

National Association of the Deaf
NAD Board of Directors Meeting
Zoom
July 19-21, 2020

July 19, 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 Milmaglyn Morales (2020-2022), 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.

President Melissa Draganac-Hawk called the meeting to order at 1:08 pm EDT.

The board reviewed past motions made during virtual meetings/emails.

MOTION: Linsay Darnall, Jr. moved to ratify the following motions. Seconded by Steve Hamerdinger. CARRIED.

Martin Price moved to approve the January Board meeting minutes. Seconded by Liz Hill. CARRIED.

Steve Lovi moved to approve the 4 position statements, telehealth, health access, education, and employment. Seconded by Kevin Ryan. CARRIED

Alicia Lane-Outlaw moved to waive the Affiliate Membership fee for Cerebral Palsy And Deaf Organization (CPADO) as a representative of an underserved group. Seconded by Richard McCowin. CARRIED.

Steve Lovi moved to appoint Milmaglyn Morales as Region 1 Board Member. Seconded by Michelle Cline. CARRIED.

President Melissa Draganac-Hawk reviewed the agenda for the meeting, then provided the president's report. Melissa shared that she has been supporting many committees, mostly related to the Council of Representatives. NAD received a letter from the First Lady from Brazil, congratulating the NAD for its great work around the COVID-19 pandemic. The NAD has been asked to review one of the Conference Interpreter Training documents focusing on accreditation

of Interpreter Training/Education Programs. Have asked Brenda Schertz and Marguerite Carillo to review and provide CIT with input. Other organizations are also being asked to provide input to improve their standards.

Vice President Richard McCowin provided his report, sharing that he has been providing support to the community as a black person, and as the NAD Vice President. Will participate in a Zoom panel for the Nebraska community regarding the 30th anniversary of the Americans with Disabilities Act. Will also be involved with Family Chat hosted by National Black Deaf Advocates.

Secretary Jenny Buechner had no report, and asked the board to review the minutes from April board meeting for approval during this meeting.

Treasurer Michelle Cline provided a report, sharing that we need to review the budget due to the impact from the COVID-19 pandemic, and then the business continuity plan can be developed. The board will also at a later time during this meeting discuss issues regarding the endowment funds.

CEO Howard Rosenblum provided a report that has two primary focuses specifically surrounding the COVID-19 pandemic and the Black Lives Matter movement. The NAD is receiving requests to discuss policies for using masks during this pandemic from consumers, businesses, and the media. The NAD has been working on its position statement, advocacy letter in both ASL and English. The board discussed the components of the position statement, and will have the opportunity to review prior to public release.

The NAD hosted two webinars led by Tawny Holmes Hlibok about remote learning and early intervention. NDEC also hosted a virtual conference for teachers who need information and new ideas on how to move forward in a virtual classroom environment. The conference was a success.

Howard Roseblum discussed the financial situation with the NAD, which is very healthy. In addition to the loans received from the government, we recently received the remaining portion of a bequest that we were given due to the sale of a house that finally went through, but the sale did not generate as much funds as originally projected. We are also receiving funds from lawsuits and cases on which we have worked.

The board then moved on to discuss the finances of the NAD, led by Treasurer Michelle Cline. The NAD has received funds from the Payroll Protection Plan (PPP), and the Economic Injury Disaster Loan (EIDL). The PPP will be used to pay for the salary of the staff, while the EIDL will be used to help pay for the rent. The EIDL must be paid back by the next fiscal year, however it will be interest-free.

Over the years, the NAD has used the endowment investments and Real Estate Investment Trust (REIT) to pay for the rent in full. However the stock has plummeted and the dividends and

interest payments do not generate enough funds to pay the rent. The board established a tripwire, if the REIT funds dipped below 3.24 million dollars, the board should revisit the funds to determine a new plan. Our financial advisor advised that we should sell the stocks in our existing alternative investment (REIT) and reinvest into our endowment investments, and hope that we will recover the monies lost in due time. The board agreed to review for a vote tomorrow on whether to authorize Howard to sell the shares in alternative investments and move them to our endowment investments.

The board then reviewed and discussed the 2020-2021 budget which has some major changes to reflect the modified expenditures and income due to the change of NAD Conference to virtual, the postponement of YLC to next year, and the postponement of launching the Interpreter Referral Agency Accreditation program. The Board agreed to review and then discuss for a vote tomorrow.

President Melissa Draganac-Hawk called for a recess at 2:59 pm EDT.

The meeting resumed at 4:01 pm EDT.

The board conducted a dialogue about racism, with facilitators Darian Burwell and Stacy Nowak.

President Melissa Draganac-Hawk called for a recess at 4:58 pm EDT.

The meeting resumed at 5:06 pm EDT.

President Melissa Draganac-Hawk called for a recess at 6:05 pm EDT.

July 20, 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 Milmaglyn Morales (2020-2022), 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.

The meeting resumed at 3:06 pm EDT.

President Melissa Draganac-Hawk shared the agenda for the day.

MOTION: Kevin Ryan moved to approve the April meeting minutes. Seconded by Amy Gomme. CARRIED.

MOTION: Richard McCowin moved to approve the revised 2020-2021 FY Budget. Seconded by Kevin Ryan. CARRIED.

MOTION: Jenny Buechner moved to give Howard Rosenblum, CEO of NAD authority to sell our FSC and Inland, which are alternative investments to a horizon investment based on the advice of Kramer Wealth Management. Seconded by Alicia Lane-Outlaw. CARRIED.

The board continued with its reports from Region and Appointed Board members.

Region I Board Members Milmaglyn Morales and Steve Lovi shared that Milmaglyn is getting familiar with her role and responsibilities as a Board member. They also shared about the lawsuit filed by Disability Rights of New York (DRNY) against the Governor of New York for lack of interpreters during coronavirus press briefings on broadcast television. The board also discussed the need for state associations to monitor press conferences/briefings to see if they are providing interpreters for emergency notifications including COVID-19 and other news.

Region II Board members Kevin Ryan and Linsay Darnall Jr. shared that they have had region meetings with state associations, and they are wanting to discuss topics for possible proposed priorities that was discussed at the National Leadership Training Conference (NLTC). They also shared updates on state association activities in the region.

Region III Board members Steve Hamerdinger and Holly Ketchum shared concerns about some state associations not participating in region meetings, and are not responsive, especially with the Council of Representatives (COR) coming up in October.

Region IV Board member Amy Gomme shared that the state associations have been discussing their concerns about the upcoming COR and its processes as many are not familiar with them. State associations are also discussing the Black Lives Matter movement and racism. The board discussed the possibility of creating a list of available facilitators to share with state associations who are interested in having discussions about racism within their organization and communities.

Appointed Board member Benro Ogunyipe reported that he has been reaching out to membership-based affiliate organizations to prepare them for the upcoming COR. Benro is also working on the nomination and voting process for delegate representation from the Order of Georges and Georgettes (OGG). The board also discussed the naming and concept of OGG, however the board is unable to make any changes because it requires a bylaws amendment.

Appointed Board member Alicia Lane-Outlaw did not have a report to share.

Priority Reports

Priority: National Family Campaign.

Board Liaison Michelle Cline shared that the committee has been working on several things. First, training Education Advocates from state associations and affiliate organizations. Second, they are currently developing a new section on the NAD website to include information on identity, culture, and language with an emphasis on legal rights in acquiring ASL along with a list of resources by states for families. The NAD continues to do policy advocacy on a federal level including push for key changes with the reauthorized EHDI act of 2017 to require state grant applicants to provide both visual and spoken language resources along with Deaf mentors, introducing "Signing is Language" act with Representative Larson of Washington, and discussions are being held with the US Department of Education to discuss the issue of "Least Restrictive Environment" requirement.

Priority: Focusing on Systemic Barriers in Vocational Rehabilitation Services for the Deaf/HH. Board Liaison Holly Ketchum shared that the committee has been working with Carrie Lou from the National Deaf Center (NDC). They have a lot of information and resources available on their website that align with the goals of this priority. There is a need for data, so the NAD will conduct a survey to collect information about whether interpreters are provided, qualified, or if the counselors are deaf or not, and whether they understand the needs of deaf people. This data will be shared with the Rehabilitative Services Administration to advance our goals in improving services for the deaf.

Priority: Campaign to spotlight the oppression of Deaf people within the justice system. Howard Rosenblum shared about the law enforcement summit planning, and the goals of what we will gain from that summit. We have not been able to achieve much due to barriers in the system within law enforcement, and have developed a video report for delegates. The NAD has done some work on a policy for prisons and are currently working on developing a policy regarding parole. The board discussed the differences between HEARD and NADs work regarding the justice system. The NAD focuses on whether access was provided and can do lawsuits around that. The NAD is not qualified to do criminal defense cases for deaf people, and does not work on appeals of the verdicts of the cases. The NAD can only get involved if interpreters or other types of accommodations were not provided for the deaf in their cases.

The board discussed the position statement on use of VRI in Courts, which is currently under development to include additional details due to changes on how courts are handling cases due to the COVID-19 pandemic.

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 Code of Professional Conduct Task Force met in-person in February and have been meeting virtually since then. The content is there in the new draft, however it needs to be reviewed and edited, which is currently happening. The next steps are to review with all 4 organization boards for input, then bring in stakeholders of other communities for their perspectives. The NAD is also working on bringing together a group of people to review

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 making great progress, but there is also a lot more work to be done. Poorna Kushalnagar has been collecting data for her research regarding deaf seniors, and the document will not be published until January 2021 at the earliest. The board discussed the possibility of trying to make some preliminary data available sooner than later. The Task Force has identified that there are gaps among training for nurses who work with deaf seniors, and a lack of support and resources for caregivers who are deaf. The Task Force wants to continue beyond this term, as they still have much more work to do.

President Melissa Draganac-Hawk called for a recess at 5:11 pm EDT.

The meeting resumed at 6:10 pm EDT.

The board discussed reports on the priorities for members and delegates to review prior to the Virtual Biennial Meeting in October.

Alicia Lane-Outlaw, COR Co-Chair led a discussion about how the Virtual Biennial Meeting will be held, using the Zoom platform. Some details regarding how we have handled certain aspects of the meeting in the past and how they would be done virtually were discussed, along with some possible scenarios and how they would be handled. Training opportunities will be available for delegates to take, which will be mandatory prior to participation of the COR.

Holly Ketchum, COR Co-Chair shared that approximately 10 affiliate organizations/state associations have yet to provide their membership count to determine how many delegates they can send to COR.

The board discussed concerns about how membership of affiliate organizations and state associations are counted, and what the bylaws outline, or doesn't outline.

Elections Committee Board Liaison, Steve Lovi shared that the elections committee has questions regarding guidelines for this COR as it is virtual, not in-person. The board has asked the committee to modify the guidelines for the virtual Biennial meeting.

Bylaws Committee Board Liaison Steve Hamerdinger shared that the committee has the call for proposals announced. The committee has 6 suggestions so far, mostly pertaining to the ability to host the COR virtually.

Alicia Lane-Outlaw, COR Co-Chair continued the discussion about the COR, specifically the tentative schedule of the Biennial Meeting, and the Forums.

President Melissa Draganac-Hawk called for a recess at 8:06 pm EDT.

July 21, 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 Milmaglyn Morales (2020-2022), 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 5:03 pm EDT.

President Melissa Draganac-Hawk reviewed the agenda for the evening.

The board resumed its discussion about how to handle various situations during the virtual biennial meeting in October. The board also discussed how to help train and prepare delegates for the virtual approach, including the use of the platform, as well as procedures for the meetings.

Diversity Strategy Team (DST) Board Liaison Amy Gomme shared a report on what the strategy team has done to support the Board in regards to the Black Lives Matter movement. The DST provided some questions for the board to discuss, with two facilitators. Amy Gomme led the discussion about NAD and the Black Lives Matter movement. The Board discussed several things that we have done but need to improve upon, what we can do now to recognize and demonstrate the disparities experienced by Black, Indigenous, and People of Color (BIPOC) with what we're already doing, and recognized the need to discuss what our long term plan is for eradicating racism within the NAD.

Alicia Lane-Outlaw reported that the NAD Strategic Plan is currently on hold, and the workgroup will convene to discuss how we will wrap up the Vision 2020, and present the new plan for beyond.

Howard Rosenblum shared updates on the Interpreter Referral Agency Accreditation program, which has been put on hold due to coronavirus and will be released at a later time.

CDI Task Force Board Liaison Kevin Ryan reported that there has been no action to date.

Howard Rosenblum shared that the NAD is working with National Deaf Interpreters (NDI) to develop an online directory of deaf interpreters who are able to do remote work as well as videos of ASL translations. The goal is to also identify and bring on more BIPOC deaf interpreters to have opportunities to do work. The board is in support of this online directory.

State Association and Affiliate Committee (SAAC) Board Liaison Michelle Cline shared that Lissette Molina-Wood has been selected to represent Region III for SAAC. The committee has not had a meeting since February. They are wanting to complete the mentor toolkit this month. SAAC is asking if they have any involvement with COR, and it was identified that they will need a caucus session to discuss and appoint representatives for the SAAC. The committee is also working on updating the toolkit which is made available to State Associations and Affiliates, and are asking the board to post the toolkit to the NAD website. The board discussed that this is a benefit of being an affiliate of the NAD, which should not be made available to the public but to affiliated organizations.

National Employment Resource Center (NERC) Board Liaison Holly Ketchum shared that the committee's work is done, however they are asking the NAD to conduct a survey about the content that is available on the NAD website under NERC. This will help them improve the information on the NERC webpages.

Video Report Interpreting Committee Board Liaison Holly Ketchum shared that the position statement for VRI in Courts is complete, however there is a need to include components around how courts are being conducted in this COVID-19 age.

President Melissa Draganac-Hawk called for a recess at 6:55 pm EDT.

The meeting resumed at 8:01 pm EDT.

Bylaws Board Liaison Steve Hamerdinger shared that the committee has identified several possible proposed amendments to consider. Most of them are to address gaps or concerns that the board has, or from comments from NAD members over the last two years. The board discussed some aspects of the Bylaws and NAD as an organization that are discriminatory to various groups, and that these aspects should be addressed so that the NAD can move forward and be more accessible and inclusive.

Steering Committee Chair Jenny Buechner shared that there have not been any submissions for proposed priorities to date of this board meeting. An extension will be provided to August 15th for submissions.

President Melissa Draganac-Hawk conducted the oath to officially induct Region I Board Member Milmaglyn Morales onto the Board.

President Melissa Draganac-Hawk adjourned the meeting at 10:06 pm EDT.

Respectfully Submitted,

Jenny Buechner
Secretary