

**National Association of the Deaf
NAD Board of Directors Meeting
Las Vegas, NV
January 16-18, 2020**

January 16, at the Deaf Centers of Nevada, in Las Vegas.

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), 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.

President Melissa Draganac-Hawk called the meeting to order at 9:19 am. Welcome remarks and appreciation was shared with Deaf Centers of Nevada for allowing us to use their meeting space. The agenda for the meeting was discussed briefly.

MOTION: Kevin moved to approve the minutes for the NAD Board meeting in October 2019 as corrected. Seconded by Michelle. Carried.

President Melissa Draganac-Hawk shared her president's report. Most of her focus has been on planning the Interpreter Summit coming up in February, specifically on working with numerous organizations and inviting them to the summit. Attended the NAD Holiday party last month and had the opportunity to interact with all of the staff.

Deaf Grassroots Movement is working on their Legislative Training day on April 30th, with the NAD, and a rally on May 1st.

President Melissa Draganac-Hawk shared that she will attend the American Library Association conference on January 24th and participate in a panel for the Deaf Culture Forum. The Deaf Culture and History Section has been consulted about the forum, and they are supportive of NAD's plans for the panel. The American Library Association is hosting the Deaf Culture Forum for the first time, thanks to the advocacy of Alice Hagemeyer.

Vice President Richard McCowin shared his report. As we approach the conference, he will be working on gathering reports from all committees for the conference, which are due in April. Also working on ensuring we have the Conflict of Interest and Confidentiality forms signed by all committee members.

Secretary Jenny Buechner did not have a report.

Treasurer Michelle Cline shared her report, including that the board will be reviewing the 2020-2021 Proposed Budget. Michelle shared that the NAD has a new CPA, and they are working on catching up on monthly financial reports. As far as we know, we are on track with the 2019-2020 budget as approved by the board.

CEO Howard Rosenblum shared his report. NAD hosted a dinner with stakeholders to talk about how they can continue to support NAD in different ways in addition to financial support (sponsors).

With the increase of marketing and social media, there have been more positive comments about the work of the NAD. It is recognized that there is a need for a full time Social Media person to support the Director of Communications in those efforts. It has been built into the 2020-2021 Proposed Budget, for the Board to review and decide.

More firms across the country are reaching out to the NAD for possible partnerships or amicus briefs on cases regarding deaf people.

Youth Programs has launched a new website. There was a discussion about accessibility. The website is accessible for screen readers, however the information is not available in Spanish, which is necessary as many parents of deaf students read and write in Spanish so efforts will be made to increase Spanish translations of the Youth Programs website.

Jamaal Wright will continue as YLC Director for this year. There was a brief discussion about how YLC Foundation could support NAD's YLC program.

The board discussed the Youth Ambassador Program and how we can draw in more candidates, and make this an attractive event at the Biennial Conference. Chanel Gleicher Bonehyo, Youth Programs Director has made changes to the YAP program for the upcoming conference, to make it more entertaining.

The board discussed the term "youth" as it may not be the best fit, as we have programs for high school students through Jr. NAD, and YLC, as well as other programs and the Youth Section for 18-30 years old. No decision was made to change any of the wording/names at this time but discussion will be ongoing.

President Melissa Draganac-Hawk called for a recess at 10:16 am.

The meeting resumed at 10:31 am.

Jenny Buechner shared the plans for the Interpreter Summit. The board discussed possible questions for the facilitators to use during the summit.

Treasurer Michelle Cline reviewed the 2020-2021 Proposed Budget with the board. There was a discussion about the concern of membership decline, and how we can find other revenue to make up for the loss of revenue from membership.

President Melisa Draganac-Hawk called for a recess at 12:36 pm.

Meeting resumed at 1:36 pm.

The board discussed concerns about State Association leadership and transitions, and explored possible ideas on how to better support State Associations. Several ideas were discussed and the Board will continue exploring those ideas.

The board had a discussion on how to handle external requests to distribute or sign petitions for issues within the deaf community. It was decided that the Rapid Response Team will draft procedures for the Board Policy Manual, and the Social Media guidelines.

President Melissa Draganac-Hawk called for a recess at 2:47 pm.

Meeting resumed at 2:57 pm.

Diversity Strategy Team Board Liaison Amy Gomme shared an update on the committee. There are challenges for the committee.. The board shared some suggestions for individuals who would be a good fit for DST.

Alicia Lane-Outlaw shared a report on Strategic Planning. The board discussed SWOT analysis from its last board meeting in Arkansas. The staff will have an opportunity to share their input for SWOT analysis. There are four (4) major themes among the items shared by the board and they are as follows:

- Broaden Community Engagement
- Increase Access to Leadership Training
- Build Capacity
- Strengthen Civil Rights

The committee will prepare the framework for NAD Board to review at its next board meeting in April.

President Melissa Draganac-Hawk called for a recess at 3:54 pm,

The meeting resumed at 3:57 pm.

Priority Updates were given.

Priority: National Family Campaign

Board Liaison Michelle Cline shared that they are working on updating the website to include more visual context including ASL videos, and Spanish translated content. There will be a blog available similar to “Dear Abby” where families can share questions and situations asking for suggestions on how to handle them. Six (6) topics have been identified and will expand on that as they grow with blogging. A bookmark has been created that explains how to advocate for your deaf child, currently available in English and will be made available in Spanish soon. Tawny Holmes Hlibok, NAD Education Counsel will be meeting with Hands and Voices in February discussing ways to engage with families and improve feedback for the website and home office. There is a bill in congress at this time regarding “Signing is a Language” bill, to include signed languages for deaf children and CODAs in the English Language Learners (ELL) program and services, in which NAD will provide a press release supporting this bill.

Priority: Establish a Task Force with Deaf Seniors of America (DSA) on all aging-related issues. Board Liaison Martin Price shared that the committee, especially Poorna Kushalnagar and Donald Ammons have been gathering a lot of information about deaf seniors through surveys that are being distributed. One other major concern is regarding caregivers for deaf people, as well as job opportunities for deaf people to become caregivers. A Facebook group has been established for Deaf Caregivers and it is the hope that it will expand on its own. There are two (2) colleges that are exploring the possibility of establishing a program/major for deaf people to become caregivers.

Priority: Campaign to spotlight the oppression of Deaf people within the justice system. Board Liaison Steve Hamerdinger shared that the Public Safety committee is no longer involved in this priority, as they have other items they want to focus on, and NAD HQ has already made progress in its work that supports the priority. CEO Howard Rosenblum shared that they are working with NASADHH on a Law Enforcement summit. Currently working on identifying officers who know sign language to be a part of the summit. The board discussed individuals who know sign language that could be considered for the Law Enforcement summit.

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 Interpreting Summit will support the position statement that will be a part of the priority. The CPC Committee will reconvene in Washington DC in February to complete the revised proposed CPC.

President Melissa Draganac-Hawk shared that RID had invited Howard to be a part of their taskforce for the SC:L - Legal Interpreting certification. The board agreed that we will decline to participate in this committee at this time.

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

January 17, at the Deaf Centers of Nevada, in Las Vegas (after a visit to Roundy Elementary School, a school with deaf students in Las Vegas).

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 Lindsay Darnall, Jr. (2016-2020) and Kevin Ryan (2018-2022), Region III Representatives: Holly Ketchum (2016-2020) and Steve Hamerdinger (2018-2022), 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: Todd Garner, Donna Kowalski, Olivia Stein

The meeting resumed at 11:23 am.

Priority: Focusing on Systemic Barriers in Vocational Rehabilitation Services for the Deaf/HH. Board Liaison Holly Ketchum shared that the National Deaf Center (NDC) already has a lot of information and resources regarding Vocational Rehabilitation on their website. The committee will be able to provide feedback, additional information and resources to NDC to include on their website. NDC will have CEUs available for Vocational Rehabilitation counselors and professionals. The board discussed whether there is information on how many Vocational Rehabilitation counselors are deaf, or provide services to deaf people. The committee needs to make recommendations on how to address WIOA and Order of Selection (OOS). A position statement paper is being completed by the committee and will be shared with the board soon.

President Melissa Draganac-Hawk led a discussion about the 2020 NAD Biennial Conference schedule.

President Melissa Draganac Hawk called for a recess at 12:25 pm.

Meeting resumed at 2:15 pm

The board discussed roles and responsibilities of the board for the conference.

President Melissa Draganac-Hawk called for a recess at 3:43 pm.

The meeting resumed at 3:52 pm.

The board continued the discussion on roles and responsibilities of the board for the conference.

President Melissa Draganac-Hawk called for a recess at 4:57 pm.

January 18, at the Deaf Centers of Nevada, in Las Vegas.

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), 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: Ellen Thompson, Lauren Smalley, Jeff Beardsley, Tim Smalley

The meeting resumed at 8:41 am.

President Melissa Draganac-Hawk led the discussion about the Council of Representatives for the 2020 NAD Biennial Conference.

Committee reports were given.

IRAC – Howard Rosenblum shared that he will update the accreditation system based on feedback from the board, then share with the IRAC committee to finalize.

NERC – Board Liaison Holly Ketchum shared that the committee wants to have a survey then can do final updates and close off NERC. Lizzie suggested a focus group for feedback on website content rather than doing a survey. Melissa suggested narrowing the survey to specific groups/people such as deaf schools, job coaches, VR counselors, etc.

DCHS – Board Liaison Linsay Darnall, Jr. shared that the section now has a board. The DCHS section board will have regular meetings.

NDEC – Board Liaison Michelle Cline shared that they are focused on planning for the upcoming conference held in Chicago at the NAD Conference, as well as recruiting more Teachers of the Deaf in the outlying areas to attend this conference.

Former Board Member Section – President Melissa Draganac-Hawk shared on behalf of Steve Lovi that the section is focused on fundraising for the NAD.

LGBT section – Board Liaison Alicia Lane-Outlaw shared that the section wants to make more Pride events accessible. Alicia is encouraging a couple of people to submit workshop proposals regarding how to make Pride events accessible.

The Deaf Business Advocacy Section is no longer active and has folded.

President Melissa Draganac-Hawk called for a recess at 9:57 am.

The meeting resumed at 10:06 am

Byung Liam and Ronnie Cuatero, from the Bay Area Asian Deaf Association, provided diversity training on Asian Deaf Culture for the board.

President Melissa Draganac-Hawk called for a recess at 11:09 am.

The meeting resumed at 11:16 am.

Treasurer Michelle Cline resumed the discussion on the 2020-2021 Proposed Budget.

Richard McCowin moved to approve the 2020-2021 Proposed Budget. Seconded by Holly Ketchum. CARRIED.

The #2020NAD conference theme video was shared with the board.

President Melissa Draganac-Hawk shared appreciation to Deaf Centers of Nevada for allowing us to use their space for our meeting, and Roundy Elementary School for allowing us to visit their school and the Deaf program.

President Melissa Draganac-Hawk adjourned the meeting at 11:47 am.

Respectfully Submitted,

Jenny Buechner
Secretary