

**ROGER C. WILLIAMS**  
**HANDS ON INTERPRETING, LLC**  
30 Wild Cherry Circle, Lyman, SC 29365  
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[mhinterp@gmail.com](mailto:mhinterp@gmail.com)

## EDUCATION

- 8/75 – 8/79 [Rochester Institute of Technology](#), Rochester, NY  
Bachelor's of Science in Social Work  
Graduated with High Honors, GPA 3.53
- 8/83 – 1/86 [University of Illinois](#), School of Social Work, Champaign-Urbana, IL  
Master of Social Work  
GPA 4.9; Concentration in Community Mental Health
- 8/07 – 7/17 [University of South Carolina](#), [College of Social Work](#), Columbia, SC  
PhD Candidate, Dissertation "*Communication and Attachment in Deaf Children with Hearing Parents*"

## EXPERIENCE

- 2/23 – Owner, [Hands On Interpreting, LLC](#), Lyman, SC  
A private practice specializing in consulting, ASL/English interpreting, and training related to the needs of deaf adults in the mental health system. Providing communication assessments and analysis of communication access including expert witness testimony and reports.
- 2/18 – 2/23 Executive Director, [Spartanburg Area Mental Health Center](#), [South Carolina Department of Mental Health](#), Spartanburg, SC  
Responsible for the operation of a multi-county community mental health center with a \$16M budget, serving 7,000 clients with 160 staff. Services included outpatient counseling to children and adults, statewide Deaf Services, crisis response to three counties, support for residential care facilities and disaster response services.
- 5/06 – 2/18 Director, [Deaf Services](#), [South Carolina Department of Mental Health](#), Columbia, SC.  
Responsible for the delivery of services by the Department of Mental Health to the Deaf and Hard of Hearing citizens of South Carolina. Advise the Director and key stakeholders on how to best design and develop the provision of a comprehensive statewide program. Provided overall coordination and direction to program implementation to inpatient, outpatient, and residential settings.
- 5/93 – 5/06 Program Manager, [Piedmont Center for Mental Health Services](#), Deaf Services Program, Simpsonville, SC.  
Developed and supervised comprehensive statewide community-based services for mentally ill Deaf adults and emotionally disturbed

children. Programs included inpatient services, outpatient counseling, residential programming and psychosocial rehabilitation. Supervised 34 employees and \$1,250,000 budget.

- 6/90 – 5/93 Social Worker IV, [Patrick Harris Psychiatric Hospital](#), Anderson, SC.  
Established Deaf Services Program at hospital and served as Program Coordinator. Developed programs, policies, and procedures for 22 bed in-patient psychiatric unit for Deaf patients.
- 8/87 – 5/90 Community Services Consultant, [Division of Services for the Deaf and Hard of Hearing](#), Wilmington, NC.  
Supervised Regional Office of the Division, providing comprehensive services for Deaf and Hard of Hearing clients. Conducted workshops and in-services training for public and private agencies on topics related to deafness and providing counseling, skills development, and advocacy.
- 9/84 – 7/87 Coordinator, Hearing Impaired Services, Community Counseling Services, Jacksonville, IL.  
Provided range of mental health services including counseling, case management and crisis intervention within a Deaf Services program.
- 1/80 – 5/84 School Social Worker, [Illinois School for the Deaf](#), Jacksonville, IL.

## OTHER EXPERIENCE

- 1/76 – Sign Language Interpreter, Community settings including area hospitals, medical practices, state, local, and federal courts, attorneys, and social service agencies. Regional and national conferences including NAD, RID, ADARA, SERID, EHDI, and DeaFestival
- 11/89 – Consultant and Presenter, Center for Mental Health Services, NASMHPD, [Mental Health Interpreter Training](#), Various State Mental Health Authorities, Professional Organizations
- 8/91 – 2/23 Designated Court Examiner, States of South Carolina, Georgia, Illinois
- 9/93 – 6/01 Lecturer and Instructor, Interpreter Training Program, Spartanburg Technical College, Spartanburg, SC.
- 8/94 – 8/97 State Block Grant Reviewer, Center for Mental Health Services, Mental Health Services Administration, Washington, DC.
- 6/10 – 8/10 Adjunct Faculty, [University of South Carolina, College of Social Work](#), Columbia, SC.
- 2/13 – Court-appointed monitor, *Belton v. Georgia*, Federal District Court for Northern Georgia, Atlanta, GA.

8/24 – 12/24 Senior Adjunct Faculty, [Gallaudet University, Counseling Department, Washington, DC](#)

## COMMUNITY/PROFESSIONAL INVOLVEMENT

- 6/85 – [National Association of the Deaf](#)  
Present
  - [S. C. Association for the Deaf](#), 1990 -
  - NAD/SCAD Language Proficiency Interview; Rater, 1994 – 2004
  - NAD/SCAD Interpreter Assessment Program; Rater, 1995 – 2004
- 6/88 – [National Registry of Interpreters for the Deaf](#)  
Present
  - Mental Health Special Interest Group; Chair, 1994 – 1999
  - [South Carolina Registry of Interpreters for the Deaf](#)
    - President, 1990 - 1994
    - Chair, Certification Maintenance Program, 1993 – 2000
    - Member-at-Large, 2000 – 2002
- 8/00 – [American Society for Deaf Children](#)  
Present
  - Web Committee Chair, 2001 – 2008
  - Vice-President, 2004 – 2005
  - Co-President, 2005 – 2007
- 4/03 – [American Red Cross,](#)  
Present [Upstate SC Chapter](#), Greenville, SC
  - Disaster Mental Health Responder, 2003 – 2018
  - Chair, Disaster Mental Health Committee, 2005 – 2009
  - Instructor, Disaster Services, 2003 – 2018
- 6/08 – 3/18 [National Coalition on Mental Health and Deaf Individuals](#)
  - Member, Board of Directors, 2008 – 2018
- 9/08 – 2/23 [International Institute for Mental Health Leadership](#), Task Force on Deafness
  - Appointed Representative from the United States, 2008 – 2023
- 8/12 – 6/20 [Beginnings-SC](#)
  - President, 2012 – 2018
- 07/16 – [American Deafness and Rehabilitation Association](#)  
Present [Journal of American Deafness and Rehabilitation Association](#)
  - Member, Editorial Board, 2023 –
- 09/17 – 10/19 [Camp Wonderhands](#)
  - Executive Board Member, 2017 – 2019
- 10/18 – 10/23 [Quill School](#) – South Carolina
  - Founding Board Member, 2018 – 2023

- 06/23 – [Strategic Spartanburg](#)  
Present - Board Member, 2023
- 11/24 – Court Interpreter Advisory Committee, South Carolina Supreme Court  
Present - ASL Interpreter Representative

## **CERTIFICATES & AWARDS**

- 5/79 Robert D. Frisina Award for deaf/hearing integration – National Technical Institute for the Deaf
- 6/89 RID [Certificate of Transliteration](#), #17594
- 3/90 Distinguished Service Award – N. C. Governors Advocacy Council for Persons with Disabilities
- 10/90 South Carolina [Licensed Master Social Worker](#) #4487
- 12/94 SCAD/NAD [Interpreter Assessment Program Level 5](#)
- 7/95 Assessor, SCAD/NAD Interpreter Assessment Program
- 8/96 Outstanding Transition to Community Award – South Carolina Mental Health Association
- 3/01 LPCC Supervisor – Minnesota Board of Behavioral Health and Therapy
- 7/01 Interpreter of the Year – South Carolina Registry of Interpreters for the Deaf
- 6/09 Service to Mankind Award – South Carolina Sertoma Club
- 8/09 Community Disaster Responder Certification  
FEMA IS – 100, 200, 300, 400, 700, 704 & 800 Certified
- 10/10 Human Service Professional of the Year – Barbara Stone Foundation
- 3/12 Certified Coder – Adult Attachment Interview
- 5/12 Employee of the Year – South Carolina Department of Mental Health
- 3/13 [Qualified Mental Health Interpreter](#) – #0057 – Alabama Department of Mental Health
- 4/13 [Qualified Mental Health Interpreter Supervisor](#) – #0057 – Alabama Department of Mental Health

- 11/17      [Deaf CERT \(Community Emergency Response Training\)](#) – All Hands  
On/South Carolina Association of the Deaf
- 2/18      Carolyn Biles Central Office Employee of the Year – South Carolina  
Department of Mental Health
- 10/18      South Carolina [Licensed Independent Social Worker – Clinical Practice](#)  
#4487
- 10/18      Licensed Clinical Social Work Supervisor – North Carolina Social Work  
Certification and Licensure Board
- 4/22      South Carolina [Licensed Independent Social Worker – Clinical Practice –](#)  
[Supervisor](#) #4487
- 10/22      Tom Barnett Volunteer of the Year – United Way of the Piedmont
- 2/23      Mental Health Champion, Behavioral Health Task Force, Spartanburg, SC
- 4/23      [Licensed Interpreter](#), Alabama Board of Licensure for Interpreters and  
Translitterators #L00864
- 2/25      [Licensed Clinical Social Worker-Supervisor](#), Florida Department of Health,  
Board of Mental Health Professions, #SW 24227

## PUBLICATIONS

- Crump, C. & Williams, R. C. (2015). Communication Skills Assessment. Montgomery, AL. Mental Health Interpreter Training.
- Fram, M. S., Frongillo, E. A., Jones, S. J., Williams, R. C., Burke, M. P., DeLoach, K. P., et al. (2011). Children are aware of food insecurity and take responsibility for managing food resources. *Journal of Nutrition*, 42(5).
- Gournaris, M. J., Hamerdinger, S., & Williams, R. C. (2010). Promising practices of statewide mental health models serving consumers who are deaf: How to advocate for your model in your home state. *JADARA*, 43(3), 152-182.
- Gournaris, M. J., Hamerdinger, S., & Williams, R. C. (2012). Creating a culturally affirmative continuum of mental health services: The experience of three states. In N. Glickman (Ed.) [\*Deaf Mental Health Care\*](#). New York, NY. Routledge.
- Williams, R. C. (1986). Social support networks in rural deaf communities. Unpublished master's thesis, University of Illinois.
- Williams, R. C. (1993). What is Mental Health Interpreting? *RID VIEWS*, 10(5), 1-2.
- Williams, R. C. (2011). Effective use of peer crisis counseling in the wake of hurricanes Andrew and Floyd. *The Dialogue*, 7(4), 2-3.
- Williams, R. C. (2018). Communication is the key: Before, during, and after disasters. *The Dialogue*, 14(3-4), 18-20.  
<https://www.samhsa.gov/sites/default/files/dtac/dialoguevol14i3and4compliant-508c.pdf>
- Williams, R. C. (2021). Assessing linguistic incompetence in the criminal justice and mental health systems. In Guthmann, D. (Ed.) [\*Deaf People in the Criminal Justice System\*](#). Washington, DC. Gallaudet University Press.
- Williams, R. C. (2024). Navigating Uncertainty: Best Practices in Disaster Behavioral Health. Podcast. SAMHSA. [Retrieved from <https://sites.libsyn.com/510063/episode-3-response>]
- Williams, R. C & Crump, C. (2018). Communication skills assessment for individuals who are deaf in mental health settings. In Glickman, N. & Hall, W. (Eds.) [\*Language Deprivation and Deaf Mental Health\*](#). (pp. 136-158). New York, NY. Routledge.
- Williams, R. C., Williams, S. L., Roberson, L., Roberson, M., Moore, M. B., & Moore, C. (2005). Adoption of deaf children. Paper presented at the meeting of the American Society for Deaf Children.
- Williams, R. C., & Williams, S. L. (2014). Maintaining High Expectations. *Odyssey*, 15, 66-69.

## **WORKSHOPS/PRESENTATIONS**

*Adoption and Deafness:* An overview of adoption, the adoption process and potential problems, including Reactive Attachment Disorder.

*Collision or Cooperation: Interpreting at the Intersection of Legal and Mental Health:* An analysis of the issues inherent in forensic interpreting for competency, insanity and sexual predation assessments. Presentations at varying conferences including the Institute for Legal Interpreting.

*Communication Assessments:* Co-developer of the Communication Skills Assessment (CSA). Presentations and trainings at national and regional conferences on deafness and mental health, as well as skill development workshops.

*Coping with Chaos; Stress Management and Vicarious Trauma:* Numerous events including state and regional conferences for interpreters of signed and spoken languages.

*Dining Alone; The Deaf Child in the Hearing Family:* Regional NASW conference and state conferences in the Southeast U.S., Grand Rounds presentations at various hospital systems.

*Disaster Response in the Deaf Community:* Workshops given for several states, under sponsorship of FEMA and/or HRSA.

*Dysfluency:* An assessment of the importance of understanding dysfluency while interpreting with individuals with restricted linguistic fluency. Various conferences including the keynote address for the National Healthcare Interpreting Symposium.

*Ethical Decision Making:* An introduction to Demand-Control Schema and its application to ethical decision making, for interpreters and clinicians.

*The Future of Interpreting:* A workshop looking at technological innovations and developments and their impact on the future of the interpreting profession; at state and national conventions.

*HIPAA:* An overview of the Health Insurance Portability and Accountability Act and its implication for the practice of interpreting, including both ethical and business perspectives.

*Implementing the CLAS Standards in Low Incidence Populations:* A review of the new Culturally and Linguistically Appropriate Services standards. Various state and regional conferences.

*Interpreting for Child Abuse Investigations:* A workshop for experienced interpreters reviewing the specific demands inherent in child abuse investigations.

*Access to Managed Care and Specialty Mental Health:* State mental health conferences in Alabama, Kentucky, Missouri, Ohio, Texas, Washington, DC and South Carolina.

*Normal: Just a Setting on the Dryer:* Parent-focused presentation about the challenges and opportunities involved in raising multiple children with unique needs.

*Orientation to Deafness:* Numerous events including standard training for SCDMH, SCDAODAS, NASHMPD, court and law enforcement personnel, in addition to preconference workshops.

*Sign-To-Voice Interpreting:* Workshops series for varied educational institutions as well as state and national conventions.

*Swimming with the Sharks & Dancing with Dolphins; Mental Health Interpreting:* An overview of the issues and challenges present for interpreters working in mental health settings. Numerous events including state and regional and national conferences focusing on interpreters and mental health professionals.

*Supervision: Best practices for interpreter supervisors.* An overview of Demand Control Schema and its application to supervision

*Towards Consistency; Developing Standards Signs in Substance Abuse:* Building Bridges Conference on Substance Abuse and Deafness, Kansas City, KS.

*Trauma Informed Care for the Deaf Community* – State and regional conferences.

*VRI and Mental Health:* Presentations at various conferences including the National Symposium on Video Interpreting.



**CASE LIST**

+Arkansas v. Candace Marie Williams; Ark., 11th Div. 60CR-16-1674 (2020)

Battle, *et al* v. State of Tennessee, *et al*; M.D., Tenn., 3:22-cv-00022 (ongoing)

+Belton v. Georgia; N.D., Ga., 1:10-cv-0583-RWS (2014)

Buttrum et al v. Cookeville Regional Medical Center Authority; M.D., Tenn., 2:14-cv-00107 (2015)

\*Cantrell v. Mountain States Health Alliance; E.D., Tenn., 2:15-cv-00324 (2016)

Crockett v. Chase; N.D., Texas, 3:16-cv-00377-B (2016)

Disability Law Center v. Colorado Dept. of Corrections; Colo., 1:21-cv-00792-NRN (2021)

Deloach v. Walmart, Inc; S.C., 5:23-cv-01622-JFA-PJG (2024)

\*EEOC v. Walmart, Civil Action No. 2:23-cv-02395 (ongoing)

Felix v. Hartford Health Corp.; Conn, 3:18-cv-00405 (2019)

Fry v. City of North Glenn, Colorado; Colo., 16-cv-02318-PAB-KLM (2018)

\*Gaina v. Dignity Health; C.D., Calif., 2:18-cv-00177 (2019)

\*Gerken v. Marcus Carey D/B/A Marcus S. Carey & Associates; Ky. 4<sup>th</sup> Cir., 13-CI-458 (2016)

\*Godbey v. Iredell Memorial; W.D., N.C., 5:12-cv-4 (2012)

Goodman and George v. Las Animas County, *et al*, Colo., 1:22-cv-01499 (2022)

Gordon v. City of New York; S.D., N.Y., 15-cv-9716 (2016)

\*Harris, *et al* v. Georgia Dept. Of Corrections, *et al*; M.D. Ga. 5:18-cv-00365-TES (ongoing)

Hollingsworth, *et al* v. City of North Las Vegas, Nev. 2:21-cv-02239-JAD-NJK (ongoing)

\*Inman and Dykman v. Jacksonville Transportation Authority; M.D., Fla., 3:16-cv-1107-TJC-MCR (2017)

Katz v. Nazareth Hospital; E.D., Pa., 2 :11-cv-2335-LDD (2012)

\*King v. Walker Baptist Medical Center; M.D., Ala. (2010)

\*Kinney v. Jacksonville Sheriff's Office; M.D., Fla., 3:17-cv-419-J-32-JRK (2018)

Liuzza v. Martin General Hospital; E.D., N.C., 7:12-cv-39 (2012)

Lorshbaugh v. Community Health Systems, Inc.; E.D., Tenn. 3:18-cv-394 (2019)

McCrary v. Interstate Truck Driving School; Minn., 20-cv-0695 (2019)

\*Mistic v. Nicholas Hanning, *et al*, Colo, 1:21-cv-02545-STV (2023)

\*Mullen v. Gene Claps; Colo., 1:21-cv-02398-CNS-MDB (2023)

\*Mullen v. Orchard Park; Colo., 1:18-cv-01522-MEH (2019)

\*Murphy v. United Parcel Service, E.D., Wisc. 19-CV-1728-PP (2023)

Nease v. Marshall Medical; M.D., Ala., 4:10-cv-01839-KOB (2010)

Newman and Newman, v. St. Johns County Welfare Federation d/b/a Bayview Healthcare, M.D., Fla., 3:21-cv-01096-HES-LLL (2022)

\*Sheffield et al v. Chattanooga-Hamilton County Hospital Authority, d/b/a Erlanger Health System; E.D., Tenn., 1:14-cv-00226 (2017)

Stein v. Jamestown, et al; E.D., N. Dakota, 3:16-cv-00176-RRE-ARS (2017)

+S.C. v. Persaud; S.C., 1st Cir. (2013)

Torres v. Walmart, M.D., Fla., 6:23-cv-02486-JA-DCI (ongoing)

\*Trivette, *et al* v. Tennessee Dept of Correction; M.D., Tenn., 3:20-cv-00276 (2024)

\*Yelapi v. DeSantis, N.D., Fla., 4:20-cv-351-AW-MAF (ongoing)

\*Deposed

+Testified

## *ROGER C. WILLIAMS*

### *BIO*



Mr. Williams is the owner of Hands On Interpreting, LLC, a private practice specializing in consulting and training related to the needs of deaf adults in the mental health system. Until his retirement in 2023, he was employed by the South Carolina Department as the Executive Director of the Spartanburg Area Mental Health Center. He was previously the Director for Deaf Services and before that, the Program Manager at the Piedmont Center for Mental Health Services and the Social Worker IV and Program Coordinator at the Deaf Services Program at Patrick Harris Psychiatric Hospital. He received his B.S.W. from the Rochester Institute of Technology and his M.S.W., specializing in community mental health, from the University of Illinois. He has interpreted in a wide variety of settings, including the NAD and RID conferences and in forensic and court settings. He is one of the developers of the Communication Skills Assessment, now being used across the country.

Mr. Williams is licensed in Florida and South Carolina as a Licensed Independent Social Worker – Clinical Practice/Supervisor and holds an RID Certificate of Transliteration, an SCAD/NAD IAP Level 5 Interpreting Certificate and is a Qualified Mental Health Interpreter – Supervisor. He is the 2012 Employee of the Year for the South Carolina Department of Mental Health, the 1979 winner of the Robert D. Frisina Award for deaf/hearing integration, the 1989 winner of the N.C. Governor's Advocacy Council for Persons with Disabilities Distinguished Service Award, the 1996 winner of the Outstanding Transition to the Community from the South Carolina Mental Health Association and the 2001 Interpreter of the Year for the South Carolina Registry of Interpreters for the Deaf.

As the parent of four deaf children and two hearing children, and the spouse of a deaf adult, Mr. Williams is active in a number of local, state-wide, regional and national advocacy and social organizations, including the past President of the American Society for Deaf Children.

## *ROGER C. WILLIAMS*

### *BIO*

#### *SHORT BIOS*

Mr. Williams is the owner of Hands On Interpreting, LLC, a private practice specializing in consulting and training related to the needs of deaf adults in the mental health system. Until his retirement in 2023, he was employed as the Executive Director of the Spartanburg Area Mental Health Center with the South Carolina Department of Mental Health. He received his B.S.W. from the Rochester Institute of Technology, his M.S.W., specializing in community mental health, from the University of Illinois and completed coursework towards a doctorate at the University of South Carolina, College of Social Work. Mr. Williams is licensed in Florida and South Carolina as a Licensed Independent Social Worker – Clinical Practice/Supervisor and holds an RID Certificate of Transliteration and an SCAD/NAD IAP Level 5 and has been recognized at the state and national level for his leadership in mental health services within the Deaf community.

#### *SHORTER BIO*

Mr. Williams has an M.S.W., specializing in community mental health, and has worked as a social worker with deaf clients in inpatient, outpatient, residential, and educational settings for over 40 years. He is now retired and works as an interpreter, consultant, expert witness, and trainer, primarily in mental health interpreting. He is a Licensed Independent Social Worker – Clinical Practice/Supervisor, holds RID/NAD certification and is a Qualified Mental Health Interpreter – Supervisor.