

**National Association of the Deaf
NAD Board of Directors Meeting
Little Rock, AR
October 16-17, 2019**

October 16, 2019, at the Arkansas School for the Deaf in Little Rock, AR.

Board Members Present: President Melissa Draganac-Hawk (2018-2020), Vice President Richard McCowin (2018-2020), Secretary Jenny Buechner (2018-2020), Treasurer Michelle Cline (2018-2020), Region I Representative: Liz Hill (2018-2022), Region II Representatives Linsay Darnall, Jr. (2016-2020) and Kevin Ryan (2018-2022), Region III Representatives: Holly Ketchum (2016-2020) and Steve Hamerdinger (2018-2022) via video, Region IV Representatives Martin Price (2016-2020) and Amy Gomme (2018-2022), 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:

Tommy Varner
Nathan Burleson
KaAnn Varner
Ernest Northup

President Melissa Draganac-Hawk called the meeting to order at 10:44 am. Welcome remarks and introductions were made to the visitors. The agenda for the meeting was discussed briefly.

President Melissa Draganac-Hawk shared the president's report which included her experience at the ASLTA Conference. The board discussed what can be done for state associations to be aware of the issue and take action within their states.

President Melissa Draganac-Hawk shared her experience at WASLI and WFD in Paris, France in July. Their process for delegates is similar yet different from the NAD Council of Representatives. South Korea will host WFD 2023 congress.

Vice President Richard McCowin provided his report. Primary focus of his work has been on committees and their work, separate from the work being done on priorities. There is a need to look at how to improve passing along the committee work through different terms.

Treasurer Michelle Cline provided a report that the NAD is currently undergoing interviews for a new Chief Financial Officer since Michael Mitchner had passed away a few months prior. Awaiting monthly financial reports due to lack of CFO at this time.

Appointed Board Alicia Lane-Outlaw shared that she has been helping some people regarding issues within affiliate organizations, that are experiencing oppression within the organization. There was a brief discussion about how the NAD could support these affiliate organizations. –

Appointed Board Benro Ogunyipe shared that he distributed a survey to all affiliate organizations and have received only 5 responses at this time. The results do not necessarily reflect all of the affiliates of the NAD. At this time it is clear that they are wanting more information to be communicated with them from the NAD. The board discussed some strategies on how to get more responses from affiliates for the survey.

President Melissa Draganac-Hawk called for a recess at 12:04 pm.

The meeting resumed at 12:34 pm.

CEO Howard Rosenblum shared his report to the board. There have been some staffing changes within the NAD.

Howard Rosenblum shared with the board about communication taking place with the Anti Defamation League on how to address the issue regarding the “9” and “F” handshape. The information on their website does not consider signs used in ASL and the NAD has asked them to clarify the content on their website, which they did.

The Deaf at Work campaign is now circulating and will release a new video of a deaf person at work each week for the next year. Thanks to the Starbucks Foundation for the grant to make this project possible.

The NAD Gala has been changed to a dinner instead of a gala. Will be held on Nov 12th with specific leaders and people we want to maintain and build upon existing relationships with and talk about access for deaf people.

Ford Foundation has awarded the NAD another grant.

Funding for NLTC looks good, and we have earned a record level of sponsorship for this NLTC.

There was some discussion about the upcoming NAD 2020 Biennial conference, but a lot of details are not completely ironed out yet. Registration package rates have yet to be determined, and this is based heavily on food prices for events, including NAD@Night events.

President Melissa Draganac-Hawk called for a closed Executive Session at 1:54 pm.

President Melissa Draganac-Hawk called for a recess at 2:24 pm.

The meeting resumed at 2:37 pm.

Region Board Rep Liz Hill led the discussion on the proposed guidelines for publishing memoriams and tributes for people who have passed from the community. It was discussed on how the board would like to address local leaders, and how to recognize leaders of other organizations.

Appointed Board Alicia Lane-Outlaw led a discussion about Strategic Planning for the NAD. The NAD will need to establish a new Strategic Plan or framework, to replace Vision 2020 as it is time for new goals for the NAD.

Treasurer Michelle Cline shared that board members were invited to meetings to discuss our perspectives on the Strengths, Weakness, Opportunity, and Threats "SWOT" analysis of the NAD. Results from those meetings were shared with the board.

President Melissa Draganac-Hawk called for recess at 5:08 pm.

October 17, 2019, at the (hotel) in Little Rock, AR.

Board Members Present: President Melissa Draganac-Hawk (2018-2020), Vice President Richard McCowin (2018-2020), Secretary Jenny Buechner (2018-2020), Treasurer Michelle Cline (2018-2020), Region I Representatives: Steve Lovi (2016-2020) and Liz Hill (2018-2022), Region II Representatives Linsay Darnall, Jr. (2016-2020) and Kevin Ryan (2018-2022), Region III Representatives: Holly Ketchum (2016-2020) and Steve Hamerdinger (2018-2022) via video, Region IV Representatives Martin Price (2016-2020) and Amy Gomme (2018-2022), 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: Charm L. Smith, Richard Jeffries, Graham Forsey, Vicki Lowen, Lissette Molina Wood, Ronika Bowie, Kevin Barber, Callista Cline, Natalie Hendrix-Evans, Gary W. Olsen, Jet Griffin

The meeting resumed at 8:05 am.

Sean Norman, Office Manager of the NAD staff shared his appreciation for CEO Howard Rosenblum for Boss' Day.

2018-2020 Priority Updates:

Priority: National Family Campaign.

Board Liaison Michelle Cline shared that the committee is reviewing opportunities to develop a toolkit to support State Associations to create their own family campaigns similar to how to engage families during National Deaf Youth Day on March 6th.

Priority: Focusing on Systemic Barriers in Vocational Rehabilitation Services for the Deaf/HH. Board Liaison Holly Ketchum shared that the committee started by reviewing various state Vocational Rehabilitation policies. However with the load of work anticipated, it was determined that they would do a survey instead. At this time the committee is still collecting responses.

The board discussed about NAD's involvement with Council on State Administrators of Vocational Rehabilitation (CSAVR). The NAD used to be involved, but not at this time. The board requested that we explore the possibility of being involved with the CSAVR again.

The task force has not yet finalized what will be done to address the issue, however, a few ideas have emerged such as drafting a position statement on best practices for working with deaf and hard of hearing clients, and develop a tool to help deaf and hard of hearing people to advocate for themselves with CAP.

Priority: Establish a Task Force with Deaf Seniors of America (DSA) on all aging-related issues. Board Liaison Martin Price shared that a new website page has been established, which includes the survey that is currently circulating to collect data, resources available for deaf seniors, and a checklist for important documents relevant to aging and facilities checklist.

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 with the board that the primary focuses right now is on the CPC which is underway with the task force. The workgroup is exploring options on how to proceed with the position statement including hosting a summit to gather information. The NAD continues to communicate with RID between both board presidents on issues regarding certification.

President Melissa Draganac-Hawk called for a recess at 9:22 am.

The meeting resumed at 9:32 am.

Priority: Campaign to spotlight the oppression of Deaf people within the justice system. Board Liaison Steve Hamerdinger shared that most of the work is being done with NAD HQ and not within the Public Safety committee. NAD HQ is working with NASADHH on some items related to justice for deaf and hard of hearing people. NAD HQ also has several cases (some are being done in partnership with ACLU and other firms) with state and federal prisons, and due to the sensitivity and ongoing work with those cases, they cannot be discussed. It is anticipated that when these cases are closed, they can be used as a model for other states to set standards.

Committee Reports:

Bylaws Board Liaison Linsay Darnall, Jr. shared that Jacob Leffler will be the chair. CDI Task Force Board Liaison Kevin Ryan shared that the task force has met twice since the last board meeting.

SAAC Board Liaison Michelle Cline shared that the SAAC will have a forum tomorrow evening to discuss the goals of the Mentorship Program. SAAC has also shared recommendations including how Region Caucuses are handled at NLTC and focus on areas of interest instead of by region. This approach is to encourage more dialogue about issues that are important to state associations, affiliates, and individual members in hopes to lead to development of proposed priorities for the NAD biennial conference. Nate Burleson will replace Rachel Settambino as a SAAC representative for Region 3.

Governance Chair Liz Hill shared that the committee is working on cleaning up the language in the Board Policy Manual. Several recommendations have been made in the Duties segment and would like for the board to review and approve at the January board meeting.

Outreach Board Liaison Alicia Lane-Outlaw shared that they are currently implementing some of the recommendations from the previous term committee for NAD HQ.

VRI Board Liaison Holly Ketchum shared that the committee is working on a position statement for use of VRI in court settings. This is a document that will be available to share to court staff regarding the use of VRI.

Section Reports

DCHS Board Liaison Linsay Darnall, Jr. shared that Ameila Dall has been voted as the chair for the section. Prior to and during Deaf Awareness Week, the members of the section shared ideas and tidbits on how to celebrate and recognize Deaf Awareness.

Former Board Members Section Board Liaison Steve Lovi shared that the section is asking for ideas on what to expect from former board section. A board member suggested having the section provide mentorship for new Board members after the conference.

Deaf Education Section Board Liaison Michelle Cline shared that the NDEC conference in Texas was amazing. They are currently working on the NDEC conference in Chicago in July 2020. The next Deaf Education Section board meeting will be held at NAD headquarters on November 21st.

LGBT Section Board Liaisons Alicia Lane-Outlaw and Steve Lovi shared that the chairperson resigned, and potential candidates are currently being discussed. They are also working with

Sean Norman from HQ to plan a LGBT Section luncheon and entertainment – possibilities include deaf drag or drag bingo.

Senior Citizen Section Board Liaison Martin Price shared that they are currently starting to prepare for the Luncheon at the 2020 NAD Biennial conference.

Youth Section Board Liaison Martin Price shared that the section has its own “board” structure and are currently looking for a representative from region 4. Some members of the section attended the WFD youth program. The section is eager to invite WFD Youth board to have their board meeting here in the US.

DeafBlind Section Board Liaison Jenny Buechner shared concerns on how to move forward with the lack of nominations for section chair. It was decided that Jenny would reach out to each individual member to get permission to list their name publicly to the section.

Linsay Darnall, Jr. moved to ratify all 4 motions. Seconded by Kevin.

(February) MOTION: Liz Hill moved to approve the January board meeting minutes. Seconded by Amy Gomme. CARRIED.

(February) MOTION: Linsay Darnall, Jr. moved to waive the section fee for past board member section for lifetime. Seconded by Kevin Ryan. CARRIED.

(June) MOTION: Liz Hill moved to approve the May board meeting minutes. Seconded by Amy Gomme. CARRIED.

(August) MOTION: Steve Lovi moved for NAD to join Central America region under WFD. Seconded by Alicia Lane-Outlaw. CARRIED.

Amy Gomme moved to waive affiliate membership fee of \$300 for all national deaf organizations serving underrepresented segments of the deaf community indefinitely and invite them to participate in the COR at the biennial 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 the DeafBlind
- Rainbow Alliance of the Deaf
- Deaf Seniors of America
- National Hispanic Latino Association of the Deaf

Seconded by Michelle. CARRIED.

Michelle Cline shared that the Deaf Business Advocacy Section decided to fold and become a separate organization as a National Chamber of Commerce for Deaf Businesses. They donated \$1,000 to the DeafBlind section, and the remaining money will be used for a Deaf Entrepreneurial Network event at the 2020 NAD Biennial Conference. However, there are some individuals from the Deaf Business Advocacy Section who want to establish a new section, Deaf Ecosystem Council.

The board discussed on the factors used to determine the number of delegates sent to the NAD Biennial Conference, as some State Associations and Affiliates may not require payment to become a member. An ad hoc committee with 4 board members has been established to look into this further and bring recommendations to the board for approval.

President Melissa Draganac-Hawk shared preliminary plans for the January and April Board meetings which will be held in Las Vegas and Montana respectively.

President Melissa Draganac-Hawk adjourned the meeting at 11:48 am.

Respectfully Submitted,

Jenny Buechner
Secretary