

**National Association of the Deaf
NAD Board of Directors Meeting
Wisconsin
April 5-7, 2018**

April 5, 2018 at Kastler Hall of the Wisconsin School for the Deaf in Delavan, WI.

Board Members Present: President Melissa Draganac-Hawk (2016-2018), Vice President Joshua Beckman (2016-2018), Secretary Jenny Buechner (2016-2018), Treasurer Philippe Montalette (2016-2018), Region I Representatives: Michelle Cline (2014-2018) and Steve Lovi (2016-2020), Region II Representatives: Richard McCowin (2014-2018) and Linsay Darnall, Jr. (2016-2020), Region III Representatives: Jerry Nelson (2014-2018) and Holly Ketchum (2016-2020), Region IV Representative Martin Price (2016-2020), Appointed Board Member Alicia Lane-Outlaw (2016-2018), Appointed Board Member Meena Mann (2016-2018), and Ex Officio Member: Howard Rosenblum, Chief Executive Officer.

Board Members Absent: Region IV Lisa Furr (2014-2018)

Staff Present: Lizzie Sorkin (Communications Director).

Visitors:

WSD Students and Staff.

The Board had a welcoming event with the students and staff, followed by a tour of the Wisconsin School for the Deaf, and lunch with the students.

President Melissa Draganac-Hawk called the Board meeting to order at 1:05 pm.

The Board reviewed and approved the agenda for the meeting.

MOTION: Jerry Nelson moved to ratify the minutes for the January 2018 Board meeting. Seconded. CARRIED.

Philippe Montalette led a discussion about Award Nominations for the 2018 Biennial NAD Conference.

President Melissa Draganac-Hawk called for a recess at 2:15 pm.

The meeting resumed at 2:25 pm.

The board discussed region report vlogs.

Philippe Montalette continued the discussion about Award Nominations for the 2018 Biennial NAD Conference.

President Melissa Draganac-Hawk called for a recess at 3:35 pm.

The meeting resumed at 3:45 pm.

Philippe Montalette continued the discussion about Award Nominations for the 2018 Biennial NAD Conference.

Richard McCowin moved to send out a letter, and certificate of appreciation to all legislators that supported bills promoting deaf rights since the 2016 NAD Biennial Conference. Seconded by Joshua Beckman. CARRIED.

President Melissa Draganac-Hawk called for a recess at 5:13 pm.

April 6, 2018 at the Milwaukee Sign Language School in Milwaukee, WI.

Board Members Present: President Melissa Draganac-Hawk (2016-2018), Vice President Joshua Beckman (2016-2018), Secretary Jenny Buechner (2016-2018), Treasurer Philippe Montalette (2016-2018), Region I Representatives: Michelle Cline (2014-2018) and Steve Lovi (2016-2020), Region II Representatives: Richard McCowin (2014-2018) and Linsay Darnall, Jr. (2016-2020), Region III Representatives: Jerry Nelson (2014-2018) and Holly Ketchum (2016-2020), Region IV Representative Martin Price (2016-2020), Appointed Board Member Alicia Lane-Outlaw (2016-2018), Appointed Board Member Meena Mann (2016-2018), and Ex Officio Member: Howard Rosenblum, Chief Executive Officer.

Board Members Absent: Region IV Lisa Furr (2014-2018)

Staff Present: Lizzie Sorkin (Communications Director).

Support:

Leia Sparks (interpreter)
Sandi Peplinski (interpreter)

Visitors:

Suzanne Gahan
Brittany Peters
Chris Hauser
Toni Dinkin
Casey Thomm
Jon Thomm
Lauren McKinney
Rachel Hughes Gates
Megan Kenyon
Jessie Primakow

Eric Murphy
Lindalu Fox-Wheeler
Karen Smith
Christopher Taylor
Christine Kilps
Mary Grace
Tammy Lipman
Deborah Tillman
Patti Ashton

The Board visited Rufus King High School and met with the Deaf and Hard of Hearing students and teachers, and then visited the Milwaukee Sign Language School, where the Board held its meeting.

President Melissa Draganac-Hawk called the meeting to order at 10:34 am.

Milwaukee Sign Language School Principal Suzanne Gahan and School Staff Sign Language Interpreter Brittany Peters shared a few words.

Alicia Lane-Outlaw provided training to the board on the CARP model for customer service.

The board discussed about the community response ad hoc task force and its recommendations on how to respond to various types of communications about the NAD, its board members, ranging from formal to informal types of communications.

President Melissa Draganac-Hawk called for a recess at 11:40 am.

The meeting resumed at 11:58 am.

Jerry Nelson led a discussion about the State Association and Affiliate Committee's role and function, and the Luncheon/Dinner with SA and Affiliate presidents.

President Melissa Draganac-Hawk called for a recess at 12:15 pm.

Suzanne Gahan, principal of Milwaukee Sign Language School, talked about the programs and services at the school. The board had a tour of the Milwaukee Sign Language School led by its deaf and hard of hearing students.

The meeting resumed at 2:15 pm.

The discussion about the State Association and Affiliate Committee's role resumed, led by Jerry Nelson. It was decided that the name of the SAAC Luncheon/Dinner would be changed to Affiliates and State Association Presidents Dinner for this upcoming conference.

President Melissa Draganac-Hawk led a discussion about updates on the 2016-2018 Priorities, including how to provide reports on these priorities, and who would do each of the reports. It was decided that the committee chairs would do their respective report in a video for the Priority for which they are responsible.

The board also discussed the possibility of hosting webinars for delegates to better prepare for the Council of Representatives proceedings at the 2018 Biennial NAD Conference.

Holly Ketchum gave a brief update on the National Employment Resource Center Priority. They are currently working on videos for the website. Holly will do the report on this priority for the 2018 Biennial Conference.

Alicia Lane-Outlaw provided a brief update on the NAD Information Clearinghouse and Communications Strategy. The committee has the framework ready, but still need to get everything on the website. Alicia will do the report on this priority for the 2018 Biennial Conference.

Howard Rosenblum shared the proposed draft bill for the Child Protective Services and Best Practices with Respect to Language/Culture priority as provided by the CPS committee. The board needs to review and approve the proposed bill. Allison Schlesinger will do the report on this priority for the 2018 Biennial Conference.

Howard Rosenblum shared the progress on the Campaign to End Language and Cultural Deprivation Priority. Tawny Holmes and Kim Bianco Majeri both have invested a lot of time in supporting a national LEAD-K initiative through a coalition with LEAD-K. The NAD has worked with several State Associations who pursued, or are pursuing a LEAD-K bill in their state. It was agreed that Kim Bianco Majeri and Tawny Holmes will do the report on this priority for the 2018 Biennial Conference.

Howard Rosenblum provided a brief update regarding the Creation of Mental Health Training Program and a Communication Hub on Health Related Information priority. It is not feasible to complete the pursuit for programs to be done within this timeframe, and the work will have to continue beyond the 2018 Biennial Conference to complete this priority. Alicia Lane-Outlaw shared that the American Medical Professionals with Hearing Loss will be tasked with reviewing content on the Health Related Information, to ensure accuracy of the information prior to being posted on the NAD website. John Gourmaris and Alicia Lane-Outlaw will both do parts of a report on this priority for the 2018 Biennial Conference.

President Melissa Draganac-Hawk called the meeting to a recess at 3:38 pm for a conversation with the teachers and staff of Milwaukee Sign Language School.

The meeting resumed at 4:21 pm.

Meena Mann provided an update on her progress of assessing the organization as whole, Vision 2020, Priorities, and other aspects. A recommendation will be made available for the board meeting at the 2018 Biennial Conference on next steps regarding revisiting and updating Vision 2020, and establishing a committee to develop a strategic plan after the conference.

Philippe Montalette continued the discussion on the NAD Awards Nominations.

President Melissa Draganac-Hawk called for a recess at 5:03 pm.

April 7, 2018 at IndependenceFirst in Milwaukee, WI.

Board Members Present: President Melissa Draganac-Hawk (2016-2018), Vice President Joshua Beckman (2016-2018), Secretary Jenny Buechner (2016-2018), Treasurer Philippe Montalette (2016-2018), Region I Representatives: Michelle Cline (2014-2018) and Steve Lovi (2016-2020), Region II Representatives: Richard McCowin (2014-2018) and Linsay Darnall, Jr. (2016-2020), Region III Representatives: Jerry Nelson (2014-2018) and Holly Ketchum (2016-2020), Appointed Board Member Alicia Lane-Outlaw (2016-2018), Appointed Board Member Meena Mann (2016-2018), and Ex Officio Member: Howard Rosenblum, Chief Executive Officer.

Board Members Absent: Region IV Representatives Lisa Furr (2014-2018) and Martin Price (2016-2020).

Staff Present: Lizzie Sorkin (Communications Director).

Support:

Jake Hartmann (interpreter)

June Prusak (interpreter)

Visitors:

Katy Schmidt

Jeff Eastman

Karen Dishno

Brian Peters

Denise Johnson

Ronald Byington

Tom Benziger

Janet Kunz

Igor Zapadinsky

Lisa Demmon

Theresa Heyrman

Justin Dean Vollmar

President Melissa Draganac-Hawk called the meeting to order at 8:02 am.

Board reviewed and approved the agenda for the meeting.

Joshua Beckman moved to call for an executive session. Seconded by Linsay Darnall Jr.

The meeting went into Executive Session at 8:10 am.

Alicia moved to close Executive Session, Seconded by Michelle. Executive Session concluded at 8:29 am.

President Melissa Draganac-Hawk called for a recess at 8:30 am.

The meeting resumed at 8:55 am.

President Melissa Draganac-Hawk reviewed the 2018 Biennial Conference schedule, including the Council of Representatives schedule, with the board.

The board discussed volunteers for the conference, as well as training for volunteers. It was requested that volunteers become aware of where the restrooms are, including inclusive restrooms, so they can assist conference attendees who ask about them or where they are. Restrooms, including inclusive restrooms will be available on the conference map in the program book.

The board discussed whether the Affiliate and State Association Presidents Dinner should be held at the convention center, or at a nearby restaurant. It was decided by consensus that the Dinner will be held at the convention center.

The Board discussed the Council of Representatives (COR) agenda, and the process of COR. Jerry Nelson asked the board for assistance with developing an agenda for the Delegate Networking event on Monday evening. Steve Lovi and Lisa Furr will work on this.

The Delegate Manual will automatically be updated when Jerry Nelson makes updates to the manual on Google Drive.

Jerry Nelson led discussion on the need to train volunteers for COR, to ensure they know what to do. There will be clickers available for voting throughout COR, as well as for Elections. Jerry and Lizzie Sorkin will work with the AV company providing the clickers to better understand how they work, and will ensure volunteers are trained.

President Melissa Draganac-Hawk shared that Mark Apodaca will be the Parliamentarian for the conference.

The board discussed some updates for the Delegate Manual.

Jerry Nelson explained how the tracks will work. The areas for tracks will be determined after receiving priorities, however one track will be reserved for Governance. The top 3 proposed priorities voted by the members attending this specific track on Governance will automatically go to the Board for consideration. Members participating in the other 5 tracks will vote on their top 4 proposed priorities, for a total of 20 proposed priorities for consideration with the Council of Representatives (COR) to narrow down to the top 5 proposed priorities. The final numbers will be determined by a vote on the standing rules. Track facilitators will be past presidents. They will be responsible for counting votes from members on the proposed priorities.

The board agreed that the seating arrangement will not be based by regions, but rather by alphabetical order of the organization name, similar to what was done during the 2016 Biennial Conference Council of Representatives. However, for Session 4 of Council of Representatives, State Associations will be seated by region, and Affiliates will be seated within the region where their organization is incorporated.

Holly Ketchum explained the Steering Committee's role and its processes for the 2018 Biennial Conference. The Steering Committee will also be responsible for handling Resolutions.

Richard McCowin gave an update on the Bylaws Committee's work. Proposals are due by May 3rd, and then the committee will review the proposals and evaluate them for consideration, and provide a draft of the proposed bylaws changes by June 3rd.

President Melissa Draganac-Hawk called for a recess at 10:17 am.

The meeting resumed at 10:31 am.

The board discussed the process for the Order of Georges and Georgettes (OGG) Delegate selection, and the plans for the OGG Luncheon on Saturday.

President Melissa Draganac-Hawk shared that the Election Reform committee will assume the role of Elections Committee for the conference, and Philippe Montalette will be the Board Liaison for this committee.

Jenny Buechner gave a brief update on the progress of the Opening Ceremony event.

Lisa Furr gave an update on the LGBT Luncheon, hosted by the LGBT Section.

Linsay Darnall Jr. gave an update on the Youth Luncheon, hosted by the Youth Strategy Team.

Jerry Nelson updated the board on the Senior Citizens Luncheon, hosted by the Senior Citizens Section.

Joshua Beckman informed the board that there will be 24 Jr. NAD pages available at the conference, and will be led by Jennifer Campero and Dan Girard.

Philippe Montalette will work with the Deaf Business Advocacy Section to ensure their event at the conference is finalized.

Lizzie Sorkin provided an update on NAD@Night events for the 2018 Biennial Conference.

Steve Lovi provided an update on the plans for the Saturday night event which is being hosted by the Connecticut Association of the Deaf. It was hoped that there would be fireworks for the 4th of July or the weekend in Hartford during our conference, but that is not happening. Instead, CAD will have a celebration of unity on Saturday night to close the conference.

Lizzie Sorkin inquired the board on screen preferences for the COR, which will impact the costs for AV services. It was decided that Lizzie would obtain quotes from the AV company prior to making a decision.

The board discussed how committees will submit their reports, and when it will be shared with delegates and members. It was decided that the committees will do video reports, which will be shown during COR, and the committee chair, or representative will be available for Q&A after the report is shared in front of the delegates.

The following committees will need to submit a report:

- Finance
- Governance
- Outreach
- Public Policy
- Strategic Team Reports -
 - Diversity
 - Education
 - Youth

President Melissa Draganac-Hawk provided an update on communications with the Registry of Interpreters for the Deaf (RID). They are now looking for a Chief Executive Officer, instead of Executive Director. Draganac-Hawk has had discussions with RID President Melvin Walker about putting together a joint committee to review and update the RID-NAD Code of Professional Conduct. The NAD has reached out to 4 people to represent the NAD on this committee, and 3 of them have accepted to join the committee while we are still waiting to hear back from one person.

Richard McCowin shared with the board on his intentions to personally distribute a vlog regarding CEASD and the systemic oppression of marginalized students of all deaf educational settings.

President Melissa Draganac-Hawk called for a recess at 12:12 pm.

The meeting resumed at 12:46 pm.

Independence*First* representatives Denise Johnson and Brian Peters provided a brief presentation about the organization, and the Board thanked them for hosting the meeting.

At 1:10 pm, the board broke into work groups to do Region Report vlogs.

The work group sessions ended and the full board meeting resumed at 1:59 pm.

President Melissa Draganac-Hawk reviewed the agenda for the remainder of the day.

Jerry Nelson conducted a Mock Council of Representatives session with the Board Members.

Howard Rosenblum presented the bids for the 2021 NLTC sites for Board consideration.

The Board voted to select Albuquerque, NM as the conference site for NLTC 2021.

Birthday wishes were given to Alicia Lane-Outlaw and Jerry Nelson with a surprise cupcakes.

Treasurer Philippe Montalette provided the financial report for the board.

President Melissa Draganac-Hawk called for a recess at 3:30 pm.

The meeting resumed at 3:43 pm.

Michelle Cline moved to waive affiliate membership fee of \$300 for all national deaf organizations serving underrepresented segments of the deaf community and invite them to participate in the COR at the 2018 NAD Conference. The organizations are:

- National Black Deaf Advocates
- Council de Manos
- National Asian Deaf Congress
- Sacred Circle
- Deaf People of Color
- Deaf Women of Color
- Deaf Women United
- American Association of DeafBlind
- Rainbow Alliance of the Deaf
- Deaf Seniors of America

Seconded by Steve Lovi. CARRIED.

President Melissa Draganac-Hawk led a discussion about the relationship between Deaf Grassroots Movement (DGM) and State Associations, and how the NAD can help support both groups as issues arise.

A video report was provided by Tawny Holmes about the EHDl Conference.

Howard Rosenblum provided highlights and updates from his CEO report:

- DGM provided a great legislative training with Kim Bianco Majeri.
- Working with Apple on creating an Emoji to represent deaf people.
- Had a partnership with the Deaf Association in Bulgaria for their representative to come to NAD to observe and learn how the NAD operates, and in exchange Howard went to Bulgaria for a week.
- Discussion about HR 620, the bill that intends to weaken the Americans with Disabilities Act. As far as we know, the Senate does not have enough people interested in coming up with a similar version of the bill. Will keep a close eye on this.
- The Deaf Self Advocacy Training (DSAT) was owned by another organization but they have dissolved, and the NAD has assumed the role of maintaining the training program, however need to come up with a plan regarding the DSAT curriculum.
- Updated on the progress of the Policy Institute and its goals. The Policy Institute intends to launch shortly with its first survey regarding accessible stadiums across the country, and will then show rankings on which stadiums are the most accessible for deaf and hard of hearing people.

Philippe Montalette shared appreciation to Jenny for coordinating the board meetings over the last few days.

President Melissa Draganac-Hawk asked that the board meet via Zoom in the next few weeks to finish some items on the agenda.

President Melissa Draganac-Hawk adjourned the meeting at 5:07 pm.

Respectfully Submitted,

Jenny Buechner
Secretary