and to bulletin_editor@indexers.ca for inclusion in the next issue of the Bulletin. You can choose to be grateful anonymously or you can include your name so the recipient knows who to thank in return!

Announcements

“Indexing Unlimited”: The 2021 ISC/SCI Annual Conference

JoAnne Burek

This year’s annual conference will be a virtual event taking place from 27 to 29 May. When the conference committee started planning last fall, we wondered whether we would be able to meet in a city the way we always do. What if we took a bold step and planned a virtual conference instead?

It didn’t take long to realize we could do it. Looking around, we saw how common it was for people to attend online meetings on laptops, tablets, and phones. We noticed how comfortable everyone was with talking into cameras ... and how good we were getting at sharing screens. Why would we not have an online conference?

It was also clear that going virtual was a huge opportunity. It would open up our conference to many more people—especially those who don’t (or can’t) travel. Now can you see where we got the idea for our theme, “Indexing Unlimited”?

It got even better. We found that it was easier than ever to schedule speakers for the conference, because the time and cost of travel was no longer an issue. That’s how we were able to engage indexer speakers Pierke Bosschieter in the Netherlands; Max McMaster, Mary Coe, and Rebecca Muir in Australia; and Kate Mertes, Judi Gibbs, Pilar Wyman, and Christine Jacobs in Canada and the United States. In addition we have Jenny Higgins, former Wikipedian-in-Residence in Newfoundland, and keynote speaker Raegan Swanson from The ArQuives, Canada’s LGBTQ2+ Archives, in Toronto.

One of the special moments of the conference will be announcement of the winner of the Ewart-Daveluy Award for Excellence in Indexing. But that’s not all! For the first time ever, on one panel we will have five previous winners telling us their experiences on “The Road to the Ewart-Daveluy Award”.

But the conference committee did not stop there. If you’ve ever attended one of our conferences, you know that part of the attraction is getting to know your colleagues. You might remember lunching at a different table every day so you could meet new people and swap stories about work life, clients, and the business. Perhaps you stood at the jigsaw puzzle table, bonding with fellow indexers as you worked to put the pieces together. Well, the conference committee is determined to bring socializing and fun to the virtual conference too.

For instance, new indexers will be able to meet fellow newbies as they join one of two Fireside Chats, hosted by either Stephen Ullstrom or Margaret De Boer, two very experienced indexers. You will have opportunities to meet colleagues based on specialty niches and other shared interests, and there will be plenty of casual moments to chat with old and new friends over the three days.

Registration for the conference is open now, with early-bird pricing available until April 30. Visit the conference page for details: <https://indexers.ca/annual-conference/conference-2021-congres-2021/>.

News from the Mary Newberry Mentorship Program

Stephen Ullstrom and Vicki Gregory

In 2019 the Mary Newberry Mentorship Program was launched as an initiative to connect seasoned indexers with new indexers, giving the latter a helping hand in getting started in the big, wide world of indexing. The program was named after Mary Newberry in recognition of her many years of mentoring and teaching. If, like me, you are a new indexer and have thought you could use help from someone in the know, you will be encouraged by reading these positive stories from members who've taken part in this program. The same goes for members who have been in this profession for a long time and have pondered helping a fellow indexer.

Jess Klaassen-Wright, Mentee

I signed up for the mentorship program soon after I completed the Simon Fraser University indexing course. When my time as a mentee began, I had completed only one or two indexes, and my primary purpose for seeking mentorship was to augment what I had learned from SFU. It's a good course and I learned the basics, but I felt I needed more, especially when it came to tackling full-length academic monographs. I wasn't sure about the quality of the work I was producing and I didn't have much experience working through conflicts with clients. I wanted to be able to ask questions while I was working on an index, as they came up, and to get feedback on my work before submitting it.

This was a good point for me to have a mentor. Mine cared about my work and took the time to praise and encourage me while also providing sound critical feedback. This gave me a confidence boost and helped me feel that I was actually ready and able to take on projects. It was also wonderful to hear about her indexing process. I'd read about the ways other indexers work, but at that point I hadn't yet attended workshops or spoken to any professional indexers other than my course instructor, so hearing how my mentor created an index helped me broaden my understanding of the process.

Having a mentor supporting me in the early stages of my career was invaluable. Indexing can sometimes feel solitary and isolating, but my mentor helped me feel like part of a community. I had someone whom I could reach out to, who understood the work I was doing, and who

could connect me with other indexers. And if I was lucky, she might even help me connect with potential new clients.

I would recommend the mentorship program to anyone hoping to make connections with other indexers or wanting to learn more about the craft. It was especially important to me at the beginning of my career, but I believe a mentor could enrich the indexing process at any stage. I'm so grateful for the work ISC/SCI puts into this program, and for my mentor's caring and energy. My time with her was a gift.

Ann Kennedy, Mentee

When I heard about the opportunity to enter into a mentorship through the Indexing Society of Canada, I was very interested. I had taken the indexing course offered online through Ryerson University, which is very intense, and I wanted more practice at my own pace before declaring myself a hireable indexer. The application process was thorough, with the result that I was matched with someone who was not only very experienced and knowledgeable but also with whom I was very comfortable. We have established a work plan, but it is a living document so we can adapt to the inevitable interruptions and uncertainties of day-to-day life during a pandemic. Because my mentor is in BC and I'm in Ontario, we use a combination of Zoom meetings and email to communicate.

The best thing for me about being a mentee is the one-to-one relationship we've built, which allows me to address my personal challenges with indexing. Anyone who is considering applying for a mentorship just needs to figure out what particular aspect(s) of indexing they want to work on and how much time they realistically have to dedicate to it. As with anything, the benefit and learning you get out of it will be commensurate with the effort you put into it.

Siusan Moffat, Mentee

The most valuable aspect of being a mentee is glean- ing knowledge from a professional indexer in a safe space, where you don't have worry about being judged for lack of knowledge. One challenge for me was finding time to connect with my mentor and doing the "homework." Work

comes and goes, and indexing suddenly got very busy just when my mentor and I had our first meeting. My mentor was very accommodating and flexible, though, and it worked out.

I was a couple of years into my career and there was an aspect of indexing I was curious about but no one was really discussing—image indexing. It just so happened that ISC/SCI had a member who had done it for a living. I was super lucky! It was definitely a good time to do a mentorship. I often find when I start something new that I'm too green to even know what questions to ask. A couple years in was good timing for me, as I was confident of my indexing skills but wanted details on a specific kind of indexing that is very much a niche specialty.

If someone was considering becoming a mentee, I would say, "Why are you considering? Just do it!" There is nothing to lose except \$100—no, really, there's nothing to lose! You get help in whatever area you're looking for, very inexpensively, and will walk away a better indexer. I would like to give back and become a mentor myself ... but not for a few years yet!

Christine Jacobs, Mentor

I find that the best part of mentoring is the opportunity to meet others who are passionately interested in what we do. Seeing the process and the business of indexing through fresh eyes can be enlightening for the mentor, while the back-and-forth discussion is, ideally, stimulating for both parties.

The ISC/SCI process of trying to match mentee and mentor interests works well, as having some shared interests or goals is an effective way to start. The process also allows mentors to consider if they are, in fact, in a good position to mentor a particular person. For example, I have been indexing for about 35 years, so I have a steady client list and am (reasonably, I hope) set in my ways. This means I'm not in the best position to help someone who wants to develop a marketing strategy; the process was completely different when I started out pre-World Wide Web! However, if it's the indexing process that concerns them, I have given that a lot of thought in my own practice and as a teacher, and I am very pleased to listen to their concerns, exchange thoughts and strategies, and provide feedback. As a mentor, I think it extremely important to be realistic about what one can offer in the relationship.

I found that timing is the biggest challenge in mentoring. If the mentee is working on an index (or indexes), that provides much food for discussion, but they have little time to discuss or examine the work. On the other hand, if they are not indexing at the time and have little

experience, it is a challenge to mentor effectively, although useful projects can certainly be created. There is probably no perfect time! Also, it is important that the mentee enter fully into the process. In my parallel life as a librarian I have occasionally had mentees (through a formal program) who had no real concept what they wanted from the mentorship, which made it difficult to move forward constructively. It isn't necessary to have goals written in stone, but it certainly helps if the mentee has an idea of what they would like to gain from the mentorship, if for no other purpose than to start the discussion. Otherwise the mentorship can stagnate, which leaves the mentor feeling like a failure and the mentee (I imagine) feeling let down.

The collegiality of the ISC/SCI mentorship program can be a delight. For the most part, indexers work alone, so the opportunities to learn, network, and make friends are particularly important. Sharing our expertise with each other is one of the things we can do, not only for ourselves but also for the profession. It is important to recognize that being a mentor is not about being the best indexer in the world. Recognize your own strengths, be they business management, marketing, technology, subject specialties, or whatever, and consider whether you can help someone else by sharing that expertise. Similarly, whether you are a newbie or have been indexing for a while, if you would like to develop some aspect of your skill set, participating in the mentorship program is a great way to do so.

Noeline Bridge, Mentor

When the Mentorship Program was first announced, I considered volunteering but doubted my suitability. I have never been good at dividing my time and feared that mentorship could engulf me, to the detriment of my own indexing and other, outside responsibilities. Also, how would the mentor/mentee relationship be structured? How would it begin and end? What if it ran into some degree of incompatibility, even conflict—how would I deal with that? Plus, I doubted what I had to offer. I hadn't taught indexing for the past two decades, and my writing and presentation days were largely in the past.

Three factors answered my doubts and questions and led me to volunteer. The first was being approached by the program's coordinators; evidently at least one or two colleagues thought I could be of use to the program. The second was reading the meticulous program guidelines. All my concerns regarding the mechanics of participation were answered, and procedures had been drafted for every possible contingency. The third factor was taking stock of where I was in my indexing career. For years I'd been indexing for repeat clients, infrequently taking on

other work. Although the number of indexes per year was slowly dwindling, I was feeling comfortable with that, having little desire to market and attract new clients.

I realized I probably had more time than many others to give to a mentorship without conflicting with an ongoing project. Also, I had accumulated a decent-sized library of resources, both paper and electronic, the latter in the form of saved email messages from all the major indexing lists over the years. So I could provide answers and advice not only from my own experience but also gleaned from experts and colleagues. My way wouldn't be presented as the only way but rather one among other options, so any mentees of mine could choose what suited their own working methods and style and/or the style of a particular text or client.

I have now mentored two indexers in the first stages of their careers, which has been a very gratifying experience. It has been a joy to see mentees develop and improve their skills and to share my own experience and knowledge, balanced by what I know from other indexers. It has also been a bracing challenge to provide a mentee with the right information and advice at the right time and for the right index. Finally, reviewing and advising on others' indexing has caused me to examine my own practices with a fresh critical eye, to the benefit of my own clients.

Heather Ebbs, Mentor

In late February 2019 I had my first meeting with my mentee in the new Mary Newberry Mentorship Program. In a taste of things to come, almost all our meetings were virtual, as we lived in different provinces, but we did finally get to meet in person at the 2019 conference in Ottawa. In many ways we were a perfect matchup: she was a new graduate of the Berkeley indexing course, for which I was a faculty advisor (she had a different advisor), and she was just starting her indexing career as I was ending mine. She had done well in the Berkeley course, so her primary goal wasn't mentoring on indexing itself; rather, she sought advice about setting up her new business and marketing her services. Together we brainstormed ideas and developed a plan, and I was able to act as a sounding board and first reader for her various marketing communications. After many years of grading and advising on students' work, I found it a joy to be able to work with her on the business and marketing side of things instead of focusing on the indexing work itself.

This wasn't the first time I'd mentored a new indexer, but it was the first time that a mentee had so clearly articulated her goals. That clear definition and our resulting ability to work together toward those goals was a direct

result of the structure of the ISC/SCI program. I love that the program allows flexibility in defining goals and setting up a mentoring arrangement that works for the individuals in any given pairing. Personally, I'm grateful I was able to participate in the program before retiring from both the profession and the Society.

Mary Newberry, Mentor

I am an experienced indexer, at the end of my career, but still one of the biggest gains I get by mentoring others is to deepen my own knowledge of indexing. As indexers we are always trying to get inside other people's heads—we ask, "How would someone search for this nugget of information?" There are few if any usability studies, so we rely heavily on our own intuition. By working closely with another indexer, we actually get to see how another person thinks! There is nothing more valuable than this for an indexer.

Closely related to this is that we are likely to come out of the mentoring experience knowing the skills of a colleague very well, possibly someone who we will be able to pass extra work on to and even help us out.

I found the ISC/SCI mentorship program extremely well organized. By the time I agreed to be matched with a mentee, I had a pretty good idea of expectations. Possibly, the most important part of the preparation for both the mentor and the mentee was the setting of boundaries. This may be the most anxious-making area for mentors as they decide whether or not to take on the position.

I found the structure set by the program useful, and I felt that if I ever needed support, the coordinators would be available.

Once the mentorship was over, the coordinators organized a wrap-up session by Zoom, where a number of mentors shared their experiences. This was very useful. I wonder if something like this could happen at the beginning of a mentorship, where experienced mentors and new mentors discuss techniques and experiences? Another idea, which was discussed at some point and along the same lines, could be to create a "super mentor" position. The idea was that the super mentor would be someone (or more than one person) who had experience as a mentor and was available to the program's mentors to answer questions and offer support.

Although I am at the end of my career, mentoring is something I have been doing a long time and at all stages of my career, first as an informal mentee to Ruth Pincoe, and not long after as an informal mentor to colleagues. My experience as an informal mentor was great but often more time-consuming than I had bargained for. I found

the structures of the ISC/SCI program gave me tools to manage this aspect. Altogether, the experience enriched both me and my practice as an indexer. I highly recommend it.

Stephen Ullstrom, mentorship program coordinator

I can speak from multiple angles, having helped establish the program, been a mentor, and currently as interim coordinator. The only role I haven't been yet is to be a mentee; maybe I should try that next!

As a mentor, it is satisfying to see a new indexer gain confidence in their abilities and interact with clients. I could see a big change over the course of the six months, and it has been great to periodically stay in touch since the mentorship ended and to see how their business continues to develop. I also enjoyed and appreciated the weekly phone calls, for the chance to share my knowledge and experience, to consider questions and situations I hadn't encountered before or thought about in a while, and even to learn something new myself. Mentorship can go both ways. From what I've seen, mentorship also works best when the mentee is actively engaged in looking for work, even if paid projects are still few and far between. Being active in building a business provides plenty of topics for discussion, and gives the mentor many opportunities to come alongside, as needed, to encourage and advise.

Being coordinator has also been a great opportunity. I've enjoyed meeting and getting to know more members

in the Society, both newer members and established, who I otherwise may not have reason to meet. It is also rewarding to make a tangible difference in helping new indexers get established and to encourage mid-career indexers to grow. As others have mentioned, being a freelancer can be isolating, and starting a business a daunting challenge. Good advice and encouragement can make an enormous difference in helping the up-and-comers succeed.

The mentorship program is looking for two new coordinators. We are looking for individuals who delight in making connections between people and who are strong administrators. The core of the work is processing applications, finding matches with mentors, and then serving as a resource during the mentorships, if needed. Forms and documentation also need to be kept up-to-date. There is also opportunity to better recruit and support mentors, as well as whatever else you think would be good to strengthen and expand the program.

Coordinators report to the executive, though you do not have to be an executive member yourself. Both new and experienced indexers are welcome to apply. It is okay if you don't know many people in the Society; you can always ask around for recommendations. Ideally we would like two coordinators, to share the work and for the collegial aspect. A two-year commitment is preferred.

If you are interested in being coordinator, please let me know at mentorship@indexers.ca. I am happy to answer any questions.

The Indexer

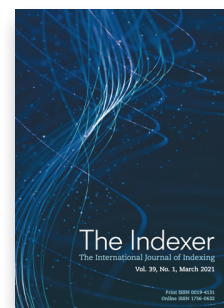
The International Journal of Indexing

Articles in Volume 39, Issue 1 (March 2021) include:

Indexing without a client: the Mueller report
Peter Rooney

Indexing Arabic names: the basics
Ælfwine Mischler

Embedded indexing with Word: Part 4
Walter Greulich



Did you know that the indexes to the journal are available on *The Indexer* website?

Visit www.theindexer.org/indexes/

You can also search for content in the journal via the LUP website site or through Scopus.



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Start Your Own Group!

Ronnie Seagren

Indexing software is basically easy to use. Whether you're using MACREX, CINDEXTM, SKY or Index Manager, it's easy to add entries. The trick comes with learning the detailed features that make it possible to work fast and create an efficient workflow through the whole process of creating and editing your index. The better you understand what your software can do, the more you can concentrate on how the book's various types of readers will find what they need in its index.

What's the best way to do this? It depends on your learning style. Some indexers love to fool around in their spare time to see if there's an easier way to do a particular task. Others find themselves short of that kind of time. If you learn well with others, you might find it helpful to start a group.

You don't have to be an expert already to start a group. As long as you're using or exploring the software, that's enough. Send out a message on our ISC/SCI email list to let people know about it, and then use Doodle to find the best meeting time across time zones. It's useful to keep your group small, around five or six, so there's lots of interaction.

Lisa Fedorak and I decided to start a CINDEXTM exploration group, and we've learned a lot. We meet every couple

of weeks for an hour, and we often gladly go overtime. Members range in background from new to fairly experienced, and we're working our way through the manual in depth. It's worth getting a hard copy of the manual for this exercise; ours are already well annotated and marked up with lots of sticky notes (each of us has a different version of CINDEXTM, so we refer to headings rather than page numbers). People have even discovered Mac- or PC-specific elements or features they'd gain with an update.

We've found that there are several steps in learning how to use a new function:

- understanding the features / what it does and how
- thinking about when it might be useful
- seeing what can go wrong / problems we've had with it

One of us often shares the screen to try out something in an on-the-spot demo. Sometimes the conversation extends to good indexing practice for the element we're looking at. We've recently had more in-depth discussions on macros, for example, and we can't wait to get into patterns!

Here's a Zoom photo of a moment during one of our recent meetings. As you can see, it's not only practical; it can be a lot of fun!



Top – L to R: Lisa Fedorak; Ronnie Seagren
Middle – L to R: Judith Gibbs; Tere Mullin
Bottom – L to R: Angela Wingfield; Vicki Gregory

“BIPOC”: A Panel Discussion at the Toronto Black Film Festival

Siusan Moffat

The Toronto Black Film Festival (TBFF) started in 2013 with a mission of giving unique voices in cinema the opportunity to present audiences with new ways of looking at the world. In the wake of the pandemic, the festival held all its programming online this year. For me it worked out well, as I didn't have to jump on my bike and brave the cold, snow, slush and rain that is Toronto's unstable winter weather.

Along with films, TBFF has special events, including panel discussions and mentoring new Black filmmakers. This year there was a panel that piqued my curiosity from an indexer's point of view. Presented via Facebook on February 15 and moderated by Powys Dewhurst, a media producer, the BIPOC panel discussed all aspects of this new acronym. The background of the term is given in the description of the panel: "The word POC is an abbreviation of People of Colour. BIPOC was created to include Black people and Indigenous People and make sure that all skin tones were represented. It also aims to emphasize their historic oppression."¹

As an indexer of mainly social and political issues, this term was very familiar to me. Created in 2012, it is a modern version of "visible minority" and was created by people who themselves identify as Black and Indigenous. The focus on Black and Indigenous people in "POC" is to acknowledge the particular traumas, both historical and current, caused by white supremacy and colonialism. Anti-Black racism (which is not limited to white societies) still exists across the board, and Indigenous Peoples have unique racialized histories. The term BIPOC is an attempt to reckon with these injustices.

The panel's specific concern was this: "Is BIPOC just another way to make Black, Indigenous and People of Colour invisible? Each of our experiences with colonialism is different, so is combining us all into one term erasing who we are?"² The panellists spanned a wide range of media workers. Roen Higgins is an educator and story teller, ahdrizhina mandiola is a poet and theatre director, Joan Digba is a writer/producer, Chris Creighton-Kelly is a writer and artist, and Claire Prieto-Fuller is film and TV director/producer.

The history of labels is fraught with many issues, and terms are constantly changing. Everyone acknowledged that what was used 10 years ago is not what is used now

and not what will be used 10 years from now. Another interesting idea was that some labels come from outside communities and some from within. "Multiculturalism," for instance, along with "visible minority" and "racial minority," is a term that originated with the federal government. In the 1990s these terms were overused but basically necessary when applying for grants and other funding. Corporations use the terms as buzz words, but the people who are described by them often don't use them—or agree to their use.

There's the idea that when someone else names you, it is tied to colonialism and "othering." People need to define themselves and their purpose. Naming yourself is so important. We are always looking for a sense of belonging, and Black people are trying to find a place for themselves in Canadian society.

For solidarity and organizing purposes, "multiculturalism" doesn't work. Most terms are inadequate, and specificity is important. Terms sometimes imply a solidarity that is only imagined; sometimes there is solidarity when "BIPOC" is used and sometimes there isn't. People make choices to work in the communities they want to. It is important to recognize the difference between how someone self-identifies and their use of a term as a means of solidarity. A person might refer to themselves as, for example, a non-binary Ethiopian and not necessarily as BIPOC.

As another side to this debate, many Indigenous communities do not like the term and do not use "BIPOC." They do not want to be grouped with "people of colour." At the same time, there is an undertaking to use "IBPOC" instead, as it focuses on the idea that Indigenous Peoples are First Peoples and keepers of the land.

Is there a downside to everyone's being in one pot? Does it hurt everyone if no one is focused on? The panellists noted that "oppression Olympics" can happen, but solidarity is about working together to get the outcomes you are looking for. If "oppression Olympics" and targeting difference are what you do in these spaces, how are you going to help contribute to the goal? Also, different experiences will contribute to a diversity of ideas. Different perspectives allow you to see 360 degrees, so the speakers saw grouping together as mostly a positive thing.

The panellists also discussed other challenges in the

media industry, including being pigeonholed into having to tell “oppression stories,” funding, mentoring, and hoping that the recent acknowledgement of anti-Black racism is not a fad. Hopes for the future of media include people’s being able to identify who they are and not have to use collective terms, and acknowledgement both of the variety of stories one individual can tell and that all our hopes and dreams intersect—the more stories, the more collaboration, the more stories that can be told. We will begin to know each other’s worlds and appreciate them.

In the end, no one had a problem with “BIPOC” per se. Language needs to change with society in order to be functional. The society we now live in needs a term like BIPOC.

What might this mean for indexing? If we don’t want to contribute to colonialism and oppression, it is important to use terms that people choose for themselves. Sometimes

this means the terms authors choose for the people they are writing about are not the primary terms you should use. Sometimes you might need to alert the press or have conversations with authors and editors. It is not easy terrain; often the issues lie in grey areas, and it is very difficult to raise such questions so near the end of the publishing process. However, if we make it a priority to be up-to-date with the terms that different groups of people prefer, our indexes will more likely be thoughtful, respectful, and, of course, incredibly useful.

Siusan Moffat is a member is ISC/SCI’s Inclusion, Diversity and Equity (TIDE) Committee.

Notes

1. “BIPOC,” <https://torontoblackfilm.com/event/bipoc/>.
2. Ibid.

ISC/SCI and the Book and Periodical Council

Margaret de Boer

In 2017, ISC/SCI made the decision to become a member of the Book and Periodical Council (BPC). By becoming a member the Society could network with and learn from other organizations in the publishing industry.

More than 20 organizations make up the Council, including Access Copyright, the Association of Canadian Publishers, BookNet Canada, the Canadian Authors Association, the Canadian Publishers’ Council, Editors Canada, The Word on the Street, the Writers’ Union of Canada, and the Writer’s Trust of Canada. See the BPC website (thebpc.ca) for a full list of members, including affiliate members.

The BPC website makes it clear why being a member of the Council is of benefit to ISC/SCI members:

The Book and Periodical Council was formed in 1975 as the Book and Periodical Development Council to provide a venue for members to discuss industry issues, address mutual concerns and undertake projects for the benefit of Canadian writing and publishing. The Book and Periodical Council is the umbrella organization for Canadian associations that are or whose members are primarily involved with the writing, editing, translating, publishing, producing, distributing, lending, marketing, reading and selling of written words. One of the primary goals of the Book and Periodical Council is to function as a forum for its member associations to network, identify common

goals and coordinate action to benefit the Canadian writing and publishing industry. Our [members represent approximately 6,000 individuals and 5,500 firms and institutions](#).

The BPC holds at least three Member Hub meetings a year. Member organizations are expected to report on the latest news of importance from their organization. As the ISC/SCI representative, I report to our executive committee on the activities of those organizations that may be of use to our members. During the pandemic, the BPC began offering casual monthly meet-ups as a way to stay connected and ask questions. When not meeting together, organizations communicate their latest events to each other via press releases.

Member Hub meetings are typically a time of sharing within a collaborative atmosphere. For example, at one meeting a couple of organizations were beginning to contemplate a mentorship program. We distributed our mentorship materials to those organizations to use as a foundation for their program. ISC/SCI had in fact obtained some of that documentation from another organization when we began our mentorship program, so it was a nice way to “pay it forward”. Recently we were able to ask organizations during a Member Hub meeting for their opinions or knowledge about index copyright, and about the legal rights of an indexer when faced with very late or

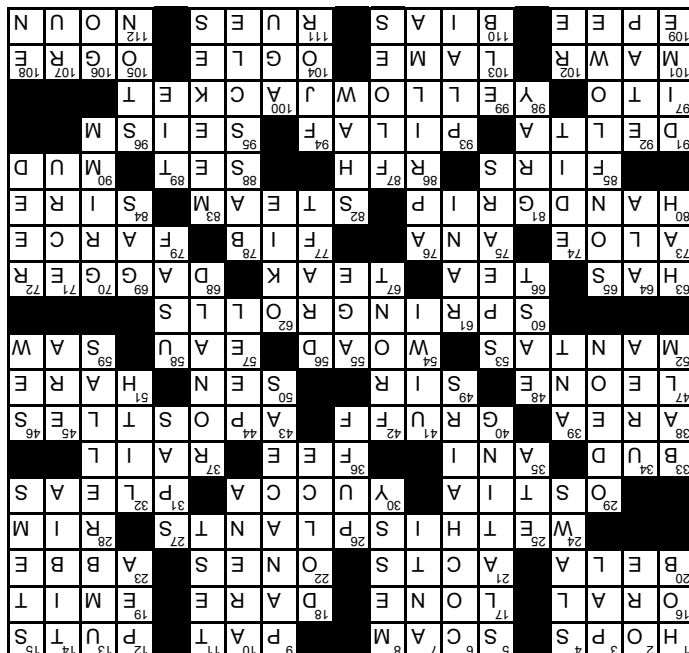
non-payment for their work. Responses to those queries are currently ongoing.

From time to time our communications manager, Judith Clark, will send out a press release detailing an announcement, such as about our upcoming conference or the Ewart-Daveluy indexing award. These are sent to the BPC and the press release is distributed among the members and posted on the BPC website.

I have enjoyed being the BPC representative for the past three years. This year Ronnie Seagren becomes our new rep. She’s already dipped in her toes by attending a meeting and has begun the work of figuring out what information would be helpful to ISC/SCI members.

I encourage you to scroll through the BPC website (thebpc.ca) and read further about their programs and services. If you have any questions, please don’t hesitate to contact Ronnie at BPCouncilRep@indexers.ca.

Crossword Solution



Garden giffles
by Heather Ebbs

Lumière sur ... Anna Olivier

Entrevue par F. Trahan, révision par Anna Olivier

Depuis quand fais-tu de l'indexation?

Depuis 2009.

Et depuis quand es-tu membre de la SCI?

2009 aussi, la même année.

Comment s'est passée ton introduction à l'indexation?

Le sujet m'intéressait et j'ai fait venir Louise Saint-André pour un séminaire à Québec sur l'indexation. À l'époque, j'étais représentante de l'ACR [Réviseurs Canada] pour Québec et pour les francophones, donc j'organisais des activités et des ateliers. Elle a préparé un atelier pour une journée, puis est revenue pour un second.

Où as-tu fait ta formation en indexation?

C'est Louise qui m'a appris les bases de l'indexation durant ces deux ateliers en 2009. J'ai adhéré à la SCI pour voir comment cela fonctionnait. Je suis du type à apprendre, à lire beaucoup et à expérimenter par moi-même pour voir si cela me convient. J'ai aussi participé aux ateliers aux congrès de la SCI et au congrès de l'ASI à Minneapolis en 2010. C'est là que j'ai fait une journée sur « embedded indexing » dans InDesign, à la suite de quoi je me suis dit que je n'allais pas choisir des contrats de ce type car c'était compliqué. C'était cependant très intéressant. J'ai plutôt décidé d'approfondir le « back-of-the-book indexing », parce que c'est ce que j'aime.

Es-tu au courant d'autres formations pour indexer en français?

Non. J'ai lu le livre [*Concevoir l'index d'un livre: Histoire, actualité, perspectives*](#), par Jacques et Dominique Maniez, pour me guider un peu. Mais tout ce que j'ai lu ou appris sinon, c'était en américain, des membres de l'ASI et Mulvany. Pour la pratique, j'avais ce que Louise m'a appris. Ensuite, j'ai utilisé mon expérience universitaire, et j'essaie toujours de lire et créer un index en me mettant à la place des lecteurs pour le choix des entrées. Pour la technique elle-même, c'est la même [dans une langue ou l'autre], même si on doit s'arranger pour certaines subtilités. Cela repose aussi en grande partie sur la connaissance de la structure de la langue française.



Anna Olivier. Photo fournie par AO.

Veux-tu nous parler un peu plus sur l'indexation en français?

Il n'y a pas l'équivalent en français du marché anglophone, on ne fait pas autant d'index, le lecteur se base souvent sur des tables des matières détaillées pour rechercher l'information. Quant aux traductions d'index, ce n'est vraiment pas une bonne idée, il faudrait expliquer à certains éditeurs et auteurs qu'un index en français fait par un indexeur francophone est préférable et revient souvent moins cher. Car on trouve souvent des index traduits et ça se voit, il manque la logique du texte et la logique de la langue. Sur mon site, www.indexalpage.com, j'explique certaines spécificités en français.

Quel logiciel d'indexation utilises-tu?

Cindex. Je travaille sur Macintosh et c'était le seul logiciel disponible lorsque j'ai commencé. J'en suis toujours contente. Frances [Lennie] est vraiment à notre service, dès qu'il y a un problème, j'ai une réponse dans les 24 heures, quel que soit le problème. C'est très utile quand on travaille dans l'urgence! De plus, le logiciel a été amélioré, par exemple avec les signes diacritiques, le choix de l'ordre alphabétique (français ou autre) et diverses fonctionnalités.

Quel genre de travail faisais-tu avant de te lancer en indexation?

D'abord, depuis que je travaille à mon compte au Canada (2006), je suis rédactrice et réviseuse, et éditrice

aussi. Zemë est une petite maison d'édition que j'ai créée avec une collègue en 2009. Avec le projet de publier des livres, l'idée était pour moi d'être capable de faire les index. En fait, la révision constitue 90 % de mon travail actuellement, je n'ai pas de temps pour beaucoup d'index. À la base, mon premier métier, c'est géographe, j'ai un doctorat en géographie. Au début, j'enseignais dans le secondaire en France, puis après ma bourse de doctorat en République tchèque je suis revenue en France et j'étais également chargée de cours à l'INALCO pour enseigner la géographie à ceux qui apprenaient le tchèque, là où je l'avais moi-même appris.

Est-ce que tu vois un lien entre tout cela et l'indexation?

Oui, d'abord c'est important selon moi de connaître l'ensemble du processus de production pour bien travailler et comprendre qu'en tant qu'indexeur... on est au bout de cette chaîne! Apprendre à programmer notre temps, et en même temps savoir qu'il y a presque inévitablement des retards. Ça, c'est une base, que je connais grâce à l'édition. L'autre base, c'est aussi de savoir quand la révision (linguistique) n'a pas été faite correctement, et dire "vous me renverrez le document lorsque vous aurez harmonisé les choses et corrigé les fautes". Sinon, on ne peut pas indexer correctement avec plusieurs versions d'un même nom propre, par exemple. Une clé pour créer notre index, c'est aussi d'avoir les épreuves finales, or une fois je n'ai pas reçu les bonnes épreuves, je l'ai remarqué car c'était le même nom de fichier que lors de mon évaluation, un petit détail perçu grâce à mon habitude de révision, et qui s'est révélé essentiel.

Par rapport à la géographie : c'est une discipline qui part du concret, chaque lieu sur la planète est unique, et on crée quelque chose d'unifié dans le savoir et qui fait sens à partir d'une multiplicité. C'est le même genre d'esprit [que l'indexation] : chaque livre est unique, essayer de trouver une information à partir du réel multiple, c'est très différent du processus d'application d'un système ou d'une théorie. On doit tout tirer du texte.

Qu'est-ce qui t'a attiré vers l'indexation? C'était lié à tout cela?

J'ai adoré ce que Louise nous a fait connaître. Avant, j'avais de la curiosité, mais ce qu'elle a proposé m'a vraiment décidée. J'ai trouvé que cela complétait vraiment mes compétences éditoriales. Et puis elle a dit qu'il faut vraiment aimer le livre parce qu'on est plongé dedans, que ce soit quelques jours ou trois semaines, c'est donc important d'être concentré. J'aime bien faire un projet à fond mais qui ne dure pas trop longtemps et j'adore lire, donc l'indexation me convient très bien.

Que souhaites-tu faire bientôt qui n'est pas lié à l'indexation?

Depuis cinq ans je me forme en communication non violente, selon l'approche de Marshall Rosenberg, et je complète cette année avec un coaching orienté vers les solutions. J'aimerais offrir de l'accompagnement sur un thème comme le logement ou l'habitat (sujet de mon doctorat). Depuis que je vis en Amérique du Nord, je trouve particulièrement que beaucoup de jeunes (et moins jeunes) sont endettés et s'achètent d'énormes maisons et ce n'est pas du tout lié à leurs réels besoins. Je trouve ça dommage et je voudrais accompagner les personnes pour les aider à choisir un lieu qui convienne vraiment à leurs aspirations, qu'elles aiment, indépendamment des "modes". J'aimerais aussi faire du coaching sur d'autres sujets, surtout la musique.

Parle-nous de la chose la plus folle que tu as faite dans ta vie?

Ça, je le sais pas. Je ne fais pas grand-chose de fou, mais pour certains il paraît que je fais des choses aventureuses... j'en nomme deux. (1) je suis partie en voyage seule en Europe centrale en 1986 quand j'étais étudiante. Je suis partie en train pendant un mois de l'autre côté du Mur, dans un monde inconnu. Je n'ai jamais peur dans mes voyages, au contraire, mais je sais que pour certains cela peut paraître fou. (2) En janvier 2002, j'ai émigré au Canada pour rejoindre mon amoureux qui vivait à Québec, alors qu'on avait juste passé 8 jours ensemble durant l'été 2001. Cela fait 19 ans. J'en suis encore surprise. Et finalement : postuler pour le prix d'indexation en 2020, c'était aventureux pour moi!

Tu veux nous parler de quelque chose que nous ne pourrions deviner à ton sujet?

En 2021, je devrais enfin passer ma ceinture brune en karaté. Il y a 20 ans, j'ai eu un accident de la route où j'ai eu deux jambes cassées et des séquelles, les médecins m'ont dit alors que je ne retrouverai jamais de réelle mobilité. J'ai commencé le karaté au cours parent-enfant en même temps que mon fils, sans grand espoir de dépasser la ceinture jaune... et depuis je n'ai pas lâché, même si je suis lente! Je voudrais dire qu'il n'y a pas d'âge pour oser commencer quelque chose!

Et quelles autres choses aimes-tu faire?

Jouer de la musique, du piano. Et 2020 a été une très belle année pour moi : j'ai terminé le cursus de l'école de musique de l'Université Laval, chaque année on prépare un degré. C'est plutôt pour les jeunes musiciens, mais j'ai terminé le 11e et dernier degré cette année, voilà mon

parcours, dont je suis très fière. J'ai aussi commencé à danser le flamenco il y a 2 ans. Petit clin d'œil aussi aux indexeuses qui partagent ma passion, depuis le confinement de mars 2020, nous en sommes à notre 15e casse-tête, et plus précisément notre deuxième 5 000 pièces. Ça relaxe l'esprit en cette période où l'on ne peut guère sortir.

Quel est l'index le plus intéressant que tu as fait?

Celui de la Commission Vérité et Réconciliation [les pensionnats autochtones]. Je connaissais mal le sujet (mais je crois que je n'étais pas la seule!). J'ai trouvé ce texte vraiment instructif, très exigeant, assez extrême. J'ai aimé la collaboration autour du projet, ce qui est rare en indexation : entre les six indexeurs, entre les deux langues, entre les régions... C'était vraiment une grande expérience.

Et le plus amusant?

Je ne sais pas si c'est vraiment amusant, mais celui sur les Soufis [lauréat du prix Ewart-Daveluy]. J'avais beaucoup d'espace pour la créativité, à inventer des solutions. Par exemple, j'ai proposé que le lexique arabe devienne une sorte d'index, pour moi c'est important de rendre compte du texte de la meilleure façon, même si on sort des sentiers battus. Comme je prends souvent des contrats "impossibles", je n'ai pas vraiment d'index réellement "amusants"... Mais avec les Soufis j'avais quelques semaines de délai, donc une bonne marge de manœuvre, un bon état d'esprit pour créer et une belle collaboration avec l'auteur.

Veux-tu partager une expérience où bien des choses ont mal tourné avec ton index?

Oui, oui, j'en ai un. C'était un index pour un manuel d'infirmières. Il est arrivé en retard, pendant le congé des Fêtes, donc je n'ai pas eu de vacances. Et les délais étaient terribles. Il y avait plein d'erreurs et il avait été mal révisé. On m'a dit qu'on voulait un index, mais en fait on voulait un "miroir" : que chaque mot en français corresponde aux mots de l'index en anglais, qui était très complexe. En plus, la chargée de projet ne comprenait pas les besoins de la clientèle cible, qui était des étudiants en apprentissage (et donc selon moi avaient besoin de simplicité et de rapidité). Et elle avait une attitude très méprisante : lorsqu'on me parle/traite de « pigiste », je sais que cela risque de mal se passer, souvent cela signifie qu'on veut un esclave et qu'on le juge, en plus, plutôt incompetent. Le comble, elle ne voulait pas me payer pour mon travail au final, parce qu'elle a trouvé ce que j'avais fait n'était pas conforme à ce qu'elle voulait (mais elle ne l'avait pas précisé)... et pour finir elle a repris une traduction de l'index! C'était donc un cauchemar à bien des égards.

Est-ce que tu souhaites partager d'autres choses à propos de ta carrière en indexation?

J'aime beaucoup l'indexation, mais ça n'occupe qu'une petite partie de mon temps. Souvent j'ai des projets d'index exigeants et intenses, tels que la CVR et les Soufis, qui s'ajoutent à tous mes autres contrats... donc je ne cherche pas de nouveaux clients en tant que tels, je reçois plutôt des propositions et je dis oui ou non...

Et à propos de la SCI maintenant?

Je trouve que c'est vraiment une belle association, nous sommes bien soutenus et il y a beaucoup de collaboration. Et quand on va aux congrès, on s'amuse aussi, on a nos casse-tête, on fait de beaux banquets avec toujours de belles activités, et il y a une belle ambiance. J'ai hâte qu'on se voie à Terre-Neuve en 2022 (en tout cas j'espère!). Et puis il y a beaucoup de simplicité, beaucoup de membres font du bénévolat et l'association fonctionne très bien.

Tu veux nous donner des suggestions ou de sages conseils pour les indexeurs, qu'ils soient novices ou expérimentés?

Voici ma citation préférée:

Rendre l'impossible possible, le possible facile, le facile élégant! (Moshe Feldenkrais)

Je suis la méthode Feldenkrais depuis 30 ans et c'est ma devise pour pas mal de choses. Et j'apprends ainsi comment contourner les obstacles.

Et as-tu des conseils à donner aux indexeurs qui débutent leur carrière?

D'abord, je rappellerais ici ce que Louise a souligné, que c'est important d'aimer les livres qu'on indexe parce qu'on y passe plusieurs semaines souvent, cela demande une grande intensité et beaucoup de concentration. Ensuite, je redirais également que c'est très important de bien comprendre la chaîne éditoriale de production. De plus, c'est très important de bien apprendre son logiciel d'indexation avant d'avoir un contrat, car une fois que le manuscrit arrive, il est difficile de faire l'index ET de comprendre la technologie en urgence. C'est donc primordial de s'être entraîné avec la structure, les fonctionnalités, les raccourcis clavier. Par ailleurs, c'est essentiel de continuer à se perfectionner et à lire de manière générale. Pour terminer (ou pour commencer?), choisir un domaine qu'on aime pour se positionner sur le marché, rassembler ses compétences, pour se sentir plus solide et pour avoir des clients en accord avec son potentiel et ses passions.

Focus on ... Anna Olivier

Interview and translation by François Trahan

How long have you been indexing?

Since 2009.

Since when have you been a member of ISC/SCI?

2009 as well, the same year.

How did you get introduced to indexing?

I was interested in indexing and asked Louise Saint-André to come to the city of Québec to present a seminar on this topic. At the time I was the Québec and francophone rep for the EAC (now Editors Canada), so I was organizing events and workshops. She prepared a one-day workshop and later came back for a second one.

Where did you get your indexing training?

Louise taught me the basics of indexing during those two workshops in 2009. I joined ISC/SCI to see how it worked. I am the learning type: I read a lot and experiment on my own to see if things suit me. I went to workshops at ISC/SCI conferences and also at the ASI conference in Minneapolis in 2010. That's where I did a one-day workshop on embedded indexing in InDesign, although I told myself I wouldn't do that type of work because it was complicated. But it was very interesting overall and I decided to pursue back-of-the-book indexing because I like it.

Are you aware of any courses on indexing in French?

No. I read the book [Concevoir l'index d'un livre: Histoire, actualité, perspectives](#) [How to create an index] by Jacques and Dominique Maniez, to guide me, but everything I read and learned was from American material, from ASI members and Mulvany.¹ That's the theory side, and for practice I had what Louise taught me. From there I used my academic experience. I always try to read and create the index by putting myself in the readers' shoes for my choice of headings. Technique is the same in both languages, although we have to come up with solutions for subtleties. Those solutions are generally based on knowledge of French language structure.

Can you tell us a bit more about indexing in French?

The market in French is not the same as for English. It's not as common for books to have indexes; readers often rely on detailed tables of contents to find information



Anna Olivier. Photo provided.

instead of indexes. As for translations of indexes, that's not such a great idea. It would be worth explaining to some publishers and authors that an index in French prepared by a francophone indexer is preferable and might end up being less costly. In French books we often see translated indexes, and that's obvious just by looking—the logic of the text and language is missing. On my website (www.indexalapage.com) I detail some of the specificities of the French language for indexes.

Which indexing software do you use?

CINDEX. I work on a Mac, and it was the only software available when I started. I'm still happy with it. Frances [Lennie] is always there to help us as soon as there's a problem. I hear back within 24 hours, whatever the trouble is. It's very useful when we're working on an emergency! In addition, the software has improved, for example, with diacritics, being able to choose a sort order in French (or another language), and other functionalities.

What did you do before you started your indexing career?

In Canada, since 2006 I have been doing freelance work as a writer and editor. I'm a publisher too, and I started a small publishing company called Zemë with a colleague in 2009, with the goal of publishing books; the idea was that I would be able to do the indexes. In reality, editing makes up 90 percent of my work now and I don't have much time for indexing. My original profession is geographer—I have a PhD in geography. At first I was teaching at the high

school level in France. After my PhD scholarship in the Czech Republic, I went back to France, where I was also a lecturer at INALCO,² teaching geography to those learning Czech; that is where I had learned Czech too.

Do you see a link between all that and indexing?

Yes. First, to work well, I believe it's important to know the full production process and to understand that as indexers we are at the end of this chain! This helps in job planning and also to realize that delays are commonplace. This is something I know from my work in publishing. The other important element is to know when editing hasn't been done properly and to say, "Please send back the document when it's consistent and mistakes have been fixed." We can't index properly with different versions of a proper name, for example. A key element for preparing our index is to have the final proof. Once they sent me the wrong proof, and I noticed because the filename was the same as when I had evaluated the manuscript earlier. That's a detail I noticed because of my editing skills.

As for geography, it's a discipline that goes from the concrete—each place on the planet is unique—to create something that's a unit of knowledge, even though it originates from a multiplicity. It's the same spirit as in indexing: each book is unique and we're trying to find information from a reality with multiple aspects. That's very different from applying a system or a theory, since we draw everything from the text.

What was it that attracted you to indexing? Was it linked to all that?

I loved what Louise taught us. Earlier I had been curious about indexing, but what she showed us really helped make up my mind. I found that it really rounded off my editorial skills. She also said we have to enjoy the book since we're so deeply into it, whether for a few days or three weeks. So it's important to focus on it. I really like being fully into a project that doesn't last too long, and I love reading, so indexing suits me very well.

What do you hope to do next that isn't related to indexing?

For the past five years I've been training in nonviolent communication based on the Marshall Rosenberg approach,³ and this year I'm completing my training in solutions-based coaching. I'd like to offer support on themes such as housing (the topic of my PhD). Since I've lived in North America, I've found that many young people (and older ones too) are in debt but buy huge houses that are not at all matched to their real needs. It's a shame, and I'd

like to help people choose a place that fits their goals—a place they appreciate, independently of trends. I'd love to coach people on other topics too, especially music.

What is the craziest thing you've ever done in your life?

Hmm, I don't know. I don't do many crazy things, but to some it seems I'm adventurous. Here are two: (1) I went solo travelling in Central Europe in 1986 when I was a student. I went by train for a month beyond the [Berlin] Wall, into the unknown. I'm not afraid when I travel; it's the opposite, but I know that for some it seems crazy. (2) In January 2002 I emigrated to Canada to be with my lover, who was living in the city of Québec. We had spent only eight days together, in the summer of 2001. It's been 19 years now, and I'm still surprised. One more: to submit an index for the Ewart-Daveluy Award, that was adventurous for me!

Is there anything you would like to share about yourself that people would never, in a million years, guess?

This year, 2021, I should be able to attain my brown belt in karate. Twenty years ago I had a car accident in which I broke both legs. There were lingering effects and doctors told me I'd never regain my original mobility. I started karate during a child/parent class with my son, without much hope of going beyond a yellow belt. But I haven't given up since, even if I'm slow. I'd like to say there's no age limit to daring to do something new!

What other sorts of things do you like to do?

Playing music, the piano. And 2020 was a truly great year for me: I finished a course at the music school of Université Laval. Each year we would go through one level, and while the course is normally for young musicians, I finished the eleventh, final level last year. It's quite a journey, so I'm very proud. I also started flamenco dancing two years ago. And to the indexers who share my passion for jigsaw puzzles: we're on our 15th puzzle since the start of the first COVID lockdown in March 2020, more precisely our second one with 5,000 pieces. It calms the mind during this time when we can't go out much.

What's the most interesting index you've ever done?

The Truth and Reconciliation Commission project on residential schools. I didn't know much about this topic (and I think I wasn't the only one!). I learned a lot from the text, but it was demanding and intense. I loved the teamwork on the project, since it's so rare with indexing: six indexers, two languages, all those regions ... it was a really special experience.

And the most fun to work on?

I'm not sure whether it was really fun, but I'd say the one on the Sufis [winner of the Ewart-Daveluy Award in 2020]. I had room to be creative, to devise solutions. For example, I suggested that the Arab glossary become a kind of index. For me it's important to present the text in the best possible way, even if in an unconventional manner. I often take on "impossible" projects,⁴ so I don't have many "fun" projects. But with the Sufis I had a few weeks to work on it, so I had a lot of leeway and a good state of mind for creation, as well as a great relationship with the author.

Do you want to share a nightmare index experience, one where everything that could go wrong did?

Oh yes, I have one. It was an index for a nursing manual. It came late, during the year-end holidays, so I had no time off. And the timeline was awful. The proof was full of mistakes and badly edited. They said they wanted an index, but in reality they expected a "mirror"—for each French term to correspond to the English equivalent. And the index was very complex. On top of that, the project manager didn't understand the needs of the readers, who would be students at an early learning stage (so I believed they needed a simple index to find things quickly). And she had a contemptuous attitude. When people call me *pigiste* [freelancer], I always have the feeling that things will turn out badly; to me *pigiste* often means they just want a slave and we're judged as rather incompetent. To cap it all, she didn't want to pay me for my work because she didn't think I'd submitted what she wanted (although she never really made that clear). In the end the published index was a translation, so it was a nightmare on several levels.

Do you have any thoughts about your indexing career that you would like to share?

I really like indexing, but it's only a small part of my work. I often end up with demanding and intense indexing projects, such as the TRC reports and the Sufis book, that I add to my other contracts. So I'm not really looking for new clients; I receive offers and I answer yes or no.

Do you have any thoughts that you would like to share about ISC/SCI?

I find ISC/SCI a delightful group. We're very well supported and there is a lot of collaboration. And at conferences we have fun with the puzzles, beautiful banquets with great activities; the atmosphere is wonderful. I'm looking forward to Newfoundland in 2022 (at least I'm hoping!). And things are uncomplicated, many members volunteer, and the society functions well.

Do you have any suggestions or words of wisdom for other indexers out there, new and old?

Here's my favourite quote, from Moshé Feldenkrais: "Make the impossible, possible; the possible, easy; and the easy, elegant." I've been using the Feldenkrais method for 30 years and it's my motto for quite a few things. That is how I learn how to go around obstacles.

Do you have any advice specifically for new indexers?

First I'd like to reiterate what Louise mentioned, that it's important to love the books that we index, because we often spend weeks with them. Indexing is intense work requiring lots of concentration. Next, I'd repeat that it's important to understand the editorial production process. In addition, it's very important to know your indexing software before getting a contract, because once the proofs have arrived, it's difficult to prepare the index *and* figure out the technology if there's a rush. So it's critical to have practised with the structure and functions and know the keyboard shortcuts. As well, it's important to continue learning and to read widely. To end (or start?), choose a specialty in order to position yourself on the market, to help bring your skills together and feel more solid, and to make possible finding clients that match your potential and passions.

Notes

1. Nancy C. Mulvaney, *Indexing Books* (Chicago: University of Chicago Press, 2005).
2. Institut national des langues et civilisations orientales.
3. For more information, see The Center for Nonviolent Communication website, <https://www.cnvc.org>.
4. Interviewer's note: Anna often gets offered jobs that have been turned down by others.

Indexing and Community Activism: A Natural Fit

Emily LeGrand

I'm in my early thirties, and I became an indexer in the fall of 2019. I have been thrilled to find indexing, because it was a missing piece in my life that makes everything flow more smoothly. First I'll describe how I came to indexing, and then I'll show how indexing is symbiotic with community-engaged social and environmental change work.

I'm a very idealistic person who feels a need to do "meaningful" work, mostly in the realms of environmental change, recreation, and mental health. After completing my education, for years I kept taking underfunded short-term contracts to work on change-making projects such as promoting living shorelines and rain gardens, or nature play and connection for kids, moving back and forth between two regions in my province. I have changed jobs and homes at least once a year for my whole adult life, with few exceptions.

I was on a reactive path, taking contracts that came up rather than thinking about what I really wanted to be working on and contributing to, while also disrupting my circumstances repeatedly. That made it hard to commit to ongoing community projects, activities, or meetings or getting to know my neighbours. Folks I hadn't seen in a while would ask, "So, where are you these days? Halifax? The Valley? I can't keep track." And I'd say, "Neither can I!" It's clear to me now why that led to burnout. I was able to create space to break the cycle, to pick up the idea from library school, years ago, that indexing might be a good fit for my life and my brain, and to get trained in indexing.

I thought I would love indexing because I need to keep learning new things. I have a voracious and wandering intellectual appetite, and I need steep learning curves in my work to stay engaged and effective. This need was another reason for my switching projects and causes so frequently. I'd settled into promoting nature play and connection for kids and adults as a primary focus of my work, but it's a slow, undervalued sort of work, where the need is overwhelming but the demand still needs to be drummed up. I could recite in my sleep the reasons and research behind the importance of nature connection at that point, so I'd begun to lose intellectual interest. In order to keep committed to that vital work, intellectually, financially, and energetically, I realized I needed indexing to balance it out.

I think many people might be able to find this important

synergy with indexing. Indexing—and similar intellectual freelance work such as editing—can be an essential piece of a life committed to social and environmental change. Anyone worried that indexing or editing can't be part of a life of meaning and action in these unprecedented times can rest assured. For many reasons, indexing is symbiotic with community engagement and activism, including financial support, life balance, and deepening knowledge of activist issues while expanding indexing subject areas.

First of all, as fun and interesting as indexing can be, I don't know that many people would do it if it didn't involve a paycheque. In short, indexing brings in money, while activism and organizing often don't. Money is already flowing within the publishing industry, so indexing is a matter of getting the money to flow towards you. On the other hand, money does not readily flow towards people who start community gardens or native plant nurseries or adventure playgrounds for kids, or host community meetings about decolonization, or advocate for a basic income for all people. Unless you are retired, your partner brings in enough money, or you are independently wealthy, we all need to keep an eye on generating income.

Although more and more people are able to become professional activists, many of us who work for social and environmental change are doing that work off to one side of the desk, as citizens who care a lot about what happens to other humans and animals, now and into the future. If money readily flowed towards those causes in order to adequately compensate the people who work on them, we would already be living in a world that needs a lot less activism. So many activists or community-engaged people need another source of income to sustain them over time. Not all work is conducive to supporting activism and community engagement, but I would argue that indexing and related freelance information work make a wonderful complement.

An important aspect of indexing and other freelance work is that it enables a person to live anywhere, and thus to commit to one place and community. Many people who pursue freelance work use it to become location-independent, to be able to travel anywhere while still working. But in this era of gigs, short-term contracts, people moving to cities for work, and broader

social disconnection, the ability to stay in a community, to choose a location for reasons other than a job, and still have work is powerful. It is important for life stability, because uprooting repeatedly requires a significant amount of time, money, and mental and emotional energy that could be used in other ways. Being able to choose to stay in a community is also necessary for showing up regularly and building the relationships needed to achieve everything from solid friendships to safe neighbourhoods to community-scale climate-action projects. In short, indexing and related freelance work allows people to combat a significant source of social disconnection at a societal level, through making choices in their own lives.

I also believe that indexing is symbiotic with a community-engaged, action-oriented life because of the ways in which it supports continued learning. A significant type of change-oriented work in this era of human history is unlearning and relearning. To achieve an environmentally sustainable, caring, and equitable human society, we need to collectively unlearn and relearn so much—our colonial worldview; systemic racism and white supremacy; neoliberalism and its emphasis on the individual; a growth-oriented economic system; gender and sexual norms; ableism; classism; patriarchy—and more that I have yet to become aware of.

Sometimes we don't yet have the language for the ideas needed to bring about this sustainable, equitable future. In a book about the commons, for which I was writing metadata and abstracting, the authors felt they needed to begin with a glossary, introducing a new language and concepts of commons and commoning to help readers follow the essential points in the book. So doing indexing, editing, and other information-related work can contribute to how we unlearn and then relearn how to see others, ourselves, and the natural world in ways that support equity and sustainability.

Besides the learning of becoming aware of and dismantling unhelpful worldviews within ourselves, indexing also supports learning in activism, by helping us to become more expert in the areas we care about and to connect others to resources that can improve their strategies for activism. For example, I came across a book through my indexing and information work about how investing in public transit and viewing it as a public good that will always need significant public funding (as opposed to

various car technologies) is the only way to respond to the climate crisis while also promoting social equity. It motivated me to join my local transit advocacy group, research car-sharing with friends, and send information about the book to those in my network who might find it useful in their work. Similarly, work that we do in our community and activist lives can provide subject-area expertise that will make us better indexers in our specialty areas. We will better understand both the ideas and terminology and the information needs of practitioners and readers in that area.

Indexing and related work can provide a helpful counterbalance to community-engaged work. This allows a person to stay committed to both for longer and with more energy and satisfaction. Indexing is solitary, creative, quiet, and intellectual work. For most of us except the very introverted, also having a more social outlet for contribution and meaning is important for our mental and emotional well-being. But as an intellectually oriented introvert, I could not do nature education or community-engaged work full-time because for me it would be socially overstimulating and intellectually understimulating; I would likely burn out on it more quickly.

Community-engaged and activist work is often socially complex, challenging, and messy, and therefore requires a great deal of social and emotional capacity. Fortunately, indexing does not usually deplete social and emotional energy the way other jobs might, leaving more of those resources for community work. For those who are intellectually inclined, indexing meets the need for connecting ideas and regularly grappling with new material, whereas community activism requires pushing the same issue for many years to achieve hoped-for outcomes. The stimulation provided by indexing can provide the fuel for sustained community work.

A balance between starting and growing an indexing business and continuing meaningful involvement in community-level work can be tricky to strike. It requires understanding that the two will ebb and flow around each other as work volumes, the seasons, and personal energy change. Already I can see that this combination will serve me for many years to come. I would love to hear other people's stories about how indexing or editing provides balance, inspiration, or stability in their lives too. Feel free to write to me at emilylegrandindexing@gmail.com to share your stories and perspectives.

Membership

ISC/SCI MEMBERSHIP REPORT

Julia White, Membership Secretary

As of 5 March 2021, we have 114 members. Since the previous report, nine new members have joined.

Within Canada	97
British Columbia	20
Alberta	13
Saskatchewan	2
Manitoba	—
Ontario	47
Quebec	9
New Brunswick	1
Nova Scotia	3
Prince Edward Island	1
Newfoundland and Labrador	1
Outside Canada	17
Australia	1
United States	16
Membership types	
Individual	106
Basic	29
Listed	69
Student	5
Emeritus	3
Institutional	8
British Columbia	1
Alberta	1
Saskatchewan	1
Ontario	3
United States	2

New Members

The following members have joined (or rejoined) since the previous report.

Pavandeep Kaur (listed), Brampton, ON
Lora Marchand (listed), Corinth, VT, USA
Julie McClung (institutional), Victoria, BC
Elaine Melnick (listed), Toronto, ON
Celine Parent (basic), St. Catharines, ON
Amanda Rodgers (listed), Newmarket, ON
Elena Tarasova (listed), Toronto, ON
Dace Veinberga (basic), Toronto, ON
Shannon Viola (listed), Calgary, AB

Announcements

Volunteers Needed

Alexandra Peace

Thank you so much to all the people who have stepped forward and signed up for a volunteer job. We are getting lots of exciting things done these days. If anyone is still interested, we do have a few requests still to fill:

Mary Newberry Mentorship Program Co-coordinators

These are our most pressing positions to fill. Stephen Ullstrom stepped in to keep it going, but he is anxiously awaiting relief! There are two positions open. You can see more about the program on the website.

Social Media Committee

We have someone (thanks, Jess!) at the moment who is posting what is provided by the communications director, but we really need a few people to make up a committee to determine what to say and when.

Webinar Coordinator

Wendy Savage and I are developing a policy and

procedures for development of the webinar program, and soon we will need someone to coordinate it. This position may also include hosting the webinars, but if you prefer being a background organizer, we can find a separate host!

Knowledge Manager

If you know what a knowledge manager is, then we need you! We are gradually documenting who does what and how, but we are now in a position where all this information needs some kind of organization. I hope there's someone out there who can help us with this!

Website Checker

Do you like scrolling through websites, clicking on links and reading? We need someone to poke into the corners and dust the chandeliers! JoAnne Burek has built an excellent website, so there is no need for major changes, but every once in a while we accidentally find outdated content. Having someone regularly trolling through the website would help.

Discount for Indexing Society of Canada / Société canadienne d'indexation members: Editors Canada virtual conference

As a member of Indexing Society of Canada / Société canadienne d'indexation, you can get the Editors Canada member rate for the Editors Canada online conference, Editors 21: Editors Transform.

\$399 (before April 26) or \$499 (regular)

That means you can save up to \$100 on registration for this weekend of learning, networking and fun.

The conference will be held online the weekend of June 12 and 13, 2021.

Early-bird discount

Early-bird pricing for the conference is in effect, but only until April 26, 2021. Don't delay! Register early for the best rates.

<https://www.editors.ca/professional-development/conference/2021/registration>

Editing goes virtual

This is Editors Canada's first online conference, and it opens up exciting possibilities!

Something for everyone: Enjoy access to 40 sessions and many networking opportunities.

Inspiring keynotes:

- Amanda Leduc is an author and disability rights activist. Her new novel, *The Centaur's Wife* (Random House Canada 2021), is now available.
- Joshua Whitehead is a Two-Spirit, Oji-nêhiyaw member of Peguis First Nation (Treaty 1). He is a PhD candidate, lecturer, Killam scholar at the University of Calgary, and the award-winning author of *Jonny Appleseed* (Arsenal Pulp Press 2018).

Don't miss a thing: All conference sessions will be recorded so you won't have to choose between sessions during the conference weekend. Until September 30, 2021, you'll be able to watch the recording of any conference session!

Sponsorship opportunities

Do you want to reach hundreds of editors, writers and communication professionals? There are plenty of sponsorship and advertising opportunities at Editors21. Please send an email to sponsorship@editors.ca for more information.

Be part of the vendor fair

One of the highlights of every Editors Canada conference is the vendor fair, and this year is no exception. If you have a side business, marketable hobby or a book you'd like to sell, or if you want to promote your business or association, consider exhibiting at the virtual vendor fair. Interested? Email vendorfair@editors.ca.

Join the conversation on social media

We can't wait to see you all online this June. Join our Facebook group or follow us on Twitter @EditorCon for updates about the conference program, and use the hashtag #Editors21 to let us know you'll be there!



En tant que membre de Indexing Society of Canada / Société canadienne d'indexation, vous pouvez bénéficier du tarif des membres de Réviseurs Canada dans le cadre du congrès virtuel des réviseurs, Réviseurs 21 :

Les réviseurs transformant! 399 \$ (avant le 26 avril) ou 499 \$ (tarif régulier).

Cela signifie que vous pouvez épargner jusqu'à 100 \$ sur les frais d'inscription pour ce weekend rempli d'occasions d'apprentissage, de réseautage et de plaisir.

Le congrès se tiendra en ligne, la fin de semaine des 12 et 13 juin 2021.

Inscription hâtive

La période d'inscription hâtive est en cours, mais elle prend fin le 26 avril 2021. Dépêchez-vous! Inscrivez-vous tôt pour obtenir le meilleur tarif.

<https://www.reviseurs.ca/perfectionnement-professionnel/congres/2021/inscription>

La révision à l'ère virtuelle

Il s'agit du premier congrès en ligne de Réviseurs Canada, ce qui promet toute une gamme de possibilités emballantes! Un peu de tout, pour tous les goûts : on vous propose 40 séances et de nombreuses occasions de réseautage.

Des conférenciers invités inspirants :

- Amanda Leduc est auteure et militante pour les droits des personnes handicapées. Son tout dernier roman, *The Centaur's Wife* (Random House Canada, 2021), vient d'être publié.
- Joshua Whitehead (il/he) est un Ojji-nêhiyaw bispirituel membre de la Première Nation de Peguis (Traité 1). Il est candidat au doctorat, conférencier et lauréat de la bourse Killam à l'Université de Calgary, en plus d'être l'auteur de *Jonny Appleseed* (Arsenal Pulp Press, 2018).

L'assurance de ne rien manquer : toutes les séances du congrès seront enregistrées, ce qui signifie que vous n'aurez pas à sacrifier une séance pour une autre pendant l'événement. Jusqu'au 30 septembre 2021, il vous sera possible de visionner les enregistrements des séances de votre choix!

Occasions de parrainage

Vous cherchez une occasion de vous adresser à des centaines de réviseurs, rédacteurs et autres professionnels des communications? Notre congrès 2021 propose plusieurs occasions de parrainage et de publicité.

Écrivez-nous à l'adresse sponsorship@editors.ca pour de plus amples détails.

Prenez part à la Foire des marchands

Chaque année, la foire des marchands se démarque comme étant l'un des points saillants du congrès de Réviseurs Canada, et cette année ne fera pas exception. Vous exploitez une petite entreprise en parallèle à votre travail, vous créez des objets d'art ou avez écrit un livre que vous souhaitez vendre, ou encore vous voulez faire la promotion de votre entreprise ou association? La foire virtuelle des marchands est ce qu'il vous faut. Ça vous dit? Courriel : vendorfair@editors.ca.

Venez converser avec nous dans les réseaux sociaux. Nous sommes impatients de vous rencontrer dans le cyber-espace en juin prochain. Joignez notre groupe Facebook ou suivez-nous sur Twitter @reviseurscon pour les dernières nouvelles au sujet de la programmation du congrès; utilisez le mot-clic #Réviseurs21 pour nous faire savoir que vous serez des nôtres!

Crossword (solution on p. 19)

Garden Giggles by Heather Ebbs

Across

1. Blooms for brewers
5. Con
9. Bit of butter
12. Places
16. Type of 11 Down
17. Single
18. Challenge
19. Give off
20. First name in horror
21. Statutes
22. Singles
23. French cleric
24. The gardener was so excited about the season, he ...
28. Edge
29. ___ Antica, Rome
30. New Mexico state bloom
31. Court entries
33. What did the mama bloom name her baby?
35. Cuckoo
36. Invoice amount
37. Track
38. Length x width
40. Three Billy Goats ___
43. Adherents
47. Sierra ___
49. Lady's man
50. Ottawa hockey player, briefly
51. Garden menace
52. Rays
54. Blue dye
57. Henri's water
59. Tool with teeth
60. My winter fat has been replaced by ...
63. Owns
66. Leaves in the afternoon?
67. Furniture wood
68. Macbeth's vision
73. Ingredient for 33 Down
75. Baptist leader?
77. Little lie
79. Madcap comedy
80. Haft
82. Tee off
84. Beget
85. Coniferous trees
86. Major NHS teaching site
88. Place
90. As the dirt said to the rain, if this keeps up, my name will be ...
91. Greek letter
93. Seasoned rice
95. Quake
97. "Who am ___ say?"
98. Can a wasp fly in the rain? Not without his ...
101. Bryn ___ College
103. Like some excuses
104. Gawk at
105. Fairy tale villain
109. Fencer's blade
110. Slant
111. Perennial herbs
112. You name it
113. Lowly worker

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					93				94		95		96			
97				98	99					100							
101			102		103					104				105	106	107	108
109					110					111				112			
113					114					115				116			

114. In the least
115. Adroit
116. Dwindles

Down

1. Heater
2. Lode load
3. Chum
4. Picnic sides
5. Roofing
6. Meeting leaders
7. Con
8. Unkempt
9. Cure-alls
10. Play area
11. Exam
12. Legume
13. What go up when rain comes down?
14. Leg bone
15. Bloom holders?
18. Smooth and sweet
25. Flight info.
26. Blow
27. Hot tubs
29. Classic theatre
32. Comb. form of 96 Down
33. Unguent
34. Nitrogenous compound
37. First name in fast food
39. Picnic pest
41. *Kadua elatior* (Hawaiian shrub)
42. Forward part
44. Rind
45. Big time

46. Darn
48. ___ of Eden
53. Stalks
55. Big time
56. Breeze
58. American military grp
61. Hindu queen
62. *Grapes of Wrath* figure
63. Tee hee!
64. ___ mode
65. What bloom did the boy give his mom?
69. Driver's need
70. Fairy tale brother
71. Beige
72. Swamp stalk
74. Revise
76. Does February like March? No, but ...
78. Lower staff
81. Overcast
82. *Pygmalion's* playwright
83. Most timid
87. Ice sheets
89. Draw
91. Small change
92. Henri's stage
93. Garden-variety
94. Norwegian sound
96. Rock
99. Exile isle
100. Fierce fever
102. Ump
106. Tar
107. Unguent
108. Dashes

CONTINENTAL CONNECTIONS

INTERNATIONAL INDEXING CONFERENCE

BERLIN, GERMANY, OCTOBER 2022

Organised jointly by the Netherlands and German indexing networks (NIN and DNI) and the Society of Indexers, with the support of the Deutsche Gesellschaft für Informationswissenschaft und Informationspraxis (DGI).

Highlights of the conference include keynote addresses by Judith Flanders (author of *A Place for Everything: the Curious History of Alphabetical Order*) and Professor Kiene Brillenburg-Wurth (editor of *Book Presence in a Digital Age*). Through a range of shorter talks and workshops, you will be encouraged to hone your skills, while networking with colleagues from around the world.

CALL FOR PAPERS

We invite proposals for papers and workshops suitable for an international audience on topics such as:

- Indexing practice and the business of indexing
- Terminology and vocabularies
- Indexing standards
- Technical developments and indexing software
- Client relations
- Developments in the publishing world

Deadlines and procedure. Deadline for submitting paper or workshop proposals (in English or German, approx. 300 to 500 words) and short (15-line) biography: 31 July 2021. Proposals should be sent to: icris-redaktion@d-indexer.eu

Since we expect a return to quasi-normal international travel by 2022, the conference will take place as a hybrid event – online and on-site!

