

INDEXING SOCIETY OF CANADA
SOCIÉTÉ CANADIENNE D'INDEXATION

Bulletin

Volume 45, Number 2, Summer 2023

Été 2023, Volume 45, Numéro 2

ISSN 1914-3192 (print)
ISSN 2562-394X (online)

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The *Bulletin* is published three times a year (April, July, and
December) as a PDF. Current issues are available to download
for members. Sample issues are available to the public.
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Editor, Comments from

The Society has been very busy, and this issue is packed with news! We had our first in-person conference since before the pandemic, “See Also Newfoundland,” and from all accounts it was a success. Read the recap by Diana Palardy on page 10.

Tanvi Mohile is the new TIDE Diversity Bursary recipient, Enid Zafran received the Ewart-Daveluy Award, and Ronnie Seagren received the Tamarack Award. Stephen Ullstrom has released his new book, *Book Indexing: A Step-by-Step Guide*. We have several new faces on the executive committee, including Maggie Billard, our new co-president. Congratulations to all!

Check out the Editor’s Corner article on page 22, about terminology concerning people with disabilities. Jolanta Komornicka is in charge of this column and welcomes contributions from our readers. To top it all off, enjoy the latest crossword by Heather Ebbs on page 32.

Thank you to the Bulletin team and contributors! Do you have an idea for an article? Feel free to contact me at bulletin_editor@indexers.ca.

Vicki Gregory

Le mot de la rédaction

L’association a été très active et ce numéro est rempli de nouvelles! Nous avons eu notre premier congrès en présentiel depuis la pandémie, « Voir aussi Terre-Neuve », et ce fut un succès à tous points de vue! Diane Palardy en présente une récap page 10.

Tanvi Mohile est la nouvelle récipiendaire de la Bourse TIDE pour la diversité dans l’édition au Canada, Enid Zafran a reçu le prix Ewart-Daveluy, Ronnie Seagren a reçu le prix Tamarack et Stephen Ullstrom a publié son nouveau livre, *Book Indexing: A Step-by-Step Guide*. Nous avons plusieurs nouveaux visages au bureau de direction, dont Maggie Billard, notre nouvelle coprésidente! Bravo à toutes et à tous!

Allez jeter un coup d’œil à « Terminologie en évolution/Editor’s Corner » page 22, à propos de la terminologie concernant les personnes avec un handicap. Jolanta Komornicka, qui est responsable de cette rubrique, aimerait avoir la participation de ses lecteurs.

Et, cerise sur le gâteau, profitez du dernier mot croisé de Heather Ebbs, page 32.

Merci à l’équipe du Bulletin et à ses collaborateurs! Vous avez une idée d’article? Contactez-moi à bulletin_editor@indexers.ca.

Vicki Gregory

Upcoming Meetings and Events

Regional meetings

BC Region—BC Regional meetings are the fourth Wednesday of the month at 4:00 p.m. PST, every other month (Oct 25, Dec 27). For more information contact Judith Nylvek at bc_rep@indexers.ca.

Central Region—Meetings alternate between the last Tuesday and last Saturday of the month, every month. For more information contact Ronnie Seagren and Emma Warnken Johnson at central_rep@indexers.ca.

Eastern Region—Meetings are held on the third Wednesday of the month at 7:00 p.m. EST, every other month.

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

Prairies & Northern Canada Region—If you are interested or have any questions, please contact Jess Herdman at praries_rep@indexers.ca.

Members Monthly Video Chat

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

Executive Committee

The next executive committee meeting will be held on November 11, 2:00 p.m. EST. Please let your regional

rep know if you have any questions or concerns for the executive.

Noteworthy News

Two-time award-winning indexer and ISC/SCI member Stephen Ullstrom has published his new book, *Book Indexing: A Step-by-Step Guide*. Congratulations, Stephen! Geared toward new indexers and the index-curious, this book is available as an ebook or a paperback. If you are interested in ordering a copy, order through your local bookseller or follow this link to find retailers: <http://books-2read.com/b/bookindexing>.

Magpie Kudos

The Magpie Kudos is an opportunity for the membership to have a say in thanking people. The purpose of this award is to give members an opportunity to thank other members who have made a difference to them.

Any member can submit a nomination on the form available on the website: <https://indexers.ca/send-a-magpie-kudos>. Just fill in the name of the person you would like to thank and the reason; be very specific, using 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!

Presidents' Messages

It's a bittersweet moment writing this update, as I can't deny the touch of sadness that accompanies Alex Peace's stepping into the past president role (deservedly so! She needs a break!). However, I am thrilled to be working with Maggie Billard as our new co-president. Maggie and I have already met several times since the AGM, including an in-person get-together when we staffed the table at the Editors Canada conference in June (more on that in the next issue of the *Bulletin*).

The highlight of the past few months was the conference in St. John's (with a close second being the puffins, who threatened to steal the show). I loved getting the chance to meet so many of you in person, and I got just as much from the impromptu chats over tea and dinner as I did from all the excellent sessions during the conference proper.

Coming out of the conference, we are working on a letter to Palgrave Macmillan to address how they talk to authors about indexing. We also have two exciting happenings in September.

On 16 September, ISC/SCI will have a table at Word Vancouver. We're looking for volunteers to help staff the table for the day. It's an exciting opportunity, especially for anyone who works on trade books, and (if I'm not mistaken) we'll be sharing the table with Editors Canada;

what a great networking opportunity if you also do some editing! Let us know at presidents@indexers.ca (and if you're interested in other volunteer opportunities, have a look at Volunteers Needed on page 29).

Also in September we'll be launching a new trial initiative: side-by-side indexing. We're still hammering out the details, but the idea is to give indexers an online co-working space to help alleviate some of the isolation that comes with our profession, as well as fostering a space for community accountability.

I hope everyone's getting the chance to enjoy the summer in their own neck of the woods. I know that I'm loving getting out hiking and biking in the sunshine, and I wish you fun with your own summer activity of choice!

Jolanta Komornicka

I am thrilled, honoured, and humbled to be following in the footsteps of so many smart, amazing people to become co-president of ISC/SCI. I'm especially excited to be working with Jolanta Komornicka. We have tons of ideas (or at least Jola does!) and we are going to do our best to keep ISC/SCI the wonderful, welcoming, and collaborative society it is. It's going to be a busy few years—I can't wait to get started.

Maggie Billard

Messages de la Présidence

C'est un moment doux-amer que l'écriture de cette mise à jour, car je ne peux ignorer la touche de tristesse qui accompagne le départ d'Alex Peace comme présidente sortante (elle le mérite tellement! Elle a tellement besoin d'une pause!), et en même temps je suis enthousiaste de pouvoir travailler avec Maggie Billard comme nouvelle coprésidente. Maggie et moi avons déjà eu plusieurs réunions ensemble depuis l'AGA, dont une rencontre en personne lors d'une activité commune à la table du congrès de Réviseurs Canada en juin (vous en saurez davantage sur le sujet dans le prochain Bulletin).

Le temps fort des derniers mois a été le congrès à Saint-Jean-de-Terre-Neuve (avec, non loin derrière, les macareux, qui ont failli prendre la vedette). J'ai adoré pouvoir rencontrer autant d'entre vous en personne, et j'ai profité tout autant des conversations impromptues autour d'un thé ou d'un repas que des excellentes sessions du congrès proprement dit.

Depuis le congrès, nous travaillons à une lettre à Palgrave afin d'améliorer la manière dont ils parlent d'indexation aux auteurs. Nous avons aussi deux événements passionnants en septembre. Le 16 septembre, la SCI/ISC aura une table à Word Vancouver. Nous recherchons des bénévoles pour aider à préparer la table pour cette journée. C'est une occasion formidable, surtout pour quelqu'un s'occupant d'ouvrages grand public, et (si je ne me trompe pas) nous partagerons notre table avec Réviseurs Canada (quelle belle occasion de réseautage si

vous faites également de la révision!). Écrivez-nous à presidents@indexers.ca (si vous cherchez d'autres occasions de bénévolat, rendez-vous à notre section « Bénévoles recherchés / Volunteers Needed » page 29. En septembre, nous inaugurons également une nouvelle initiative à l'essai : l'indexation côte à côte. Nous en sommes à peaufiner les détails, mais l'idée est d'offrir un espace de travail partagé en ligne, afin d'alléger en partie l'isolement qui accompagne notre profession et de nourrir un espace de responsabilité commune.

J'espère que chacune et chacun a pu avoir la chance de profiter de l'été dans son coin de pays. Je sais que j'adore sortir randonner et faire du vélo au soleil, et je vous souhaite beaucoup de joie dans la pratique de votre activité favorite de l'été!

Jolanta Komornicka

Je suis enchantée, honorée et pleine d'humilité à l'idée de suivre les traces d'autant de personnes charmantes et extraordinaires en devenant coprésidente de la SCI/ISC. Je suis particulièrement enthousiaste à l'idée de collaborer avec Jolanta Komornicka. Nous avons des tonnes d'idées (ou du moins Jolanta en a!) et nous allons faire de notre mieux pour conserver à la SCI/ISC sa dimension merveilleuse, accueillante et collaborative. Cela va être des années actives, et je suis si impatiente de commencer!

Maggie Billard

ANNUAL GENERAL MEETING REPORT

Maggie Billard

This year's AGM took place on June 9, 2023, at our first in-person conference in many years, in beautiful, wet St. John's, Newfoundland. It was chaired by the Society's co-president, Jolanta Komornicka, and outgoing co-president Alex Peace, who was very happy that this would be the last AGM she had to chair. This was a partially hybrid AGM, with several members attending through Zoom.

In the announcement section, we had updates from Margaret de Boer on the fantastic new lending library, as well as on the Mary Newberry Mentorship Program. We also heard from Jolanta about a community-engaged research project. All the announcements and accomplishments highlighted how thankful we are as a society for our volunteers!

We also discussed the annual reports, which are available to read on the ISC/SCI website. JoAnne Burek ran us through the 2023–24 financial statements and budget, and a lively discussion followed.

The new slate of executive committee members was voted in, and several other, appointed positions were filled as well. So a warm welcome to the incoming team, gratitude to those who are staying, and a hearty "Cheers" to the outgoing members!

EXECUTIVE COMMITTEE MEETINGS, APRIL AND JUNE 2023

Jolanta Komornicka

In April the executive committee held its annual budget meeting. We had a few items of business to attend to before diving into the budget itself (which was later presented to the membership at the Annual General Meeting in June), most of them minor and concerning preparation for the upcoming AGM. The executive also tackled the question of how the Society would communicate when there was no winner for the Ewart-Daveluy Award, ultimately agreeing that standardized language would be used for a no-win award year.

In our budget discussion, the executive articulated its commitment to being good shepherds of the Society's finances by not spending more money than we're bringing in. On the other hand, the money is there to benefit the members, and we strive to use the funds to that end, while keeping in reserve a financial cushion of one year's operating expenses. For example, the conference surplus fund can be used to subsidize in-person conferences. Members can find out more about our budget in the AGM materials that were circulated at the beginning of the summer.

A few takeaways of note: ISC/SCI is looking into

registering as a non-profit organization. The committee used special projects funds to cover the cost of the conference booth at the Congress of the Humanities and Social Sciences in May.

In June the executive committee held a hybrid meeting in/from St. John's, Newfoundland. The plan to register as a non-profit continues apace. Other matters discussed:

The Mentorship Committee is in need of mentors.

A new ad hoc committee has been created to tackle updating the website.

Two executive members are looking into training on how to facilitate meetings.

ISC/SCI is exploring giving a presentation on indexing to the Book and Periodicals Council.

We'll be launching a trial initiative of side-by-side indexing—an online co-working and accountability space for indexers—this fall.

Please also note that the mailing address of the Society has been changed. The new address can be found at the beginning of the Bulletin.

ISC/SCI Announces New Executive Committee for 2023–2025

The Indexing Society of Canada / Société canadienne d'indexation (ISC/SCI) is pleased to announce that the new executive committee is as follows:

Position	Name	Email
Co-President	Jolanta Komornicka	presidents@indexers.ca
Co-President	Maggie Billard	presidents@indexers.ca
Past President	Alexandra Peace	past_president@indexers.ca
Treasurer	JoAnne Burek	treasurer@indexers.ca
Membership Secretary	Tanvi Mohile	membership@indexers.ca
Bulletin Editor	Vicki Gregory	Bulletin_Editor@indexers.ca
Communications	Céline Parent	communications@indexers.ca
Website Administrator	Christine Dudgeon	administrator@indexers.ca
BC Regional Rep	Judith Nylvek	bc_rep@indexers.ca
Prairies Regional Rep	Jess Herdman	prairies_rep@indexers.ca
Central (Ontario) Regional Rep	Ronnie Seagren & Emma Johnson	central_rep@indexers.ca
Eastern Regional Rep	Wendy Savage	eastern_rep@indexers.ca

In addition, Margaret de Boer is appointed as the International Liaison to ICRIS, Patti Phillips is appointed as recording secretary, and JoAnne Burek is the website developer.

NEW MEMBERS OF THE EXECUTIVE COMMITTEE

Maggie Billard, Co-president

Maggie is an indexer and copyeditor based in Toronto. Her favourite genres are romance (to edit) and trade books (to index), but her unruly TBR pile is leaning towards historical nonfiction. She has a daughter named Milo, a crested gecko named Pickle, and a yellow motorcycle she still hasn't named.



Céline Parent, Communications

Céline started taking copy editing and indexing courses in 2018 while working full-time in the social services sector. In 2018 she took over Leewords Editorial Services (started by her mother) and made the leap to full-time freelancing in 2023. She works primarily on scholarly texts, with the occasional memoir or textbook to add some variety to the

mix. Céline loves the flexibility of being able to schedule her work hours around her active lifestyle, rather than the other way around. Teeing off for an early-morning game of golf and then spending the afternoon weaving an index makes for a rather nice day!



Tanvi Mohile, Membership Coordinator

Tanvi Mohile is a new indexer and is currently enrolled in the Berkeley course. She is also pursuing her PhD, in which she studies authorship practices on online writing platforms. Her research interacts with several fields, including book history and publishing, authorship, and



fandom studies. She is the co-founder of Drafted Editorial Services, which offers editing and proofreading services in various disciplines, including the humanities and social sciences, economics, and management. Indexing is another skill she soon hopes to add to her freelance repertoire. She enjoys travelling, reading, and visiting cafés.

Emma W. Johnson, Central Canada Representative

Emma Warnken Johnson (she/her) is an indexer specializing in scholarly books in the humanities and social sciences. She also does developmental editing, copy editing, and proofreading for academic writing, textbooks, trade nonfiction, and materials for educational and nonprofit organizations. Emma has been editing and indexing for ten years, both in-house and freelance, and has a background in archaeology, anthropology, and history. She looks forward to getting to know you all as one of your Central regional reps.



Jess Herdman, Prairies Representative

I'm a lifelong learner and have a deep love of books, music, history, and culture (oh, and coffee). On the heels of my career as a violinist, I completed an MA in musicology/ethnomusicology at the University of British Columbia (2008). My subsequent PhD in cultural history (musicology) at UC Berkeley (2015) was thoroughly interdisciplinary, with a



dissertation that examined the affective musical economies that rallied communities to violence during the early modern wars of religion in France. I then had the opportunity to explore the mutation of these musical modes in the colonial context, through two postdocs that focused on Wendat matriarchs' musical diplomacy in seventeenth-century Wendaké. This research was accompanied by heaps of teaching across disciplines and a lot of work with community-based media. After working for an academic press for couple of years, in the last while I've segued into freelance editing, indexing, and book design, and I love it! Indexing in particular is fun and challenging, and the community of indexers is amazing.

Wendy Savage, Eastern Regional Representative

Born in Pretoria, South Africa, I studied engineering at the University of the Witwatersrand and worked for many years in that field. When I came to Canada 15 years ago, I was disheartened to find that my engineering qualifications were not recognized. That seemed a good opportunity to change professions, so I enrolled in an information and library technologies course at John Abbott College in Montreal, where I qualified as a library technician. During the course I was introduced to indexing by Christine Jacobs, and that interested me so much that I then enrolled in the Berkeley Indexing: Theory and Application course. I joined ISC/SCI in 2020, just before COVID-19 struck, and I am learning new things through the amazing people in the Society.



ISC/SCI Conference 2023: See also Newfoundland

by Diana Palardy

Approximately 40 indexers convened in St. John's for an engaging conference packed with a live-indexing demonstration, an awards ceremony, a foray into musical indexing, an examination of various software programs for project management, an exploration of a two-year saga resulting in an epic index, and other stimulating talks, interviews, and interactions. Peppared throughout the conference were opportunities for newer indexers to network and for experienced indexers to catch up with one another. Perhaps one of the most insightful sessions was a lightning round survey of how indexers deal with common conundrums and situations. When asked about whether you invert the word "the" in titles, whether you conflate a range of locators when there is a photo in that range, or whether you sometimes repeat a word from the main heading in the sub-heading, sometimes the answer is simply... it depends. In fact, "it depends" was repeated so often that someone joked that we should turn it into a drinking game. Instead, someone clinked a glass every time someone said "it depends," so we managed to stay sober for that session at least.

Those who arrived early were able to enjoy the Puffin-Palooza Ecological Reserve Tour, the Executive Committee Meeting, the Iceberg Quest Boat Tour (except for the bouts of nausea experienced by some), the ICRIS (International Committee of Representatives of Indexing Societies) meeting, the Fireside Chat for new indexers, and the dinner at St. John's Fish Exchange.

Friday opened with a welcome address followed by a talk by Phil Getz, a senior acquisitions editor at Palgrave Macmillan, about the editorial process and current trends at academic presses. He commented on the "journalization" of academic publishing, noting that journal articles now make up around 90% of the scholarly output at his press and that books are sold by the chapter. They are now trying to move to more of a subscription-based model, as academic institutions can choose to purchase all the digital content from a particular publisher. Authors of scholarly texts are given the option to either create the index themselves, hire an indexer, or supply a list of key words so that an index can be generated for them. In the Q&A session, indexers commented that editors shouldn't



Photo provided by JoAnne Burek

offer the key words option to authors. They also discussed the importance of having indexes be included along with the purchase of individual book chapters, as that might entice the customer to purchase other chapters of the book as well. The question was also raised as to how often the index is included in the Amazon preview when using the “look inside” feature, as that can help highlight the importance of indexes. Phil suggested that indexers advocate for and market themselves aggressively and observed that a lot of Humanities scholars still highly value quality indexes.

In the next talk, Paula Clarke Bain presented insights into how to index books about music. The first half of her talk focused on classical music and introduced indexers to common musical terminology. She commented on expressions that some of us had no idea existed in the UK, such as “quaver” meaning an “eighth note” or “crotchet” meaning a “quarter note.” When indexing books about music, one should also keep in mind that instruments may have different names in other places too. This was a good reminder to be cognizant of regional differences in terminology and to provide appropriate cross-references or double-postings as needed. Her talk, peppered with delightful anecdotes and musical interludes featuring her recorder Tulip, was highly entertaining and informative.

After that talk, Mercedes Brian interviewed Mary Newberry and Gillian Watts about all their years of experience as freelance indexers. We also learned about their institutional knowledge of ISC/SCI, as they have held several leadership positions in the organization throughout the years. They waxed nostalgic and shared the full trajectory of their indexing careers, from when they first started learning how to index until what it is like now, as they serve as important mentors in the society.

In the afternoon, Glenda Browne presented a talk on Content Management with Auto-Tagging, so we learned about concepts like lemmatization (which is grouping together inflected forms of a word, like geese and goose), and auto-tagging for boosting important terms. She showed us how she uses Mondeca software, which is designed for managing a thesaurus, auto-tagging, etc., for working with the online Australian Health Thesaurus. It was interesting for us to consider what would contribute to failed searches for users and what kinds of terms would facilitate more successful searches, especially when it comes to slang terms for drugs and alternate spellings.

This talk was followed by Stephen Ullstrom’s overview of his experience writing his new book, *Book Indexing: A Step-by-Step Guide*. His inspiration for the book stemmed from the situation in which many authors find themselves, as they are required to either produce their own indexes



L to R (back)Christine Dudgeon, Julia White, Ronnie Seagren, Maggie Billard, Jolanta Komornicka. L to R (bottom) Liese Achtzehner, Margaret de Boer, Alexandra Peace, JoAnne Burek. Photo provided by JoAnne Burek

or pay for someone else to do them. Those who choose to do their own indexes have few resources because the texts available are often more technical and oriented more toward professional indexers. Stephen’s book aims to help authors with limited knowledge of indexes to quickly understand the process and produce quality indexes on their own. His talk also provided insights into the process of self-publishing and an exploration of the benefits of incorporating a side project into one’s business.

After the talks, there was the Annual General Meeting, followed by the Awards Banquet. There were touching reflections on how various members of the society have gone above and beyond to make the Society function as well as it does. Enid Zafran was awarded the Ewart-Daveluy Award for her index for the book *Accidental Conflict: America, China, and the Clash of False Narratives*, by Stephen Roach. It was noted how challenging it was to navigate between several metatopics and how the



Common Murres. Photo provided by JoAnne Burek



*The Battery, St. John's, Newfoundland.
Photo provided by JoAnne Burek*



*Jolanta Komornicka giving her talk on Medieval Names.
Photo provided by JoAnne Burek*



*Alexandra Peace giving Ronnie Seagren her Tamarack award,
with Jolanta Komornicka looking on.
Photo provided by JoAnne Burek*

author was impressed by the index and has been using it frequently.

On Saturday, there was quite a range of talks, starting with Ronnie Seagren's discussion of all the challenges she confronted while working on an index for an out-of-print, medieval Tamil epic story. She initially thought it would be a fairly straight-forward indexing project, but it grew into a two-year saga, as complications stemmed from factors such as having diverse audiences (scholars of epics, Tamil people, those from the diaspora, general readers, etc.) and linguistic abilities (those familiar with Tamil and those without any knowledge of the language). It was hard not to over-index because of the author's desire for the index to be exhaustive, as well as the inclusion of hundreds of songs, several generations of characters, and multiple names for each of the characters. This talk was followed by Sergey Lobachev's presentation on how to use various types of software programs to facilitate project management. He explored the advantages and disadvantages of using particular types of programs, looking at ease of use and features. He explored several Customer Relations Management Systems, including open-source ones that are free but offer no technical support and ones like Insightly (his favorite one) and Salesforce, which may be worth the investment. His advice was to try out a program on a trial basis and only purchase it if you find yourself using it daily.

After a short break, we had an optometrist talk to us about eye care. My big takeaways were that Visine is not good, I really should get some computer glasses, and I should follow the 20/20/20 rule, meaning every 20 minutes, take a 20-second break and look at something over 20 feet away. After this, there was the session that I mentioned earlier about how indexers deal with common problems, followed by Jolanta Komornicka's talk titled "William Lost-His-Pants and More Fun with Medieval Names." It was fascinating to learn about different naming trends in medieval times, such as toponymic and occupational names. And some of the more ridiculous and vulgar nicknames drew laughs. Some warnings were: don't automatically assume a woman takes her husband's surname, don't automatically invert names, beware of false cognates, and avoid assumptions about family structures. Well, at least in contemporary times, the names John and William don't make up 40% of the male names in England like they did back then! In the final session of the day, titled "Tips of the Trade, from a Fast Start to a Slow Finish," Mary Newberry gave an overview of her favorite indexing projects, noting how she approached various challenges in particular types of texts.

The final day of the conference involved a Live Indexing



Philip Getz, Senior Editor at Plagrave Macmillan.
Photo provided by JoAnne Burek



Paula Clarke Bain. Photo provided by JoAnne Burek



From L to R: Mercedes Brian, Gilian Watts, and Mary Newberry.
Photo provided by JoAnne Burek



Stephen Ullstrom in his live-indexing workshop.
Photo provided by JoAnne Burek

Workshop by Stephen Ullstrom. He was presented with a text that he had never seen before and illustrated his thinking process as he selected terms to index. There was also an editing session at the end so that indexers could consider various approaches to deciding which terms to include or exclude, which terms might require rephrasing, and which terms should be cross-referenced. It was a challenge because of lots of questions, interruptions, and issues that were raised while he was indexing. Stephen gave careful consideration to all the discussions that were generated and all the indexers in the room learned as much from the discussion as from the demonstration itself. It was a very informative learning experience.



Lisa Fedorak Photo provided by JoAnne Burek.

Overall, the conference was filled with a warm sense of collegiality and it was a supportive, intellectual environment. From the raffling off of books between sessions to the group puzzle at the back of the room (that could be worked on during the sessions when you just needed a break), the conference was well designed and well paced. The sessions were varied and there were plenty of opportunities to have side conversations and to network with indexers throughout the conference. I was very appreciative to have been given the opportunity to attend this conference and am thankful for all the support that this society gives to new and experienced indexers alike.

Indexing Society of Canada Announces Ewart-Daveluy Award for Excellence in Indexing 2023 Recipient

The Indexing Society of Canada / Société canadienne d'indexation (ISC/SCI) is pleased to announce that the 2023 Ewart-Daveluy Indexing award was presented to Enid L. Zafran on Friday, June 9, at the ISC/SCI awards banquet. The award recognizes Zafran's index for *Accidental Conflict: America, China, and the Clash of False Narratives*, by Stephen Roach, published in 2022 by Yale University Press.

Enid Zafran, who has been indexing for over 40 years, found this book "a unique challenge." The text examines the political and trade relations between two countries, each of which has adopted a false narrative concerning the other: America falsely blames its trade and technology threats on China yet overlooks its shaky domestic saving foundation; China falsely blames its growth challenges on America's alleged containment of market-based socialism, ignoring its failure to achieve structural rebalancing. Zafran commented, "[The book] presented a lot of jigsaw pieces . . . that I had to fit together (requiring a network of cross-referencing)." She worked closely with the author, who praised his indexer for producing "an outstanding index in all respects—it really brings the book to life as a tool for readers."

The Ewart-Daveluy Award jury noted that the text is easy to read but not easy to index, with a high density of terms per page. Zafran's "overall consistency of approach

and decisions is stellar," and they congratulate her for "outstanding work that required concentration, thoroughness, and distinguishing closely related notions."

Congratulations to Yale University Press and Stephen Roach, the author, for recognizing the importance and value of a well-written index.

Enid L. Zafran started indexing in 1975, working for a legal publisher in Cleveland, Ohio. In 1990 she moved to Washington, DC, to become Director of Indexing Services at the Bureau of National Affairs, where she oversaw a department of 40 indexers. Her business, Indexing Partners LLC, formed in 1989 and is now located in Rehoboth Beach, Delaware. She has written extensively about indexing and given many presentations on the subject to indexing groups, librarians, and the general public. A founding member of the Institute of Certified Indexers, she offers an Indexing Boot Camp to newer indexers to help them learn indexing styles and techniques.

The ISC/SCI [Ewart-Daveluy Award](#), inaugurated in 2015, is presented each year to an individual who has created an index that demonstrates outstanding expertise through a combination of skills. Eligible indexers are Canadian citizens or permanent residents of Canada, or non-Canadians who are members of ISC/SCI at the time of writing the index.

La Société canadienne d'indexation annonce le nom du récipiendaire du prix Ewart-Daveluy pour l'excellence en indexation 2023

La Société canadienne d'indexation/The Indexing Society of Canada (SCI/ISC) est heureuse d'annoncer que le prix Ewart-Daveluy 2023 a été remis à Enid L. Zafran le 9 juin lors du banquet de la SCI/ISC. Ce prix a été attribué à l'index d'Enid Zafran pour *Accidental Conflict: America, China, and the Clash of False Narratives* de Stephen Roach, publié en 2022 aux presses de l'université Yale (Yale University Press).

Enid L. Zafran, qui réalise des index depuis plus de 40 ans, a considéré cet ouvrage comme offrant « un défi sans précédent ». Le texte traite des relations politiques et commerciales entre les deux pays, qui ont chacun adopté un faux récit concernant l'autre : les États-Unis accusent faussement la Chine pour ses menaces commerciales et technologiques tout en ignorant les fondations branlantes de sa propre épargne intérieure; la Chine accuse faussement les États-Unis pour les défis croissants qu'elle rencontre du fait de restrictions alléguées vis-à-vis du socialisme fondé sur le marché, ignorant sa propre incapacité à réaliser un rééquilibrage structurel. Enid Zafran a noté que « [l'ouvrage] présente un grand nombre de pièces de casse-tête [...] que j'ai eu à agencer les unes aux autres (ce qui requiert tout un réseau de références croisées) ». Elle a collaboré activement avec l'auteur, qui a fait l'éloge de son indexeure pour avoir produit « un index mémorable à tous égards – cela donne réellement vie à l'ouvrage comme outil pour les lecteurs ».

Le jury du prix Ewart-Daveluy a spécifié que le texte est facile à lire mais difficile à indexer, avec une forte densité de termes par page. Il a noté que « la constance d'ensemble

[d'Enid] dans l'approche et dans les décisions est extraordinaire » et il l'a félicitée pour « son travail remarquable, qui a requis concentration, minutie et capacité à discerner les nuances entre notions très apparentées ».

Bravo aux presses de l'université Yale et à Stephen Roach, l'auteur, pour avoir reconnu l'importance et la valeur d'un index bien rédigé !

Enid L. Zafran a commencé l'indexation en 1975, en travaillant pour un éditeur juridique à Cleveland (Ohio, États-Unis). En 1990, elle déménage à Washington (DC) afin de devenir directrice des services d'indexation du «Bureau of National Affairs», où elle supervise un département de 40 indexeurs. Son entreprise, Indexing Partners LLC, a été créée en 1989 et est maintenant située à Rehoboth Beach (Delaware). Elle a énormément écrit sur l'indexation et a donné de nombreuses présentations sur le sujet auprès de groupes d'indexeurs, de bibliothécaires et du grand public. Membre fondatrice de l'Institute of Certified Indexers, elle offre un stage de formation en indexation (Indexing Boot Camp) aux indexeurs débutants afin de les aider dans l'apprentissage des styles et des techniques d'indexation.

Le [prix Ewart-Daveluy](#), décerné pour la première fois en 2015, est attribué chaque année à une personne qui a créé un index reflétant une expertise exceptionnelle, basée sur un agencement de compétences. Les candidat(e)s doivent être indexeur(e)s de citoyenneté canadienne ou résident(e)s permanent(e)s du Canada, ou sinon être membres de la SCI/ISC au moment de la rédaction de leur index.

Make the Author Your Collaborator

Enid Zafran

Even in a career as long as mine (let's just say over 40 years), it is not often that you finish an index and say I wish I could show this one to other indexers who would understand the challenges met and amount of work it took to produce a job of this caliber. I want to thank the committee of judges—having served in a similar capacity, I appreciate the time and thought they put into their role to evaluate the submissions.

Here are comments the judges sent upon their review of my index to *Accidental Conflict: America, China, and the Clash of False Narratives* by Stephen Roach (Yale University Press, 2022).

The index clearly fits the award criteria of “anticipating user needs and enhancing user experience of the text,” and indexing content “consistently and coherently.” As one judge noted, “Outstanding work! Required concentration, thoroughness and distinguishing closely related notions. Overall consistency of approach and decisions is stellar.” Another comment was “Some main headings and subheadings are quite long, but I think it works for clearly explaining what the topic is, and it does lend the index a certain charm.” The jury spent a lot of time talking about your approach to the metatopic and was impressed that you “created an index without entries for the two or three metatopics—China, United States, false narratives (except as a conceptual framework)—but still clearly and fully covered all those topics.” The result is an index that is an exemplar of many things an indexer needs to do, and you have done them all well.

What I want to share in this article is how I approached this project. Many of you may do this as well. The secret sauce in my opinion is to make the author your collaborator. Indexing is a lonely job, and you are reading a work that almost no one else has read in full, let alone with the task of analysis that you face. Plus having the author on your team helps you to avoid an unpleasant or surprise outcome at the end when the author gives feedback. I literally tell the author at the outset that the best index will result from our working together, and my goal is to provide the best index, which is what the book deserves.

In this instance where the author, not the press, is paying, Yale University Press (YUP) gives their author several names from an approved in-house list of indexers, and it



Enid Zafran. Photo provided by Enid Zafran

is up to the author to select and negotiate their own deal with the indexer. When Stephen Roach contacted me, he made it clear that he did not like the previous indexing of his earlier works and had strong feelings about indexes. I asked him to tell me specifically what he disliked about the indexes, and unlike some authors who cannot articulate such details, he had two criticisms. His books concern China's and America's relations in terms of political, economic, and trade policies, and the indexer had made one heading for China and another heading for United States. These, of course, were huge arrays and repeated what was in the index at other headings. Also the indexer had picked up what I call one-offs—a picky topic or name that came up once in the entire work and did not merit inclusion. The author truly disliked them and found them filler distracting from his point. I agreed with him on both.

After I had indexed a third of the book, about 120 pages, I sent a draft index to the author. I know some indexers advise against this approach because authors can have a hard time understanding the concept of “draft,” but I stress that what they are seeing is all subject to change and only intended to get an initial reaction. I direct them

to look closely at a particular main heading or two, or at the language I used in the sublevels. For this book I was struggling with areas of economics and technology unfamiliar to me. I had written a lengthy sublevel that I had to use several times: “state-subsidized support of acquiring advanced-technology industries.” I asked the author to help me shorten it up to a meaningful sound-bite for the audience, and he suggested “state-subsidized technology acquisition.” I also asked him to make a choice for a postable heading vs. cross-references in dealing with a blacklist issued by the US Department of Commerce’s Bureau of Industry and Security. The blacklist is called the Entity List as well. Where would a user most likely go to look for this first? The author chose Entity List as the postable heading followed by a parenthetical of the agency name and then wanted cross-references from the subagency, the Department, and the subject “blacklisting.” This type of discussion with authors not only involves them in the process but shows how the indexer analyzes the material and makes decisions with users in mind. Also importantly it gets the authors to approve what you are doing so by the end they are predisposed to accept the final index at the time of review.

When the YUP editor, Jeffrey Schier, delivered the PDF proofs, he told me that Stephen Roach would present a “rather challenging author.” That is not as scary as it sounds. Likewise the fact that the author disliked previous indexes was not off-putting to me once we discussed it. I want authors to have positive indexing experiences so they will happily hire and pay for professional indexing in the future and advise colleagues to do the same.

When I contacted the author to tell him about the

Award I was to receive, he offered his hearty congratulations and wrote

I use the index all the time in my follow-up research and commentary. The test of a good index is that it becomes an integral part of the research and reference projects that this book is meant to drive. Your index brings the book to life as a tool for readers with its brilliant organization and structure, completing the ultimate literary jig-saw puzzle.

Through the collaborative process the author gained confidence in me and appreciated the role I played in enhancing his book.

I also was very gratified to hear from Jeffrey Schier, the YUP editor, who said

The indexing process as described to me by both the author and the indexer was a textbook collaboration between them. They both appreciated the input and discussions, with the author writing at the end that Enid is very engaged in producing an outstanding effort and then including her in the book’s acknowledgments, saying “Special thanks to Enid Zafran for leaving no stone unturned in her masterful work on the index.” Rarely do our authors make it a point to recognize the indexer’s contribution, even though academic publishing requires the rigorous crafting of this essential tool to the book’s usability.

Now I have the icing on the cake of this satisfying experience—winning the Ewart-Daveluy Award. I appreciate the opportunity it has given me to share these thoughts with you all and encourage you to take a proactive role with authors. The personal satisfaction and growth in confidence you will derive from such a collaboration make the effort well worthwhile.

Awards

Tamarack Award for Volunteer of the Year

The Indexing Society of Canada / Société canadienne d'indexation (ISC/SCI) is pleased to announce the 2023 recipient of the Tamarack Award. Ronnie Seagren (Toronto) is being recognized for her contribution and commitment to the society.

Ronnie was chosen for her unflagging dedication to the society, willingness to always lend a helping hand, and dedication to diversity and inclusion in indexing.

Ronnie's colleagues had the following to say about her:

Ronnie brings hard work and joy to so many committees inside (and outside!) ISC/SCI. It's been a pleasure to work with her.

I'm so pleased [Ronnie was] chosen to be the recipient of this year's Tamarack Award. It is truly a well-deserved award.

[Ronnie's] warmth of spirit and optimism are infectious and make the society a better place for all.

"We are thrilled to present this award to Ronnie, and we are honoured to have her as a member of our society," said Alexandra Peace and Jolanta Komornicka, Co-Presidents. "Thank you, Ronnie, for all you have given to the society and its membership."

The Tamarack Award was instituted to recognize members who go "above and beyond the call of duty" in their volunteer work for the Society. Past recipients can be found on the website here: <https://indexers.ca/tamarack-award-2/>.

Alexandra Peace and Jolanta Komornicka



Photos provided by Ronnie Seagren

La Société canadienne d'indexation dévoile la récipiendaire du prix Tamarack 2023

La Société canadienne d'indexation / Indexing Society of Canada (SCI/ISC) est heureuse de dévoiler la récipiendaire du prix Tamarack 2023. Il s'agit de Ronnie Seagren (Toronto), en reconnaissance de sa contribution et de son dévouement à l'association.

« Ronnie a été choisie pour son indéfectible dévouement à la Société, son désir de toujours tendre une main secourable et son implication à la diversité et l'inclusion en indexation. »

Voici ce que ses collègues ont à dire sur Ronnie :

« Ronnie apporte beaucoup de travail et de joie à tant de comités dans (et en dehors de!) la SCI/ISC. Cela a été un plaisir de travailler avec elle. »

« Je suis si contente de savoir [Ronnie] choisie comme récipiendaire du prix Tamarack de cette année. C'est vraiment un prix bien mérité. »

« La chaleur de l'esprit de [Ronnie] et son optimisme sont contagieux et font de l'association une meilleure place pour tous. »

« Je suis ravie d'offrir ce prix à Ronnie, nous sommes très honorés de la compter parmi nos membres », ont déclaré Alexandra Peace et Jolanta Komornicka, présidentes de la SCI/ISC, en ajoutant : « Merci, Ronnie, pour tout ce que tu as offert à notre association et à ses membres ».

Le prix Tamarack a été créé en l'honneur des membres qui « vont bien au-delà des attentes exigées par leurs fonctions » dans leur travail de bénévolat pour la Société. Les noms des récipiendaires du prix Tamarack sont en ligne sur le site de la SCI à : <https://indexers.ca/fr/isc-awards-2/>

Alexandra Peace et Jolanta Komornicka



Announcements

The Indexing Society of Canada (ISC/SCI) is pleased to announce its Diversity in Canadian Publishing Bursary

This bursary is part of the ISC/SCI's special program to contribute to filling a proven lack of diverse voices and the demand for them in the Canadian publishing industry to help achieve equality of opportunity for aspiring indexers belonging to underrepresented and/or marginalized groups.

Indexing is a specialized field, involving close reading, analysis, and organization. Beyond writing back-of-book indexes, indexers use their skills in areas as diverse as embedded (digital) indexing, metadata and database maintenance, cataloguing, glossary writing, thesaurus construction, and project management, to name only a few! Indexing provides endless opportunities for learning, professional exploration, and growth, aided by offerings of the Indexing Society of Canada and other societies worldwide, welcoming individuals from a wide range of educational and professional backgrounds.

In 2022 the Society awarded this bursary to Tanvi Mohile and we are very excited to assist on her journey in the indexing world.

The application deadline for the 2023 bursary is October 6, 2023. It will be granted to one person and will cover fees

for an approved indexing program, two years of ISC/SCI membership with listing, and entry into the Mentorship program. Please refer to the bursary application for more information, including eligibility requirements.

On September 19th at 7pm Eastern, we will be holding an open info session for anyone interested in applying to the bursary. You can ask questions about the bursary, ISC/SCI and indexing in general. Please check the bursary application website for the ZOOM url closer to the date.

The ISC/SCI and TIDE (The Inclusion, Diversity and Equity) committee look forward to fostering connections within and outside of the publishing industry while working toward diversification, cultural education, and inclusion. Please share this information with your contacts and join us on this exciting and necessary path—one forged by many thoughtful and hardworking people and organizations before us—toward embracing diversity and expanding our knowledge and understanding together.

LEARN MORE: <https://indexers.ca/volunteer/tide/>

APPLY HERE: <https://indexers.ca/tide-application/>

CONTACT US: tide@indexers.ca

La Société canadienne d'indexation (SCI/ISC) est heureuse d'annoncer l'ouverture de la période de candidature de la bourse pour la diversité dans l'édition au Canada 2023

Cette bourse fait partie d'un programme spécial de la SCI/ISC dont l'objectif est de combler un manque prouvé et de répondre à un besoin de diversité dans le monde de l'édition au Canada en aidant à promouvoir l'égalité dans les opportunités offertes aux futurs indexeurs qui appartiennent à des groupes sous-représentés et/ou marginalisés.

L'indexation est un domaine spécialisé, qui requiert des compétences de lecture détaillée, d'analyse et d'organisation. Le travail d'un indexeur ne consiste pas simplement à créer des index de fin de livres; il comprend également l'indexation intégrée (numérique), l'entretien de métadonnées et de bases de données, le catalogage, la rédaction de glossaires, le développement de thésaurus et la gestion de projets, mais ceci ne représente cependant qu'une partie des tâches d'un indexeur! Le monde de l'indexation offre des occasions illimitées d'apprentissage, de découverte et de développement professionnels appuyés par les offres de la Société canadienne d'indexation et d'autres sociétés du monde entier, qui accueillent des personnes venant d'horizons très divers sur le plan professionnel et de l'éducation.

En 2022, nous avons eu le plaisir d'offrir la bourse à Tanvi Mohile. Nous sommes honorés de pouvoir l'accompagner dans son cheminement.

La date limite pour le dépôt des candidatures à la bourse de 2023 est le 6 octobre. Cette bourse sera décernée à une seule personne et permettra de couvrir le coût d'un programme de formation en indexation approuvé,

d'une adhésion de deux ans à la SCI/ISC avec inscription dans l'annuaire et la participation au programme de mentorat. Merci de vous reporter aux documents de candidature à la bourse pour plus de renseignements, ce qui inclut les critères d'admissibilité.

Nous offrons une session d'information en ligne gratuite le 19 septembre 2023 à 19h (heure de l'Est) à l'intention de toute personne intéressée à poser sa candidature pour la bourse pour la diversité dans l'édition au Canada. Vous pourrez poser des questions sur la bourse, la Société canadienne d'indexation (SCI/ISC) et l'indexation en général. Veuillez consulter la page du site dédiée à cette bourse quelque temps avant la date afin d'obtenir le lien Zoom.

La SCI/ISC et le CIDE (Comité Inclusivité, Diversité et Équité) sont impatients de créer des liens au sein de/en dehors du monde de l'édition, tout en travaillant à promouvoir la diversification, l'éducation en matière de cultures et l'inclusion. Merci de partager cette information avec vos contacts et de vous joindre à nous dans cette démarche passionnante et nécessaire – qui a été lancée bien avant nous par des personnes et des organisations bienveillantes et ayant énormément travaillé – promouvoir la diversité et améliorer les connaissances et une compréhension réciproque.

Pour en apprendre davantage, allez à: <https://indexers.ca/volunteer/tide/>

Formulaire de dépôt de candidature: <https://indexers.ca/fr/tide-application/>

Renseignements: tide@indexers.ca

Editor's Corner: Wheelchair Users

Jolanta N. Komornicka

The discussions in this column are aimed at helping indexers make decisions when a text does not provide guidance. Nothing here should be taken as prescriptive, nor is it meant to replace the author's words with the indexer's.

While this is unlikely to be the only post on terminology concerning people with disabilities, I wanted to start here, as it's a common one and a tricky phrase when placed in an index. Disability advocates have made it clear in recent years that the terms wheelchair-bound and confined to a wheelchair are demeaning, evoking pity and the assumption of limitation. These phrases are also misleading in that not all people who use wheelchairs use them 100 percent of the time (contrary to the images created by "binding" and "confining").

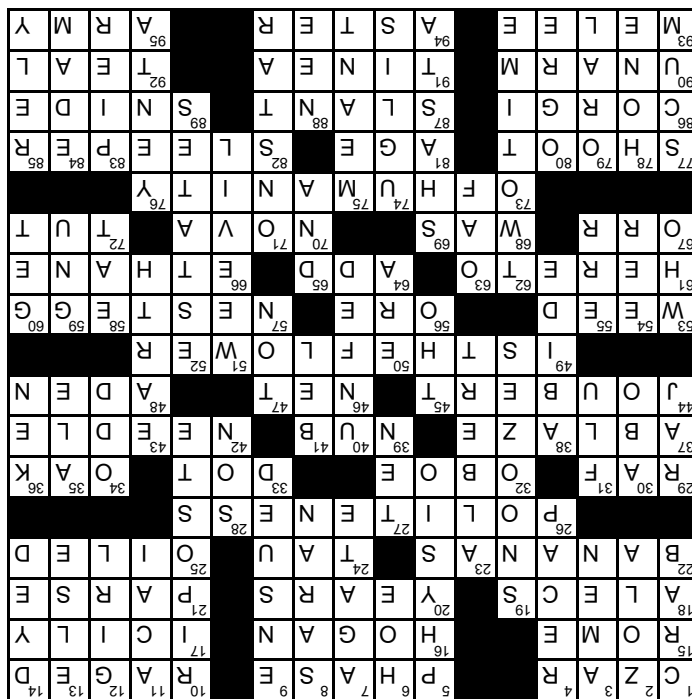
Wheelchairs are mobility devices, giving the users

freedom to move about in society and the world, not imprisoning them. Therefore, in speech and in prose, advocates recommend "uses a wheelchair," as in "Sam uses a wheelchair." However, within indexes, "uses a wheelchair" won't often be a strong candidate, either as heading or subheading. Therefore we might consider the slightly less elegant "wheelchair users" as a gathering term when necessary.

For more on this, see Rachele Kanigel's *The Diversity Style Guide*, the (US) National Center on Disability and Journalism's style guide, various articles at themighty.com, and Collin Barnes's report "Disabling Imagery and the Media."

If you have ideas for future Editor's Corner articles, please contact jnk@closereadingie.com.

Crossword Solution



Pensée to Ponder: Solution

by Heather Ebbs

Joseph Joubere (1754–1824) was a French essayist, teacher and moralist. Under Napoleon, he was appointed inspector-general of universities. Although none of his writings were published during his lifetime, Joubert was a prolific correspondent and also filled many notebooks with his thoughts on literature, morality and the nature of human existence. His widow gave all these writings to Joubert's friend Chateaubriand, who published a selection of the notes in 1838: *Recueil des pensées de M. Joubert*. Further editions with more of his notes were published later, as were collections of his letters.

This quotation caught my eye because I'm fond of both flowers and politeness, and I've enjoyed thinking about the idea. But I leave it to you, gentle puzzler, to ponder the meaning of this particular aphorism for yourself.

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.

Carlisle Froese, Mentorship Program Coordinator (current)

The Mary Newberry mentorship program is available to all members of the ISC/SCI community in the hopes that we can facilitate the growth and knowledge of our members. Having spent almost a year working with the mentors and mentees within the program, I can say that it has gone beyond this and fostered great working relationships, expanded opportunities, and given members the satisfaction of knowing that they are contributing to the next generation of quality Canadian indexes.

Part of the work of this mentorship program is finding and supporting our mentors, the dedicated indexers who give their time and knowledge to make sure that we can continue to offer this program. Mentorship is a shifting commitment, depending on the plan that the mentor and mentee create together and the goals of the partnership. We recommend a two-month mentorship but have seen partnerships last longer or shorter amounts of time. Mentees understand that this is an undertaking that mentors take on along with their own work out of passion and dedication to the craft and are flexible because of this. Meetings can be done over the phone, over the computer, or in person, depending on location and comfort.

I have had the pleasure of hearing from mentors at the end of mentorships relaying the joy that comes with

seeing someone learn and meet goals that they have set for themselves. Most are willing to be put right back on the list to contact when the program receives a new applicant.

The Mary Newberry Mentorship program is currently looking to add to our list of mentors from ISC/SCI. We are looking for indexers of any specialties or skills. We are open to specific requirements for mentees, for example only those that use a specific program, or are looking to learn more about a specific topic, or have an index that they are already working on. If you are interested in learning more about being a mentor, please send me an email at mentorship@indexers.ca so that we can discuss it!

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

* The majority of this article has previously appeared in *The Bulletin* (Volume 43, Number 1, Spring 2021)

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 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 (now Toronto Metropolitan 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 specialities, 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 her 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 anxiety-producing 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 of 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 (former)

I can speak from multiple angles, having helped establish the program, been a mentor, and formerly as interim coordinator. The only role I haven't been yet is 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 was also a great opportunity. I enjoyed meeting and getting to know more members in the Society, both newer members and established, who I otherwise may not have had 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.

Carlisle again – As you can see, the Mary Newberry mentorship program has had a wide range of passionate participants dedicated to learning or sharing the craft. As we look for mentors, I would like to highlight the steps that our mentees take to come to the table with clear goals, strategies, and consideration of the task ahead. This extra step ensures that everyone knows what is expected right from the start.

I would encourage anyone who feels the slightest bit of interest in potentially mentoring to reach out to me at mentorship@indexers.ca. I am happy to answer any questions or provide further details about what the role involves.

Focus On: Mamta Jha

by Siusan Moffat

How long have you been indexing?

I started my career in 2001 as a database indexer for Elsevier journals. In 2005 I got the job of in-house indexer with a book packager.

How long have you been a member of ISC/SCI?

I joined ISC/SCI in 2022.

Where did you get your indexing training?

I initially got trained on the job but later took the ASI course and received a certificate of completion.

Which indexing software do you use?

Cindex and IndexManager.

What was it that attracted you to indexing? Why did you think it would be a good fit?

I was always an avid reader and curious. When I was selected for my first job as a database indexer, it seemed to be a good fit.

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

I live in New Delhi, India. Once my younger daughter is out of school, I will have more time and energy, and I want to invest that in teaching underprivileged kids in rural parts of India.

ISC/SCI loves having international members! Why did you join ISC/SCI in particular?

My reason for joining ISC/SCI was to reach out to more indexers and indexing events to learn from others. I like attending video chats and webinars, though some of them are difficult to attend because of the time difference. I believe in being a lifetime student and in perennial learning to upgrade my skills and stay relevant.

What other sorts of things do you like to do?

I like organizing my house, playing word games with my kids, and travelling. I occasionally try new recipes when my daughter insists.



Photo provided by Mamta Jha

What index was the most fun to work on?

There have been many, but the one I did last month was on feeling awkward. It was an interesting read and pretty relatable.

That sounds like a really interesting book. Can you tell us a bit more about it? I think a lot of indexers feel awkward, and that's one reason why we've chosen such an isolated career.

The book is titled *Good Awkward*, by Henna Pryor. It is a must-read for anyone out there who lets their awkwardness hold them back from being bigger, bolder, better versions of themselves. In a humorous manner the author teaches that a little awkwardness can go a long way in getting us out of our comfort zones and on the path to

success. I can relate to a lot of the situations she mentions in her book.

Share a nightmare indexing experience, one where everything that could go wrong did.

It was last year, when I was working on a book about Mark Twain. The text was full of names but very inconsistent. I struggled a lot while indexing and had a few email exchanges with the project manager. She later apologized for the bad editing, but I lost a complete day feeling horrible.

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

Though I am generalist, I like indexing subjects such as psychology and geopolitics. I would like to reach out to publishers who are more into these two fields.

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

I like being a part of ISC/SCI. I find the monthly video chats very useful, as they give me a chance to interact with other indexers and find out the kind of work they are doing. I believe this is a very good way to learn from each other, as our work is very solitary otherwise. The mentorship program is also a useful tool for both new and older indexers, as it helps them learn from more experienced indexers and improve upon their skill set. I plan to enrol myself in the near future.

Do you have any advice specifically for new indexers?

I would suggest that new indexers join various discussion forums, as they are repositories of information. Also the groups are full of enthusiastic and helpful people who are always ready to come up with good solutions for any kind of indexing issue.

The Indexer

The International Journal of Indexing

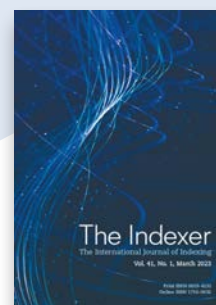
Articles in Volume 41, Issue 1 (March 2023) include:

Making the unseen visible: the reading act
Karin McGuirk

Chop off their head(ing)s! An over-indexing peer review with a French Revolution theme
Ruth Martin and Joanna Penning

Finding your first book-indexing job
Max McMaster

Accolades for indexers: Indexing Awards 2022
Mary Coe and Ann Kingdom



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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Volunteers Needed

Jolanta Komornicka

Thank you as always to all the volunteers who devote time and energy to the Society, and a special thank-you to the Conference Committee, who gave us such a wonderful time in St. John's in June! We all benefit greatly from volunteering, and if you are unable to step up at this time, no worries!

Mentors

The Mary Newberry Mentorship Program is actively looking for members willing to serve as mentors. If you have an indexing specialty (e.g., law, cookbooks, memoirs, a particular software) and the time to share it, let us know!

Social Media Committee

We have someone (thanks, Ren!) at the moment who is posting what is given to them by the communications director, but we really need a few people to be on a committee to determine what to say and when.

Outreach

We could be getting more information from others and to others through various events such as Word on the Street and FOLD (Festival of Literary Diversity). However, we need someone to organize going to these events—that is, to keep track of when they are, who is going, and what they need—and we need someone to attend the events. In particular, we'll have a table at Word Vancouver in September. Anyone in the area want to lend a hand staffing the booth?

Webinars

As we move forward with offering more webinars, we

need someone technically minded to help with the logistics of getting the programs scheduled and set up through our Zoom account. We would also love to have more ideas people helping with generating topics and finding speakers. Anyone?

Conference 2024

I know we've just finished a conference, but we're already looking ahead to our next one in 2024. This one will be virtual, but we still need people to help with programming, social media and communications, and all the little details that will crop up as we work to make this conference just as successful as the last. Conference is a great way to get to know more about the Society, and for making the kind of conference you'd like to attend take shape.

Ad Hoc Committees

Often when the executive committee is meeting, we come up with an idea for something that we think will benefit the Society, and we form an ad hoc committee to do the research and come back with a recommendation. It's great if we can find Society members who are not on the executive committee to belong to these committees. If you would like to help somehow and you are not excited by any of the above ideas, please let me know that you might be available for an ad hoc committee. You are under no obligation to be on any of them; I would simply email to ask once in a while and you could see whether you think a particular committee might work for you.

Please contact presidents@indexers.ca to find out more about these volunteer positions.

Membership

ISC/SCI MEMBERSHIP REPORT, JULY 21, 2023

Tanvi Mohile, Membership Secretary

As of July 21, 2023, we have 123 memberships. Since the previous report in March, a total of 7 new members have joined or rejoined.

Within Canada	93
British Columbia	21
Alberta	10
Saskatchewan	2
Manitoba	1
Ontario	42
Quebec	10
New Brunswick	3
Nova Scotia	3
Prince Edward Island	1
Newfoundland and Labrador	0
Outside Canada	30
Egypt	1
India	1
Netherlands	1
United Kingdom	2
United States	25

Membership types

Individual	116
Basic	33
Listed	76
Student	3
Emeritus	4
Institutional	7
British Columbia	1
Alberta	1
Saskatchewan	1
Ontario	3
Outside Canada	1

New Members

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

Angela Googh, Listed; Waterloo, ON
Erika Millen, Listed; Indianapolis, IN, USA
Frances Lennie, Basic; Rochester, NY, USA
Iva Cheung, Basic; New Westminister, BC
Shelley Quattrocchi, Basic; Westfield, IN, USA
Joy Doonan, Student; Ottawa, ON
Mercedes Brian, Listed; Wolfville, NS

Changed Your Address?

If you have moved recently, please send your new mailing address to Tanvi (membership@indexers.ca) so that she can update your subscription to *The Indexer*.

Member-initiated Groups

Have you been thinking about forming a study group for your indexing software? Want to have a dedicated discussion group about cookbook indexing? Hoping to find other indexers at a similar stage in their careers to brainstorm marketing strategies? Then you might want to start a Member-Initiated Group (MIG). MIGs are managed

and led by an ISC/SCI member – you don't need to be on the executive or any other committee. Their purpose is to facilitate indexers learning and networking with other members around a specific topic. Have a look at <https://indexers.ca/member-initiated-groups/> for more information on forming or joining a MIG.

Find ISC/SCI Members in Your Region: An Update to the Membership Directory

A new field has been added to our membership records: "ISC/SCI Region."

Now when you are in the Members Directory (indexers.ca/members-area/member-directory/) you can see where your fellow members are.

You can also look up all the members who are in your

region. In the search bar, use the drop-down menu to select "ISC/SCI Region" and type the region into the search field. You don't have to be exact; for example, "Prairies" will find all members in the Prairies and Northern Canada region.

Institute of Certified Indexers—Purple Pen competition

The Institute of Certified Indexers (ICI) has announced the opening of this year's Purple Pen competition for newer indexers. The contest information and 2023 entry form are on the [ICI website](#).

This is the tenth and final year of the contest. Entrants need to have completed indexing training between January 1, 2018 and June 1, 2023.

Contest submissions are being accepted from July 15 to September 15, 2023 (midnight Eastern Time Zone). The

judging will be done anonymously. All entrants will receive detailed feedback from the judges. The entry with the highest score will be deemed the winner, and the winning indexer will receive \$100 in prize money and a one-hour Zoom session with the judges to discuss the index, indexing techniques, the business of indexing, etc.

The entry fee remains at \$50 USD again this year.

Entries and questions should be sent to [Connie Binder](#). More detailed instructions can be found on the [ICI website](#).

Crossword Solution on p. 22

Pensée to Ponder

by Heather Ebbs

Across

1. Old Russian autocrat
5. Period
10. Stormed
15. Italian capital
16. Hulk
17. Coldly
18. Baldwin and Guinness
20. Long time
21. Mince words?
22. Nutty fruit?
24. Ancient cross
25. Lubricated
26. START OF QUOTE
29. Brit. fliers
32. Bassoon's little cousin
33. Period
34. Mighty tree
37. On fire
39. Essence
42. Bug
44. Author of quote
46. Bottom line
48. Mideast port
49. MIDDLE OF QUOTE
53. Garden intruder
56. Can you dig it?
57. Savings
61. Regarding this point
64. Combine
66. Odourless gas
67. Bobby of hockey
68. Is in the past?
70. ___ Scotia
72. "Tsk!"
73. END OF QUOTE
77. Immature plant
81. Add years to one's life
82. Surprise success
86. Queen's companion
87. Point of view
89. Supercilious
90. Render defenseless
91. Skin problem
92. Blue-green
93. Donnybrook
94. Daisy-like bloom
95. ___ brat

Down

1. Grouch
2. French novelist Émile

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		

3. Grace period?
4. Sum up
5. Type of therapy
6. Gardener's tool
7. Small type
8. It's a wrap
9. Followed
10. Witty response
11. Superfood fruit
12. Miss
13. Otherwise
14. Coloured
19. Naps
23. Victoria's consort
27. Olympian's goal
28. Brooklyn, to Victoria
29. British rule in colonial India
30. Blood letters
31. Bug
34. Eccentric
35. Pub pint
36. Boy toy?
38. Put up with
40. Hungry
41. ___ canto
43. Garden necessity
45. Howe'er
47. Great deal
50. Victorian, for one
51. Bug
52. Properties
53. Journalist's question
54. Always, poetically
55. "To ___ is human ..."
58. "Dig in!"
59. African antelope
60. Dig
62. Double date?
63. Big galoot
65. Some forensic evidence
69. ___ daisy
71. Car safety feature
74. Unattractive fruit?
75. Intended
76. Gossipmonger
77. Pond gunk
78. Give an edge to
79. Kind of exam
80. Shrek, for one
83. Dock
84. Dutch cheese
85. Count (on)
88. Born, in Bordeaux