

National Association of the Deaf
NAD Board of Directors Meeting
Zoom
April 16-18, 2020

April 16, 2020 on Zoom.

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), 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 1:11 pm EDT.

President Melissa Draganac-Hawk provided her President's report. She shared that she joined a meeting with the National Association Interpreting Education (NAIE) President Stephanie Zito, and Vice President Susie Zoah Spainhour and the Registry of Interpreters for the Deaf (RID) Vice President Paul Glaser. They discussed a possible position statement regarding remote learning and how to ensure inclusion for deaf and hard of hearing children with sign language interpreters, especially now with the pandemic underway.

The World Federation of the Deaf (WFD) had a meeting for the national deaf organizations of North America and Central America region last week to discuss issues regarding COVID-19. WFD shared that they are working with the World Health Organization (WHO) to make information accessible for deaf people. There was also discussion about interpreters on tv for media briefings, and WFD has stated in their position statement that picture-in-picture interpreters should have at least 25% visibility.

Vice President Richard McCowin provided his report sharing that he has been following up with committees to collect their information for a two-year report. He shared that he has been participating in NAD Deaf Youth Section meetings and is impressed with their enthusiasm.

Treasurer Michelle Cline provided her report sharing that the financial report the board received is up to the end of February. The 2019-2020 fiscal year ended March 31st and the report is currently being finalized. For the 2020-2021 fiscal year, we will see an impact on the previously approved budget due to the COVID-19 pandemic. Due to not having a conference and Youth Leadership Camp (YLC) this year, this will have an impact on the revenue for the NAD. The

finance committee has recommended that the Board and CEO Howard Rosenblum create a “business continuity plan” to ensure good fiscal health during this financial crisis. The NAD has applied for the Coronavirus Aid, Relief, and Economic Security (CARES) Small Business loan for payroll.

Chief Executive Officer Howard Rosenblum provided his report sharing that the NAD has been approved for the Small Business Administration Paycheck Protection Program (PPP) loan. The NAD has sufficient funding for the next year, but there is a need to watch the financial situation and ensure that we make ends meet for the longer term.

Howard Rosenblum also shared that the NAD has been contacted many times by various media and news reporters regarding interpreters on TV, services for the deaf, hospital accessibility and masks in relation to the COVID-19 pandemic.

Rosenblum reported that the NAD has been working with the US Department of Transportation for years regarding commercial drivers licensing and their rules. Historically they have made a waiver for deaf people to allow them to drive trucks, but the NAD is asking that they change their rules instead of apply for waivers. The NAD had been working with a reporter about this issue, but the pandemic came and has shifted everyone’s attention. We are still working to get the story out because it is clear that there is a need for deaf truck drivers now because people are being affected by COVID-19.

Howard Rosenblum also shared that many medical doctors are not having in-person appointments and are utilizing telehealth platforms. However the NAD has already been working on ensuring accessibility for telehealth services prior to the pandemic, and will push for access with interpreters through various platforms.

Rosenblum further reported that with the pandemic, the NAD has recognized the need to develop position statements including but not limited to the following areas: healthcare, telehealth, education for k-12 and post-secondary education, and courts. Some of these position statements are being done jointly with other organizations.

Howard Rosenblum shared updates regarding the contract with the hotel in Chicago for the 2020 conference, which will be rescheduled to 2024. One major reason it is being rescheduled to 2024 and not 2022 is because we already have a contract with a different hotel for 2022 in Orlando, FL.

Region Board reports.

Region 1 Board members Steve Lovi and Liz Hill provided a report, sharing that they have been meeting with the state associations in their region on a monthly basis. There was a concern during the pandemic about interpreters being able to cross state lines due to travel restrictions in some states in the region.

Region 2 Board members Linsay Darnall, Jr. and Kevin Ryan provided a report, sharing that most state associations have been focused on state-level COVID-19 issues such as having interpreters at press briefings. One concern that was mentioned from these state associations was the DeafBlind community's need for Support Service Providers (SSP).

Region 3 Board members Holly Ketchum and Steve Hamerdinger reported that they had a meeting with state associations last month (March). Texas Association of the Deaf had restructured their board structure with 5 region board members. They are also using Zoom for their board meetings as well.

Region 4 Board members Martin Price and Amy Gomme shared that they met with the state associations in their region and discussed COVID-19. California Association of the Deaf agreed to rejoin the NAD as an affiliate. There was a discussion about the Council of Representatives, and how it will be held this year, but many are relieved to know that it will be held at a later time of the year so that people can focus on addressing issues around the pandemic.

The board discussed ideas on how to help delegates have a positive experience at the postponed Council of Representatives, not only this year because of the unique situation, but in the future as well. The board also discussed the National Leadership Training Conference and Regional Conferences.

President Melissa Draganac-Hawk called for a recess at 3:00 pm EDT.

The meeting resumed at 4:00 pm EDT.

Appointed Board Member Benro Ogunyipe shared his report. Benro shared that he has been focused on working with Affiliates and the Order of Georges and Georgettes (OGG) Breakfast planning, but with the changes for the NAD Conference, he will shift his focus on delegates for OGG as he has nominations in place. Benro plans to reach out to affiliates to see if they have a need for assistance regarding COVID-19.

The board discussed concerns regarding deaf people of color who are contracting COVID-19 and the disproportionate rate of infection and death for people of color. Benro and Amy will work with National Black Deaf Advocates (NBDA), Council de Manos, and National Hispanic Latino Association of the Deaf (NHLAD).

President Melissa Draganac-Hawk led a discussion about COVID-19 and the impact on deaf people in many areas including press briefings with governors, the White House, deafblind access.

Howard Rosenblum shared that the NAD has not been able to gather data regarding interpreter access at hospitals. There are many restrictions in place at many facilities, including limiting who can access hospitals. There is also a concern about availability of Personal Protective Equipment (PPE) for use by interpreters.

There is also a concern within the disability community about ventilators and whether they would be taken from persons with disabilities for other people to use in hospitals. It was commented that several state governors have mandated that ventilators cannot be taken from persons with disabilities for use only on able-bodied individuals.

The NAD is working on a position statement regarding Health/Telehealth in collaboration with Hearing Loss Association of the Deaf (HLAA), Telecommunications for the Deaf and Hard of Hearing, Inc (TDI), and other consumer groups.

The board discussed the need for making materials and information available in Spanish, as well as the need to make visuals (graphics) for the information, as well as communication cards due to masks significantly reducing access to communication, and an increase to internet usage means it may not be as reliable for connecting with Video Remote Interpreting (VRI).

The board also discussed the need for collecting data from our community and decided we would create an announcement to our community asking them to share their experiences with the NAD. This will help the NAD create a position for future emergencies such as this, noting what they should not do, based on real experiences we have today.

There was a discussion about the need to address usage of VRI for emergency situations such as this pandemic, separate from when things are under normal operations.

The board discussed concerns about deaf parents of children who are attending public schools and are not able to access classroom content to support their children, as well as access to interpreters in an e-learning environment.

Howard Rosenblum shared that there are seven position statements regarding COVID-19 that will be disseminated on the NAD website.

The board discussed concerns about the lack of interpreters at the White House press briefings, which has been true for a long time, but is of urgent importance at this time especially during this pandemic. Howard Rosenblum shared that the NAD letter has been sent but there has been no response from the White House. The NAD is working on different strategies to reach out to the White House about the lack of interpreters for their press briefings.

The board discussed the concerns shared by DeafBlind individuals and their experiences during this pandemic. They are experiencing barriers due to the need for tactile communication. Many SSP and interpreters are unable to help them due to lack of PPE. They are unable to purchase groceries because of lack of services available to them, and shortage of delivery services due to many others utilizing these services. Some ideas were discussed that could lead to tools and resources for states to pursue a bill for SSP services, or enhance some state agencies' area of responsibilities.

President Melissa Draganac-Hawk called for a recess at 6:02 pm EDT.

April 17, 2020 on Zoom.

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), 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, and Angela Ellman, Conference Coordinator.

Visitors: Mark Apodaca, Parliamentarian

The meeting resumed at 1:07 pm EDT.

President Melissa Draganac-Hawk reviewed the agenda for today's meeting.

Priority Reports

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 is interested in continuing their work beyond this term to finish up the tasks within the priority. At this time, Gallaudet has secured two or three grants that support the efforts of the Task Force. One of these grant projects focuses on the needs regarding caregivers the needs are different from the hearing population. The report from the Task Force will not be available until the end of July due to the timeframe of the grant itself.

Priority: Focusing on Systemic Barriers in Vocational Rehabilitation Services for the Deaf/HH. Board Liaison Holly Ketchum shared that the position paper has been completed by the committee and is currently being reviewed by Howard, however there is some additional work that needs to be done and will need to continue beyond this term.

The board discussed some concerns with the shift to online learning and whether vocational rehabilitation programs will continue to support attendance at Gallaudet and NTID. There is a need to collect stories from people who are experiencing struggles with obtaining VR services, as well as access with e-learning.

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

Board Liaison Steve Hamerdinger shared that most of the work regarding this policy are being worked upon by NAD Headquarters as well as the NASADHH.

Howard Rosenblum shared that there were plans to host a law enforcement/public safety summit, however, with the current pandemic situation, those plans have come to a halt. A lot of other work has been done regarding this topic, although the work is not done, and will need to continue beyond this term. The NAD has learned a lot about how the legal and enforcement systems work, and there are barriers in addressing issues concerning deaf and hard of hearing people impacted by the system. A further detailed report will be provided for delegates at the COR.

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 there was an interpreting summit held in February. The summit provided us with a lot of useful information that will help us draft the Interpreting position statement.

The CPC Task Force met the same weekend and made significant progress with the content. Currently need to have editors with legal and interpreting experience to review the content.

Priority: National Family Campaign.

Board Liaison Michelle Cline shared that the committee has been focused on how to get families engaged with the NAD but that has been put on hold due to COVID-19. The goal is to have a video available for community distribution prior to COR.

Separate discussion about financial security. Treasurer Michelle Cline led a discussion about NAD finances, to ensure that our financial situation is sustainable and healthy throughout this pandemic. The NAD has been approved for the SBA PPP loan at this time.

President Melissa Draganac-Hawk called for a recess at 2:30 pm EDT.

The meeting resumed at 3:39 pm EDT.

President Melissa Draganac-Hawk led a discussion about the COR. The benefits and risks of hosting a virtual or in-person meeting for the Forums and COR were discussed, along with reviewing the bylaws to understand what we must, can, and can't do. Parliamentarian Mark Apodaca provided guidance and interpretation on the NAD bylaws and Robert's Rules of Order regarding the COR and Forums. The board decided to proceed with hosting the COR and Forums through virtual means. Further information will be provided to the board, and the community after our Conference Coordinator, Angela Ellman collects additional information.

The board discussed some needs for logistics around hosting the Forums and COR virtually, including elections, voting for priorities and bylaws amendments.

President Melissa Draganac-Hawk called for a recess at 5:56 pm EDT.

April 18, 2020 on Zoom.

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), 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.

The meeting resumed at 1:11 pm EDT.

President Melissa Draganac-Hawk reviewed the agenda for the day, starting with committee reports.

Diversity Strategy Team Board Liaison Amy Gomme shared that there is a lack of access to information surrounding COVID-19. The DST would like to host a workshop about COVID-19 and provide training for delegates about how we can be respectful and supportive for marginalized communities.

Appointed Board Member Alicia Lane-Outlaw shared that the workgroup has been in contact with a consultant on how to wrap up Vision 2020 and share a report on that, before transitioning to the new strategic plan.

Howard Rosenblum shared updates on the progress with the Interpreter Agency Accreditation committee. At this time progress has slow, however Kim Bianco Majeri will be assigned to work on the details for the program.

Bylaws Committee Board Liaison Steve Hamerdinger shared that Jacob Leffler, who chairs the committee and representatives from each of the regions have been meeting, and they are working on a vlog. After that, they will be ready to accept submissions for proposed bylaws amendments. The board discussed some concerns and gaps with the current bylaws and will share those concerns in a report to the Board. The board also discussed concerns about the bylaws being in English and should be available in ASL, and Spanish. The goal is to have the bylaws amendment proposals available in ASL for delegates to review, and the whole bylaws available in ASL along with English and Spanish.

CDI Task Force Board Liaison Kevin Ryan shared that they were able to fill the chair position with Alisha Bronk, a deaf interpreter, who is certified by RID. They want to train people on how to use deaf interpreters and how deaf people can become a deaf interpreter. The board agreed that the task force needs to assume the task from the 2014 conference that explains the role of deaf interpreters, and how the community and individuals can advocate for obtaining a deaf interpreter in various settings.

Michelle Cline provided a report on behalf of the board workgroup for the State Associations and Affiliates committee (SAAC). The SAAC is nearly ready to do a soft launch of their mentor program but had some questions for the board. The board discussed whether this information should be posted publicly, or as an affiliate benefit only. The board agreed that the information would be available publicly, but only State Associations and Affiliates can qualify for the program. The SAAC also discussed the toolkit for State Associations and Affiliates, and how to separate out the information and make some of the historical information available to the public online and include actual tips and resources for organization operations and programs in the toolkit. The board agrees with this approach.

Governance Chair Liz Hill has no report to share.

Outreach Board Liaison Alicia Lane-Outlaw has no report to share.

Public Policy Board Liaison Steve Lovi has no report to share, but the board discussed the structure for the public policy committee and how most of the policy work is now being done within NAD HQ under the Policy Institute. The Policy Institute does contact subject matter experts for information, data, and review. The board has to approve position statements. NAD HQ Policy Institute is working on reviewing the VRI and VR position statements, and currently developing best practices for prisons/correctional facilities.

Video Remote Interpreting Task Force Board Liaison Holly Ketchum shared that they have completed the position statement which is currently awaiting review from Howard Rosenblum from a legal and NAD HQ standpoint.

National Employment Resource Center Board Liaison Holly Ketchum shared that the committee worked on a survey and wanted to collect feedback from people who are using the NERC section of the NAD website to make adjustments as needed.

Video Remote Interpreting Task Force Board Liaison Holly Ketchum shared that they have provided a position statement on using VRI in court settings to NAD HQ for review. The board discussed briefly on the VRI card, and how we can make it available for various settings including medical and courts.

President Melissa Draganac-Hawk called for a recess at 2:54 pm EDT.

The meeting resumed at 4:04 pm EDT.

Section Reports:

Steve Lovi shared that he has been reviewing the Sections guidelines and led a discussion with the board regarding various areas of the Sections. Key areas of focus include on Section leadership structures, logos, and finances. The board decided to establish a workgroup to focus on making recommendations for the guidelines.

Deaf Culture and History Section Board liaison Linsay Darnall, Jr. shared that the section has a chair, vice chair, secretary and region representatives. They have been very active and having regular meetings.

The board also discussed the concerns regarding deaf history month and the recent events around that. A review of the past conference motions and resolutions needs to be done and a report for a plan of action will be shared later.

Deaf Education Section Board Liaison Michelle Cline shared that there is supposed to be a National Deaf Education Conference this summer but with COVID-19, that will not happen in Chicago but are exploring virtual options. They plan to host the next in-person NDEC in Riverside, California in 2021, and then in Orlando, Florida in 2022 with the NAD Biennial Conference.

Past Board Members Section Board Liaison Steve Lovi shared that the previous chair had stepped down and there had been very little action within the section. They are working on developing the purpose of the section, and how they can support the NAD through fundraising efforts.

LGBT Section Board Liaisons Steve Lovi and Alicia Lane-Outlaw shared that they had plans for Melmira to be the MC for the LGBT luncheon. The primary goal of the LGBT section is to network and connect with each other, and perhaps they can do something online for this year. .

Interpreting Section Board Liaison Jenny Buechner shared that she has reached out to NAD HQ for the membership list to establish an email group.

Senior Citizens Section Board Liaison Martin Price shared that the section has been mostly focused on planning their luncheon.

Youth Section Board Liaison Martin Price shared that the NADYS was supposed to host the World Federation of the Deaf Youth Section (WFDYS) board in the United States for their board meeting but with COVID-19, that is not happening.

DeafBlind Section Board Liaison Jenny Buechner has no report for this section.

Deaf Business Advocacy Section Board Liaison Michelle Cline shared that the section needs to wrap up some loose ends regarding the money remaining in their account prior to closing off the section. The section had planned to use the remaining funds to host some kind of event at the conference. This may be held off until the 2022 NAD Conference.

President Melissa Draganac-Hawk shared that a group of deaf women would like to establish a Deaf Women Section. The application is not complete.

The board conducted an executive session at 5:22 pm EDT.

The executive session ended at 5:26 pm EDT.

MOTION: Lindsay Darnall, Jr. moved that Howard completes the NAD business plan by May 10th. Seconded by Kevin Ryan. CARRIED.

The board discussed upcoming board meeting dates, as well as possible COR dates. No dates were determined at this time.

The board commended Liz Hill for her contribution as a Region I Board member.

President Melissa Draganac-Hawk adjourned the meeting at 6:09 pm EDT.

Respectfully Submitted,

Jenny Buechner
Secretary