

**National Association of the Deaf
NAD Board of Directors Meeting
Indianapolis, IN
May 16-18, 2019**

May 16, 2019, at the Indiana School for the Deaf in Indianapolis, IN.

Board Members Present: President Melissa Draganac-Hawk (2018-2020), Secretary Jenny Buechner (2018-2020), Treasurer Michelle Cline (2018-2020), Region I Representative: Steve Lovi (2016-2020), Region II Representatives Kevin Ryan (2018-2022) and Lindsay Darnall, Jr. (2016-2020), Region III Representatives Holly Ketchum (2016-2020) and Steve Hamerdinger (2018-2022), Region IV Representatives Amy Gomme (2018-2022) and Martin Price (2016-2020), Appointed Board Members Alicia Lane-Outlaw (2018-2020) and Benro Ogunyipe (2018-2020).

Ex Officio Member: Howard Rosenblum, Chief Executive Officer.

Staff: Lizzie Sorkin, Communications Director.

Visitors:

Beth Pickering
Jillian Gruetzner
ISD Jr. NAD Students
Michael Reis

President Melissa Draganac-Hawk called the meeting to order at 1:09 pm. Welcome remarks and introductions were made to the visitors. The agenda for the meeting was discussed briefly.

President Melissa Draganac-Hawk provided her report. She shared that since our board meeting in January, she has met with many individuals and organizations due to concerns that have arisen, including anticipated leadership vacancies for schools for the deaf across the country. Melissa also shared about attending the CEASD conference, and explained CEASD's leadership training and mentorship program for people who are interested in becoming superintendents or principals. She also noted that Tawny Holmes presented at the CEASD conference, and she was well received.

President Melissa Draganac-Hawk shared that she and Secretary Jenny Buechner met with the past president and current president of Deaf In Government (DIG) to discuss their application to become a section of the NAD. This information would be discussed further with the board at a later time during this meeting.

Secretary Jenny Buechner did not have a report to share.

Treasurer Michelle Cline did not have anything to discuss except for the 2019-2020 budget which is on the agenda for a later time during this meeting.

Chief Executive Officer Howard Rosenblum provided his report. Some staffing changes have been made, and the board has been made aware of the upcoming changes. He also discussed the lawsuit between the NAD and Harvard and MIT. It was explained that the process has taken a while due to settlement discussions and the Motion to Dismiss by Harvard and MIT, which the judge threw out and ruled in NAD's favor with a few small exceptions. Harvard and MIT are now attempting to negotiate settlements with the NAD again. Further information will be forthcoming after the entire case is settled, which could take time.

Howard also shared that the NAD Gala will be held on October 29th, in Los Angeles. Further details will be shared with the board as soon as they are finalized.

Howard added that they are approaching the end of a federal prison access case, and hope that the result will help improve state prisons in providing access for deaf and hard of hearing inmates.

Howard explained that the Policy Institute, led by Zainab Alkebsi, continues to work with federal agencies on policy issues, and is also conducting ranking project on evaluating accessibility for professional stadiums, and accessibility for airlines and trains. There is a need for assistance in collecting information from professional stadiums with photos to demonstrate what each stadium have for accessibility.

Howard Rosenblum and Education Policy Counsel Tawny Holmes, along with CEASD reps Barbara Raimondo, David Geeslin, and Jeff Bravin met with representatives from the American Speech-Language and Hearing Association (ASHA) about their position statement that was distributed in the spring of 2019.

President Melissa Draganac-Hawk called for a recess at 2:08 pm.

The meeting resumed at 2:17 pm.

Treasurer Michelle Cline shared the most recent report for FY 2018-2019 with the board. There was a discussion about how the NAD could save AV costs at the Biennial NAD Conference.

Introductions of Board members were made for the Jr. NAD students who observed the meeting.

President Melissa Draganac-Hawk led a discussion on whether the NAD should keep its biennial National Leadership Training Conference (NLTC). It was decided by the board that NLTC will continue as is for the time being. There was a discussion about how we can respond

to various concerns of State Associations, and support State Associations in preparing for the Biennial NAD Conference, and the Council of Representatives (COR) through training at NLTC.

The Board discussed workshop topics and presenters for the 2019 NLTC conference.

President Melissa Draganac-Hawk called for a recess at 3:55 pm.

The meeting resumed at 4:07 pm.

The board continued its discussion of NLTC workshops, and how to support State Associations in preparing for COR.

President Melissa Draganac-Hawk and Jenny Buechner shared with the Board about the meeting with DIG past president Christopher Samp, and current president Cham Lee. The Board reviewed the history of how DIG came to the idea of wanting to become a section, and how the members were engaged in the process. The Board also discussed concerns shared with them from various DIG members about the process of becoming a NAD section, as well as what the DIG board communicated to its members.

MOTION: Steve Lovi moved to have a vote among the board members on whether DIG should become a section of the NAD at this time or not. Seconded by Martin Price. CARRIED.

The board conducted a vote, and it was decided that DIG will not become a section of the NAD at this time.

President Melissa Draganac-Hawk called for a recess at 5:24 pm.

May 17, 2019, at the Indiana School for the Deaf in Indianapolis, IN.

Board Members Present: President Melissa Draganac-Hawk (2018-2020), Secretary Jenny Buechner (2018-2020), Treasurer Michelle Cline (2018-2020), Region I Representatives: Liz Hill (2018-2022) and Steve Lovi (2016-2020), Region II Representatives Kevin Ryan (2018-2022) and Linsay Darnall, Jr. (2016-2020), Region III Representatives: Holly Ketchum (2016-2020) and Steve Hamerdinger (2018-2022), Region IV Representatives Amy Gomme (2018-2022) and Martin Price (2016-2020), Appointed Board Members Alicia Lane-Outlaw (2018-2020) and Benro Ogunyipe (2018-2020).

Ex Officio Member: Howard Rosenblum, Chief Executive Officer.

Staff: Lizzie Sorkin, Communications Director.

Visitors:

Beth Pickering

Brandon Cooper
Barb Gantt
Charlene Sculley

President Melissa Draganac-Hawk resumed the meeting at 8:13 am, and called for an executive session.

President Melissa Draganac-Hawk called for a recess at 9:58 am.

The executive session resumed at 10:14 am.

President Melissa Draganac-Hawk called for a recess at 11:31 am for lunch. The board ate with the high school students of ISD.

The executive session resumed at 12:28 pm.

President Melissa Draganac-Hawk ended the executive session at 12:55 pm and also called for a recess. The Board attended an assembly featuring a presentation from the students who had traveled to India for school.

President Melissa Draganac-Hawk resumed the meeting resumed at 2:11 pm.

The board received diversity training on Autism Spectrum Disorder from Bonita Ewan and Nikki Reineck.

President Melissa Draganac-Hawk called for a recess at 3:10 pm.

The meeting resumed at 3:22 pm.

Region Representative Reports.

Liz Hill and Steve Lovi, Region I Board Members did not have any pressing items or additional report to share.

Kevin Ryan and Linsay Darnall, Jr., Region II Board Members shared that there are some concerns within Ohio and Michigan State Associations but nothing that needs the board's immediate attention.

Steve Hamerdinger and Holly Ketchum, Region III Board Members did not have any pressing items or additional report to share.

Amy Gomme and Martin Price, Region IV Board Members shared that Oregon passed a law to support and fund communication facilitators. Hawaii passed a law that requires open captioned films in movie theatres with no sunset provisions.

Appointed Board Member Benro Ogunyipe did not have any pressing items or additional report to share.

Appointed Board Member Alicia Lane-Outlaw shared that she had suggestions for Social Media guidelines from the outreach committee recommendations which has been discussed with Governance Chair, Liz Hill, to include in the Board Policy Manual.

Diversity Strategy Team (DST) Board Liaison, Amy Gomme shared that there are 5 women on the committee, and the majority are Latinx with one Asian. The committee would like to add individuals who are men, LGBT, and/or Black to expand diverse representation. The board members discussed ideas for recruiting people for DST.

It was also shared that a magazine with inappropriate content printed decades ago by the NAD was found at headquarters and the Board discussed how to address it. It was decided prior to the meeting that a public notice is needed, however board input was needed to determine some word choices in the message that will be distributed to the community in the near future.

Strategic Plan Committee Chair, Alicia Lane-Outlaw shared that the committee will be reviewing Vision 2020 and providing a report. They are also requesting recommendations of consultants who are experienced and knowledgeable in strategic planning.

CEO Howard Rosenblum shared that after the Interpreter Referral Agency Task Force provided its work to the Board in January, there have not been much progress. The DST has provided feedback on the materials. A Board workgroup was created and work continues on finalizing the Referral Agency Accreditation system.

Certified Deaf Interpreters Task Force Board Liaison Kevin Ryan shared that the committee had their first meeting recently, however most members did not attend. Information about the task force and its goals have been shared with those who attended the meeting. Progress on this task force will be reported through the summer.

Code of Professional Conduct Task Force Board Liaison Jenny Buechner shared that NAD, Registry of Interpreters for the Deaf, Council de Manos, and National Black Deaf Advocates will meet in Washington, DC on June 7-9 to delve into the task of identifying and determining areas that need attention or updates. The goal is to leave that retreat with a specific plan on what will be updated, and how it will be updated.

Governance Chair Liz Hill shared that the committee has been reviewing the Board Policy Manual for updates, clarification, and removing duplicative language. The goal is to finish the BPM by January 2020 or April 2020 board meeting for review and approval.

State Association and Affiliate Board Representative Michelle Cline shared that the SAAC and board members has been trying to meet and have yet to meet. We hope to finalize things within the next few weeks regarding the Mentorship program launch for NLTC and the SAAC Toolkit which should be completed by next January.

Bylaws Chair Linsay Darnall, Jr. shared that Jacob Leffler is interested in the committee.

National Employment Resource Center Board Liaison Holly Ketchum shared that the work of the committee has completed its task. They are interested in conducting a survey to collect feedback on the website information and content, however the timing is not right due to many other surveys happening. They hope to be able to do this sometime in the future.

Video Remote Interpreting (VRI) Committee Board Liaison Holly Ketchum shared that the issues and criteria for Court/Legal use is similar to VRI in medical environments, with some additional concerns. The committee will meet again in June, and hope to have more information for the board at its next meeting in October.

Vocational Rehabilitation Committee report will be shared tomorrow.

Public Policy Board Liaison, Steve Lovi shared that there is still no committee chair, and discussed the nature of the committee and how reporting from the committee has evolved over the years. There was a discussion about whether the Public Policy committee should be a part of Headquarters operation, under the Policy Institute, instead of under the directive of the Board of Directors. Further discussion is needed, and if this is a recommendation, the Bylaws committee may need to make recommendations for updates in the Bylaws.

President Melissa Draganac-Hawk called for a recess at 5:00 pm.

May 18, 2019, at the Indiana School for the Deaf in Indianapolis, IN.

Board Members Present: President Melissa Draganac-Hawk (2018-2020), Secretary Jenny Buechner (2018-2020), Treasurer Michelle Cline (2018-2020), Region I Representatives: Liz Hill (2018-2022) and Steve Lovi (2016-2020), Region II Representatives Kevin Ryan (2018-2022) and Linsay Darnall, Jr. (2016-2020), Region III Representatives: Holly Ketchum (2016-2020) and Steve Hamerdinger (2018-2022), Region IV Representatives Amy Gomme (2018-2022) and Martin Price (2016-2020), Appointed Board Members Alicia Lane-Outlaw (2018-2020) and Benro Ogunyipe (2018-2020).

Ex Officio Member: Howard Rosenblum, Chief Executive Officer.

Staff: Lizzie Sorkin, Communications Director.

Visitors:

Beth Pickering

James Carr

Barb Gantt

Gary W. Olsen

Brandon Cooper

Janis Tester

Charleen Sculley

Lisa Chamberlain

Daniel Chamberlain

President Melissa Draganac-Hawk began the meeting and called for an Executive Session at 7:46 am.

President Melissa Draganac-Hawk ended the Executive Session and called for a recess at 9:04 am.

The meeting resumed at 9:26 am.

Section Reports

DeafBlind Section Board Liaison Jenny Buechner shared that the section is not active yet due to not having met the minimum number of members yet. It takes time from Board approval to full activation, due to people needing to join the section by adding it to their existing membership, or awaiting for their membership renewal to join the section.

Deaf Culture and History Section Board Liaison Linsay Darnall, Jr. shared that DCHS Chair Michael Reis has drafted a report that will be distributed to the section members. They will need to elect a new chair soon.

Deaf Education Section Board Liaison Michelle Cline shared that the upcoming National Deaf Education Conference to be held in Austin, Texas is sold out. The Section has its own board, and have been meeting regularly, and will have an in-person meeting in Austin. They will continue to have their conference annually, during odd years it will be held on their own, and during even years, it will be held during the NAD Biennial Conference.

Past Board Section Board Liaison Steve Lovi shared that they are currently focused on fundraising.

Interpreter Section Board Liaison Jenny Buechner shared that the section has not had a chair in a long while, and will work on the process of selecting a chair after this board meeting.

There is a need to clarify or identify a board liaison for the Senior Citizen Section.

Youth Section Board Liaison Martin Price shared that the section will be sending four (4) representatives to the World Federation of the Deaf Youth Section conference. They have recently elected region reps for their section board, and filled in all regions except for Region 3.

It was discussed by the Board that we would like to see a vlog from the delegates attending WFDYS to learn about their experience.

LGBT Section Board Liaison Alicia Lane-Outlaw shared that the section has two primary goals. First, they will develop resources to promote accessibility for deaf LGBT people at community events such as Pride events. Second goal is to plan their luncheon at the NAD Biennial Conference.

Deaf Business Advocacy Section Board Liaison Michelle Cline shared that they are dissolving the section, and have some remaining funds. One idea is to donate \$1,000 to the DeafBlind section, and the remainder of their funds will go towards hosting an event at the 2020 NAD Biennial Conference.

Updates on Priorities.

Priority: Focusing on Systemic Barriers in Vocational Rehabilitation Services for the Deaf/HH. Board Liaison Holly Ketchum shared that the committee has met several times and have reached out to various states and their Vocational Rehabilitation services to get their policies and procedures and regulations. The committee's next steps are to determine how this information will be analyzed and shared.

Priority: Establish a Task Force with Deaf Seniors of America (DSA) on all aging-related issues. Board Liaison Martin Price shared that the Task Force has been meeting biweekly. They have identified three goals.

1. Develop resources for where deaf seniors can go for services -- related to housing, nursing homes, assisted living, and senior communities.
2. Develop three sets of checklists to begin with and develop additional checklists as needs are identified.
 - a. For seniors to determine if they have all of the important paperwork ready such as a will, power of attorney, insurance, and other important papers.

- b. For seniors and their families when considering medical facilities to identify whether they are accessible, have staff who can sign, or will provide interpreters, or offer the ability to hook up a videophone, and more.
 - c. For caregivers to identify what they need in order to work effectively with seniors who are deaf or hard of hearing.
3. Create a list of locations for housing resources to be made available on the NAD website.

A survey is being conducted by Gallaudet University for a grant with the National Institute of Health (NIH). The state of Arizona is also conducting a survey, which will be shared with the task force. This will allow for validation of data collected. The data collected will be presented at the DSA Conference.

President Melissa Draganac-Hawk called for a recess at 10:35 am.

Meeting resumed at 10:49 am.

Priority: National Parent Campaign

Board Liaison Michelle Cline shared that the name of this priority has been changed to National Family Campaign to reflect that families that have deaf children are made up of different family members and not necessarily parents. There is a dialogue on how to inform the community about the name change. It was decided that the delegates would be informed, and included in President Melissa Draganac-Hawk's report.

The committee consists of people from NAD as well as from American Society of Deaf Children (ASDC) due to their familiarity with parents and families. ASDC has over 200 families signed up for the Sign On program to learn sign language. They are looking into how families find out information about resources available for deaf children. The committee is also developing plans for ASL Immersion for families for the NAD Conference in 2022. The committee is working with Educational Advocates, looking into ways for how State Associations can engage with families, and one possibility is by having them host Family Weekend.

Priority: Campaign to spotlight the oppression of Deaf people within the justice system.

At this time there are not enough people on the subcommittee focusing on law enforcement. There is a need to recruit not only deaf community members, but law enforcement officers (current and retired are both welcome). Many states have basic deaf culture training, but it does not address the issue of shooting and other incidents among deaf people and law enforcement officers. There is a need for a training of some sort to address the issue. Headquarters is working with the National Association of State Administrators of the Deaf and Hard of Hearing (NASADHH) on this topic as well. They are developing a training curriculum, and one of the NASADHH member commissions has hired an expert who is experienced with law enforcement trainings and curriculums.

Priority: Restoring the Deaf community's confidence in the sign language interpreting profession by strengthening our partnership with the interpreters.

Board Liaison Jenny Buechner shared that the CPC Task Force will be meeting in June to work on the Code of Professional Conduct. The Board workgroup will reconvene to address the position statement portion of the priority. The sections about RID certification in the priority are out of our control, however the NAD board is aware of the community concerns, and are keeping a close eye on certification.

Rapid Response Team Chair, Alicia Lane-Outlaw shared with the board that the BPM has language on communication policy but with a limited focus on crises that impacts the NAD directly. There is a need to make updates to BPM to reflect the current climate, social media, and the need for rapid responses in certain situations. The committee has also discussed the need to identify situations of which should be handled by Headquarters, and by the Board, in hopes that over time the majority will be handled by Headquarters.

President Melissa Draganac-Hawk led a discussion about whether the National Leadership Training Conference (NLTC) should continue as is, or if it should be changed or discontinued. The board decided to keep the NLTC as is. Discussion about the upcoming NLTC in Little Rock, Arkansas took place, focusing on workshop topics, assignments, and scheduling.

President Melissa Draganac-Hawk called for a recess at 12:00 pm.

The meeting resumed at 1:05 pm.

Remarks were made by board members of the Indiana Association of the Deaf.

The board conducted work sessions focusing on three areas, the Board Policy Manual, Strategic Planning, and 2020 NAD Conference theme.

The meeting resumed in session at 3:16 pm.

Treasurer Michelle Cline led a discussion about the board's role and responsibility in fundraising, as well as ideas the board can pursue to help raise funds.

MOTION: Michelle Cline moved to recognize the Indiana Association of the Deaf and the Indiana School for the Deaf for their hard work in planning and hosting the NAD Board meeting. Seconded by Steve Hamerdinger. CARRIED.

The board briefly discussed upcoming State Association conferences, and making note of our appearances at those conferences for the Annual Report.

President Melissa Draganac-Hawk thanked everyone for their participation in this board meeting.

The meeting adjourned at 3:50 pm.

Respectfully Submitted,

Jenny Buechner
Secretary