

**National Association of the Deaf
55th Biennial Conference
Council of Representatives Virtual Business Meeting
October 1-4 and 24, 2020**

**Thursday, October 1, 2020
COR Session I**

President Melissa Draganac-Hawk called the Council of Representatives (COR) business meeting to order at 1:36 p.m. EDT.

Alicia Lane-Outlaw, Appointed Board Member and Credentials Chair, reported that there were 133 delegates present.

President Draganac-Hawk welcomed all participants.

President Draganac-Hawk shared appreciation for the Sponsors of the Virtual Biennial NAD Meeting:

Leadership Sponsors: JP Morgan Chase, ZVRS/Purple Communications

Equality Sponsors: Sorenson VRS

Vision Sponsors: Google, Comcast

Diversity Sponsors: Microsoft, Verizon, Gallaudet University, NTID/RIT

Justice Sponsors: Lyft, Ultratec/CapTel, AT&T

Advocacy Sponsors: Charter Communications

Unity Sponsors: CTIA, TracFone

Community Sponsors: Sprint Accessibility

President Draganac-Hawk introduced all of the NAD Board members, NAD Staff, and Past Presidents. All delegates were called to show their video on screen for each region.

Council of Representatives (COR) Co-Chairs Alicia Lane-Outlaw and Holly Ketchum explained the process for the meeting using Zoom features, and reviewed the Virtual Conduct Policy.

President Draganac-Hawk presented the State of the NAD address, which included reports on the top five priorities from the 2018 Conference provided by executive board members Richard McCowin, Vice President; Jenny Buechner, Secretary; and Michelle Cline, Treasurer. President Draganac-Hawk explained the great work of the NAD, especially through the COVID-19 pandemic as well as the Black Lives Matter movement across the country, and the lawsuit against the White House to provide interpreters for press briefings. Lindsay Darnall Jr., Region II Board Member, shared the achievements we have made with Vision 2020 through various priorities in the past, as well as the NAD Law and Advocacy Center. A brief video was shown

displaying photos from the board's travel and board meetings throughout the country, including visits to Deaf schools and programs.

President Draganac-Hawk introduced Amy Gomme, Region IV Board member and Diversity Strategy Team Board Liaison, who provided diversity training to the delegates.

President Draganac-Hawk introduced Mark Apodaca, Parliamentarian for the Council of Representatives meetings. Mark Apodaca provided a brief explanation of parliamentary procedure.

President Draganac-Hawk called for a recess at 3:00 p.m. EDT.

President Draganac-Hawk called COR Session I to resume at 4:01 p.m. EDT.

Alicia Lane-Outlaw, Appointed Board Member and Credentials Chair, reported that there were 147 delegates present.

President Draganac-Hawk presented the 2018 COR minutes for approval.

Cam Tulloch (MAD - Montana) had one correction regarding the title of a Board Member in the minutes.

Motion: Thomas Minch (MeAD) moved to approve the minutes as revised. Seconded by Libby Hathaway (NVAD). The minutes were approved by unanimous consent.

President Draganac-Hawk presented the 2018 COR standing rules for approval.

COR Standing Rules

Motion: Jeffrey Yockey (PSAD) moved to revise the rules to allow for a three minute time limit instead of one minute. Seconded by Sherry Crosby (LAD). **CARRIED.**

Prior to the vote of the above motion, Alicia Lane-Outlaw, Appointed Board Member and Credentials Chair, reported that there are 147 delegates present.

Motion: Katy Schmidt (WAD) moved to shorten the breaks on the COR schedule from one hour to one-half hour. Seconded by Tim Wood (FAD). **DEFEATED.**

Motion: Steve Gagnon (MDAD) moved to change rule 13 to have not six comments, but ten comments, five supporting and five opposing the motion. Seconded by Jimmy Gore (LAD). **DEFEATED.**

Motion: Graham Forsey (DCAD) moved to approve the COR standing rules. Seconded by Vance Youngs (CoAD). **CARRIED.**

General Forum Standing Rules

Motion: Thomas Minch (MeAD) moved to approve the Forum Standing Rules. Seconded by Jacob Leffler (MDAD). **CARRIED.**

Regional and Affiliate Caucus Standing Rules

Motion: Scot Pott (TAD - Texas) moved to approve the Caucus Standing Rules. Seconded by Callista Cline (SDAD). **CARRIED.**

COR Agenda

Motion: Feta Fernsler (DeAD) moved to accept the COR agenda. Seconded by Katy Schmidt (WAD). **CARRIED.**

President Draganac-Hawk called for a recess at 5:31 p.m. EDT.

Friday, October 2, 2020

COR Session II

President Draganac-Hawk called COR Session II to order at 2:31 p.m. EDT.

President Draganac-Hawk explained the process for the meeting using Zoom features for seconding a motion, and asked Parliamentarian Mark Apodaca to review with the delegates the parliamentary procedure, specifically the purposes of request for information (RFI), parliamentary inquiry (PI), and point of order (PO).

Alicia Lane-Outlaw, Appointed Board Member and Credentials Chair, reported that there were 140 delegates present.

Conference Minutes Review Team

President Draganac-Hawk called for one volunteer from each region as well as one volunteer from the Affiliates/Sections to be part of the Conference Minutes Review Team. The following people volunteered and were approved to be on the Conference Minutes Review Team:

Jacob Leffler (Maryland Association of the Deaf, Region I)
Beth Pickering (Indiana Association of the Deaf, Region II)
Linda Nelson (North Carolina Association of the Deaf, Region III)
Shawn Tulloch (Montana Association of the Deaf, Region IV)
Robert Weinstock (Gallaudet University Alumni Association, Affiliates/Sections)

Steering Committee

Jenny Buechner, Secretary and Steering Committee Chair, announced the Steering Committee members as follows:

Danielle Loughlin (Rhode Island Association of the Deaf, Region I)
Theodore Dorsette III (Michigan Association of the Deaf, Region II)
Crystal Schwartz (Order of the Georges and Georgettes, Region III)
Alan Wilding (Idaho Association of the Deaf, Region IV)
Al Sonnenstrahl (Deaf Seniors of America, Affiliates/Sections)

Diversity Strategic Team Report

Amy Gomme, in her role as Board Liaison to the Diversity Strategic Team, provided the Diversity Strategy Team report.

Delegates inquired about the members of the Diversity Strategic Team. Amy Gomme shared a list of members of the Diversity Strategic Team: Elvia Guillermo, Shilpa Hanumantha, Sean Norman, Kavita Pipalia, and Kirsten Poston.

Standing Committee Reports

Finance Committee Report

Michelle Cline, in her role as Treasurer, provided the Finance Committee report. Delegates had questions about the financial health of the NAD due to the COVID-19 pandemic. Treasurer Cline shared that the NAD is in good shape financially. Delegates also requested for financial information and the budget. Treasurer Cline said that this information would be shared with the delegates.

Governance Committee Report

President Draganac-Hawk inquired whether delegates had any questions for the Governance Committee Report. There were no questions for any of the committees under Governance: the Bylaws Committee, Elections Committee, and State Associations and Affiliates Committee (SAAC).

Outreach Report

President Draganac-Hawk shared that there was no report from the Outreach Committee.

Public Policy

President Draganac-Hawk shared that three groups worked on five priorities under Public Policy. The three groups are the NAD Policy Institute, VRI in Legal Settings Committee, and the CDI Task Force. There was a question about the purpose of the CDI Task Force.

Kevin Ryan, Region II Board Member and Board Liaison to the CDI Task Force, shared that the focus on the committee is to develop documents that explain how to find a CDI, how to work with a CDI, and how Deaf Interpreters can become certified.

Holly Ketchum, Region III Board member and Board Liaison for the VRI in Legal Settings committee, shared that they focused on developing a position statement and guidelines on using VRI in legal settings, including but not limited to courtrooms and interrogations.

President Draganac-Hawk asked the delegates if there were any questions on the 2018-2020 NAD Priorities reports. There were no questions.

Bylaws Amendment Proposals

Jacob Leffler, in his role as Bylaws Committee Chair, reported that there were thirteen (13) proposed amendments to the NAD Bylaws, as follows:

- 20-01 Proclamation Declaring a National, State, or Local Emergency
- 20-02 Meetings
- 20-03 Council of Representatives
- 20-04 Conflict of Interest
- 20-05 Regional Conferences
- 20-06 Elected Regional Board Members
- 20-07 State Association Representatives
- 20-08 State Association and Membership-Based Nonprofit Organizational Affiliate Representatives
- 20-09 Appointed Board Members
- 20-10 Board of Directors
- 20-11 Nonprofit Organizational Affiliate Representatives
- 20-12 OGG Removal Article 3
- 20-13 OGG Removal Article 5

Priority Proposals and Resolutions

Jenny Buechner, in her role as Steering Committee Chair, reported that there were 26 proposed priorities.

- 2020-GOV-01 NAD's Board of Members Representation
- 2020-GOV-02 Affiliate Representation on NAD Board
- 2020-GOV-03 Serving with Distinction
- 2020-GOV-04 Hiring of Chief of Community Engagement

2020-GOV-05 NAD's Organizational Structure
2020-GOV-06 Collaboration with BIPOC Organizations
2020-GOV-07 Selection of Conference Sites
2020-GOV-08 Accountability Task Force
2020-GOV-09 Talent Development Program for Deaf Interpreters of Color

2020-MEM-01 Intersectional Survey Through NAD's Membership

2020-EDU-01 Enrich Deaf Children Education at Home
2020-EDU-02 Achieving Equity in Deaf Education

2020-PUB-01 Campaign to Spotlight the Adverse Impacts of Language Deprivation
2020-PUB-02 Eugenics and Eradication of Deaf People
2020-PUB-03 Dismantling Racism in the Deaf Community
2020-PUB-04 Addressing the Justice System and Law Enforcement
2020-PUB-05 Immigration
2020-PUB-06 Eliminating Barriers to Quality Care for Deaf Seniors
2020-PUB-07 Foster Care Bill of Rights
2020-PUB-08 Emergency Interpreter Service
2020-PUB-09 VRI and CDI
2020-PUB-10 Transportation Accessibility
2020-PUB-11 COVID-19 Pandemic Response
2020-PUB-12 HHS.gov-Language Assistance Plan for Deaf/HOH
2020-PUB-13 Healthcare Accessibility for Deaf and Hard of Hearing
2020-PUB-14 NAD Work with ICD-10

Steering Committee Chair Jenny Buechner shared that while the language in these proposals may say “deaf” or “deaf and hard of hearing”, the reality is that the NAD will work on these proposals to be all-inclusive, including individuals who are deaf, deafblind, deaf persons of color, deaf LGBTQ+, underprivileged deaf citizens, and other deaf underrepresented groups.

Steering Committee Chair Jenny Buechner reported that there were three (3) resolutions received prior to the start of the COR. They are as follows:

2020-RES-01 Affiliates Representation on Board
2020-RES-02 Continuation of Senior Citizen Task Force
2020-RES-03 National Deaf History Month Resolution

Motion: Richard Jeffries (MDAD) moved to amend the COR schedule to proceed to the bylaws amendments discussion and remove recess. Seconded by Thomas Minch (MeAD).

Amendment: Katy Schmidt (WAD) moved to amend Richard Jeffries’s motion instead of remove, insert reduce the break from one hour to one-half hour. Seconded by Linda Nelson (NCAD). **DEFEATED.**

The motion to proceed with the bylaws discussion and remove recess was **DEFEATED**.

President Draganac-Hawk called for a recess at 4:12 p.m. EDT.

President Draganac-Hawk called COR Session II to resume at 5:00 p.m. EDT.

Steering Committee Chair Jenny Buechner resumed the report on the Proposed Priorities. Delegates had questions for clarification.

Motion: Cam Tulloch (MTAD) moved to close discussion on Proposed Priorities and start discussing Bylaws amendments. Seconded by Beth Pickering (IAD - Indiana). **CARRIED**.

Prior to the vote of the above motion, Alicia Lane-Outlaw, Appointed Board Member and Credentials Chair, reported that there were 142 delegates present.

Bylaws Amendment Proposals

20-01 Proclamation Declaring a National, State, or Local Emergency Article V, Section 1.8

Current Language:

None at this time; this would be a new section.

Proposed Changes:

Article V

Section 1.8.i

If there is a declaration of national, state, or local emergency, the biennial national conference, through the use of technology available, may be held virtually. During the virtual biennial national conference, meetings of the Council of Representatives, Forums, and election of officers, as stated in Article IV Section 2, shall be held.

Section 1.8.ii

If there is a declaration of national, state, or local emergency, and where the use of technology becomes unavailable and holding the virtual biennial national conference cannot be held prior to the end of the even year, the officers of the board of directors and regional representatives shall continue to serve an additional two years.

If Adopted:

Article V

Section 1.8.i

If there is a declaration of national, state, or local emergency, the biennial national conference, through the use of technology available, may be held virtually. During the virtual biennial national conference, meetings of the Council of Representatives, Forums, and election of officers, as stated in Article IV Section 2, shall be held.

Section 1.8.ii.

If there is a declaration of national, state, or local emergency, and where the use of technology becomes unavailable and holding the virtual biennial national conference cannot be held prior to the end of the even year, the officers of the board of directors and regional representatives shall continue to serve an additional two years.

Motion: Kirsten Poston (DIG) moved that we approve Bylaws Amendment 2020-01 as written. Seconded by: Tar Gillman (RAD). **CARRIED.**

20-02 Meetings

Article IV, Section 8

Current Language:

Article IV, Section 8. Meetings.

The Board of Directors shall meet at least twice each year, or upon the request of the President or at least five (5) Board members.

Proposed Changes:

Article IV, Section 8. Meetings.

~~The Board of Directors shall meet at least twice each year, or upon the request of the President or at least five (5) Board members.~~

Article IV, Section 8 - Board Meetings Section

IV.8.i. Regular Meetings

Regular meetings of the Board of Directors shall meet at least five times during each biennium. Places, dates, and times shall be established by the Board of Directors. Regular meetings of the Board of Directors may be called by the President or at least five (5) board members. The President shall conduct a poll in advance of the meeting for the purpose of indicating that at least a quorum would be expected to be present for each such meeting. Video conferences shall be used for regular meetings when the need arises.

IV.8.ii Special Meetings

Special meetings of the Board of Directors may be called by the President or upon the written request of five members of the Board of Directors. At least twenty four hours written notice must be made before the meeting. Notice shall state the purpose of the meeting and no business other than that stated shall be conducted. Video conferences shall be used for special meetings. President and Secretary with majority of the Board members shall be present.

IV.8.iii. Quorum.

A majority of the Board of Directors present shall constitute a quorum.

If Adopted:

Article IV, Section 8.i Regular Meetings

Regular meetings of the Board of Directors shall meet at least five times during each biennium. Places, dates, and times shall be established by the Board of Directors. Regular meetings of the Board of Directors may be called by the President or at least five (5) board members. The President shall conduct a poll in advance of the meeting for the purpose of indicating that at least a quorum would be expected to be present for each such meeting. Video conferences shall be used for regular meetings when the need arises.

Article IV, Section 8.ii Special Meetings

Special meetings of the Board of Directors may be called by the President or upon the written request of five members of the Board of Directors. At least twenty-four hours written notice must be made before the meeting. Notice shall state the purpose of the meeting and no business other than that stated shall be conducted. Video conferences shall be used for special meetings. The President and Secretary with a majority of the Board members shall be present.

Article IV, Section 8.iii Quorum.

A majority of the Board of Directors present shall constitute a quorum.

Motion: Lorrie Shank (KAD - Kansas) moved to accept amendment 20-02 as written. Seconded by Nathan Burleson (AAD - Arkansas). **CARRIED.**

20-03 Council of Representatives

Article V, Section 1.5.v

Current Language:

None at this time; this would be a new section.

Proposed Changes:

The quorum at the COR meeting shall be a majority of the voting delegates who have been registered with the credentials committee as in attendance, provided that at least one-third of the state associations and membership based nonprofit organizational affiliates in good standing are present.

If Adopted:

The quorum at the COR meeting shall be a majority of the voting delegates who have been registered with the credentials committee as in attendance, provided that at least one-third of the state associations and membership-based nonprofit organizational affiliates in good standing are present.

Motion: Mary Sloan (VTAD) moved to accept Bylaws Amendment 2020-03 as written. Seconded by Michael Swoboda (TAD - Texas). **CARRIED.**

20-04 Conflict of Interest

Article IV, Section 14

Current Language:

All persons either elected or appointed to an office (including but not limited to any Board or Committee members), prior to acceptance and during tenure of that position, shall consider each item of business, where they have a vote or decision authority, to determine if a real or perceived conflict exists with the interests of the Organization. A conflict of interest is defined as any situation in which a member's decisions or votes could substantially and directly affect the member's professional, personal, financial or business interests. In the event that a person nominated for or holding an office finds himself or herself in such a position, he or she shall promptly disclose the conflict of interest to the Board of Directors and rescues himself or herself at any Board or committee meeting from any deliberations or vote on the matter giving rise to the conflict of interest. A copy of the disclosure statement shall be reviewed by the Governance Committee.

Proposed Changes:

All persons either elected or appointed to an office (including but not limited to any Board or Committee members), prior to acceptance and during tenure of that position, shall consider each item of business, where they have a vote or decision authority, to determine if a real or perceived conflict exists with the interests of the Organization. A conflict of interest is defined as any situation in which a member's decisions or votes could substantially and directly affect the member's professional, personal, financial or business interests. In the event that a person nominated for or holding an office finds himself or herself in such a position, he or she shall promptly disclose the conflict of interest to the Board of Directors and rescues himself or herself at any Board or committee meeting from any deliberations or vote on the matter giving rise to the conflict of interest. A copy of the disclosure statement shall be reviewed by the Governance Committee. All persons either elected or appointed shall NOT serve as officers or members of state association boards or officers or members of affiliate boards as well.

If Adopted:

All persons either elected or appointed to an office (including but not limited to any Board or Committee members), prior to acceptance and during tenure of that position, shall consider each item of business, where they have a vote or decision authority, to determine if a real or perceived conflict exists with the interests of the Organization. A conflict of interest is defined as any situation in which a member's decisions or votes could substantially and directly affect the member's professional, personal, financial or business interests. In the event that a person nominated for or holding an office finds himself or herself in such a position, he or she shall promptly disclose the conflict of interest to the Board of Directors and rescues himself or herself at any Board or committee meeting from any deliberations or vote on the matter giving rise to the conflict of interest. A copy of the disclosure statement shall be reviewed by the Governance Committee. All persons either elected or appointed shall NOT serve as officers or members of state association boards or officers or members of affiliate boards as well.

Motion: Richard Jeffries (MDAD) moved to remove "or members" before "of state" and "of member based affiliate", insert "member based" before "affiliate boards" and "at the same time" after "affiliate boards" and remove "as well." Seconded by Jeffrey Yockey (PSAD).

“All persons either elected or appointed shall NOT serve as officers ~~or members~~ of state association boards or officers ~~or members~~ of **member based** affiliate boards **at the same time as well.**”

Prior to the vote of the above motion, Alicia Lane-Outlaw, Appointed Board Member and Credentials Chair, reported that there are 142 delegates present.

Motion to amend Bylaws Amendment 20-04 was **CARRIED**.

Motion: Tim Wood (FAD) moved to approve Bylaws Amendment 2020-04 as written. Seconded by Travis Dougherty (DCAD). **DEFEATED**.

President Draganac-Hawk called for a recess at 6:28 p.m. EDT.

Friday, October 2 and Saturday, October 3: General Forum

The General Forum sessions were conducted on October 2 at 8:30-10:00 p.m. EDT and October 3 at 1:00-2:30 p.m. EDT through two stages of two breakout tracks. The two simultaneous General Forum tracks were facilitated by Past Presidents Bobbie Beth Scoggins and Chris Wagner. Notes for all General Forum sessions were taken by Steering Committee members.

Saturday, October 3, 2020: COR Session III.

President Draganac-Hawk called COR Session II to order at 4:01 p.m. EDT.

Alicia Lane-Outlaw, Appointed Board Member and Credentials Chair, reported that there are 137 delegates present.

President Draganac-Hawk asked Parliamentarian Mark Apodaca to review with the delegates the parliamentary procedures, specifically on RFI and PO, which are to be used only when there is a motion on the floor, and relevant to the motion being discussed.

Elections

President Draganac-Hawk invited President Emeritus Alan Hurwitz to begin the election process.

Past President Alan Hurwitz began the election proceeding, starting with the office of the NAD President.

Election result for the office of NAD President: Melissa Draganac-Hawk was elected by acclamation with Secretary Jenny Buechner casting the vote.

Election result for the office of NAD Vice President: Amy Gomme was elected by ballot.

Election result for the office of NAD Secretary: Jenny Buechner was elected by acclamation with President Melissa Draganac-Hawk casting the vote.

Election result for the office of NAD Treasurer: Michelle Cline was elected by ballot.

Election result for the Region I Board Member: Jacob Leffler was elected by acclamation with Secretary Jenny Buechner casting the vote.

Election result for the Region II Board Member: Linsay Darnall, Jr was elected by acclamation with Secretary Jenny Buechner casting the vote.

Election result for the Region III Board Member: Lisa Rose was elected by ballot.

Election result for the Region IV Board Member: James Christianson was elected by acclamation with Secretary Jenny Buechner casting the vote.

President Draganac-Hawk called for a recess at 5:52 p.m. EDT.

President Draganac-Hawk called COR Session III to resume at 6:34 p.m. EDT.

President Draganac-Hawk asked Amy Gomme, Board Liaison of the Diversity Strategic Team to the floor.

Amy Gomme, Board Liaison of the Diversity Strategic Team reminded individuals about the diversity training provided on Thursday, and recognizing our privileges during the meeting.

Motion: Richard Jeffries (MDAD) moved to suspend our current bylaws to allow for a new bylaws amendment. Seconded by Travis Dougherty (DCAD). **DEFEATED.**

Prior to the vote of the above motion, Alicia Lane-Outlaw, Appointed Board Member and Credentials Chair, reported that there are 137 delegates present.

Motion: Corey Axelrod (IAD) moved to suspend article 8.2 of NAD Bylaws. Seconded by Katy Schmidt (WAD). **DEFEATED.**

Motion: Corey Axelrod (IAD) moved to suspend Article 8 of the bylaws. Seconded by DT Bruno (NADYS). **DEFEATED.**

Motion: Steve Gagnon (MDAD) moved to proceed with the Bylaws Amendments of the session. Seconded by Michael Deuel (AAD). **CARRIED.**

Bylaws Amendment Proposals

20-05 Regional Conferences

Article V, Section 2

Current Language:

State Association Affiliates and Non-Profit Affiliates shall convene in respective regions during the fall months preceding the biennial national conference. State Association and eligible Non-Profit affiliates may send up to six (6) delegates each.

Proposed Changes:

~~State Association Affiliates and Non-Profit Affiliates shall convene in respective regions during the fall months preceding the biennial national conference. State Association and eligible Non-Profit affiliates may send up to six (6) delegates each.~~

If Adopted:

(Language will be removed.)

Motion: Lorrie Shank (KSAD) moved to accept Bylaws Amendment 2020-05 as written. Seconded by Kristy Stellato (NHAD). **CARRIED.**

20-06 Elected Regional Board Members

Article IV, Section 3

Current Language:

Regional Board Members shall be elected by ballot by delegates of their respective regions at the biennial national conference. No person shall be eligible to hold office who has not been, for the two years immediately preceding the election, a member of the Association as well as a member of a State Association and/or member based Non-Profit Organizational Affiliate. The United States shall be divided into four (4) geographical regions, and each region shall be represented by two (2) Regional Board Members, one of which is elected two (2) years apart from the other:

Proposed Changes:

Regional Board Members shall be elected by ballot by delegates of their respective regions at the biennial national conference. No person shall be eligible to hold office who has not been, for the two years immediately preceding the election, a member of the Association as well as a member of a State Association and/or member based Non-Profit Organizational Affiliate. The United States shall be divided into four (4) geographical regions, and each region shall be represented by a Regional Board Member.

If Adopted:

Regional Board Members shall be elected by ballot by delegates of their respective regions at the biennial national conference. No person shall be eligible to hold office who has not been, for

the two years immediately preceding the election, a member of the Association as well as a member of a State Association and/or member-based Non-Profit Organizational Affiliate. The United States shall be divided into four (4) geographical regions, and each region shall be represented by a Regional Board Member.

Motion: Steve Gagnon (MDAD) moved to cancel the regional caucus and break and continue the COR meeting until 10:00 PM eastern time. Seconded by Shannon Biezenbos (GAD).

CARRIED.

President Draganac-Hawk called for a vote on Bylaws Amendment Proposal 20-06. The Bylaws Amendment 20-06 was **DEFEATED.**

20-07 State Association Representative

Article V, Section 1.5.i

Current Language:

Proportionate Council of Representatives representation by State Association Affiliates shall be determined as follows: 20-199 members—up to two (2) delegates 200-399 members—up to three (3) delegates 400-599 members—up to four (4) delegates 600-799 members—up to five (5) delegates At least 800 members—up to six (6) delegates. State Association Affiliates shall provide a membership count for purposes of determining number of delegates; said membership count will be conducted through a tally of members registered with State Association Affiliates during the following time period between Biennial National Conference(s), by March 15th of the even numbered years.

Proposed Changes:

~~Proportionate Council of Representatives representation by State Association Affiliates shall be determined as follows: 20-199 members—up to two (2) delegates 200-399 members—up to three (3) delegates 400-599 members—up to four (4) delegates 600-799 members—up to five (5) delegates At least 800 members—up to six (6) delegates. State Association Affiliates shall provide a membership count for purposes of determining number of delegates; said membership count will be conducted through a tally of members registered with State Association Affiliates during the following time period between Biennial National Conference(s), by March 15th of the even numbered years.~~ Council of Representatives representation by State Association shall be two each with an option of adding an extra delegate providing the extra delegate is a youth person (between the ages of 18 - 30 years old).

If Adopted:

Council of Representatives representation by State Association shall be two each with an option of adding an extra delegate providing the extra delegate is a youth person (between the ages of 18 - 30 years old).

Motion: Richard Jeffries (MDAD) moved to withdraw Bylaws amendment 20-07. Seconded by Beth Pickering (IAD - Indiana). No objections were made. **WITHDRAWN.**

20-08 State Association and Membership-Based Nonprofit Organizational Affiliate Representatives

Article V, Section 1.5.i

Current Language:

Proportionate Council of Representatives representation by State Association Affiliates shall be determined as follows:

- 20-199 members—up to two (2) delegates
- 200-399 members— up to three (3) delegates
- 400-599 members— up to four (4) delegates
- 600-799 members— up to five (5) delegates
- At least 800 members—up to six (6) delegates.

State Association Affiliates shall provide a membership count for purposes of determining number of delegates; said membership count will be conducted through a tally of members registered with State Association Affiliates during the following time period between Biennial National Conference(s), by March 15th of the even numbered years.

Proposed Changes:

Proportionate Council of Representatives representation by State Association and Membership-Based Nonprofit Organizational Affiliates shall be determined as follows:

- 20-199 members—up to two (2) delegates
- 200-399 members— up to three (3) delegates
- 400-599 members— up to four (4) delegates
- 600-799 members— up to five (5) delegates
- At least 800 members—up to six (6) delegates.

State Association ~~Affiliates~~ and Membership-based Nonprofit Organizational Affiliates shall provide a membership count for purposes of determining the number of delegates; said membership count will be conducted through a tally of members registered* with State Association and Membership-based Nonprofit Organizational Affiliates during the following time period between Biennial National Conference(s), by March 15th of the even numbered years.

Add the following: *The word “registered” as defined by a dictionary implies “entered or recorded on an official list or directory.” Ideally, the State Association and Membership-Based Nonprofit Organizational Affiliate membership database would contain the following fields: Name, Address, Email, Videophone number, and/or other forms of contact information. Listserv, email blasts, census or any other form does not meet the criteria.

If Adopted:

Proportionate Council of Representatives representation by State Association and Membership-Based Nonprofit Organizational Affiliates shall be determined as follows:

- 20-199 members—up to two (2) delegates
- 200-399 members— up to three (3) delegates
- 400-599 members— up to four (4) delegates

- 600-799 members— up to five (5) delegates
- At least 800 members—up to six (6) delegates.

State Association and Membership-based Nonprofit Organizational Affiliates shall provide a membership count for purposes of determining the number of delegates; said membership count will be conducted through a tally of members registered* with State Association and Membership-based Nonprofit Organizational Affiliates during the following time period between Biennial National Conference(s), by March 15th of the even numbered years.

**The word “registered” as defined by a dictionary implies “entered or recorded on an official list or directory.” Ideally, the State Association and Membership-Based Nonprofit Organizational Affiliate membership database would contain the following fields: Name, Address, Email, Videophone number, and/or other forms of contact information. Listserv, email blasts, census or any other form does not meet the criteria.*

President Draganac-Hawk called for a vote on Bylaws Amendment Proposal 20-08. The Bylaws Amendment 20-08 was **CARRIED**.

Motion: Richard Jeffries (MDAD) moved to reconsider Bylaws Amendment 20-05. Seconded by Shirley Hampton (IAD). **DEFEATED**.

20-09 Appointed Board Members

Article IV, Section 4

Current Language:

The Board of Directors may select up to two (2) Appointed Board members for special expertise. Consideration shall be given to ensuring diversity balance for the Board as whole. Appointed Board Members must be member of the Association.

Proposed Changes:

The Board of Directors may select up to two (2) Appointed Board members for special expertise. Consideration shall be given to ensuring diversity balance for the Board as whole. National multiracial deaf organizations, composed of all NAD-affiliated multiracial organizations (such as Council de Manos, NADC, NBDA, NHLAD, and others) shall appoint (1) one Board Member dedicated to dismantle racism in NAD’s operations and advocacy work. Appointed Board Members must be member of the Association.

If Adopted:

The Board of Directors may select up to two (2) Appointed Board members for special expertise. Consideration shall be given to ensuring diversity balance for the Board as whole. National multiracial deaf organizations, composed of all NAD-affiliated multiracial organizations (such as Council de Manos, NADC, NBDA, NHLAD, and others) shall appoint (1) one Board Member dedicated to dismantle racism in NAD’s operations and advocacy work. Appointed Board Members must be member of the Association.

Motion: Tar Gillman (RAD) moved to amend to remove “(such as Council de Manos, NADC, NBDA, HLAD, and others)”. Seconded by Thomas Minch (MeAD). **CARRIED.**

Motion: Mary Sloan (VTAD) moved to remove “multiracial” Seconded by Lisa Flaherty (AADB). **DEFEATED.**

Motion: Robyn Miller (PSAD) moved to amend to insert “/cultural” after multiracial in both instances. Seconded by Tar Gillman (RAD). **CARRIED.**

Motion: Alan Wilding (IAD) moved to amend 20-09, before “National mutiracial/cultural”, insert “NAD shall appoint a board member from”, and remove “shall appoint (1) one Board member”. Seconded by Jeff Beardsley (NVAD). **CARRIED.**

President Draganac-Hawk called for a vote on Bylaws Amendment Proposal 20-09. The Bylaws Amendment 20-09 was **CARRIED.**

Motion: Thomas Minch (MeAD) moved to finish Bylaws tonight with a 15 minute recess after this motion. Seconded by DT Bruno (NADYS).

Amendment: Tim Wood (FAD) moved to amend this motion to end the meeting 10pm EDT, and start meeting tomorrow at 11:30 am EDT Seconded by James Scott (KY-KAD). **DEFEATED.**

Amendment: Nida Din (OGG) moved to amend to insert “we end at 10 tonight and tomorrow’s meeting will extend longer after the scheduled time.” Seconded by Patrick Graham (NDEC). **CARRIED.**

The main motion, as amended to finish at 10 pm tonight, and extend the meeting tomorrow was **DEFEATED.**

President Draganac-Hawk called for a recess at 10:21 p.m. EDT.

Sunday, October 4, 2020 COR Session IV

President Draganac-Hawk called COR Session IV to order at 2:31 p.m. EDT.

President Draganac-Hawk asked Parliamentarian Mark Apodaca to again review parliamentary procedure with the delegates.

President Draganac-Hawk asked Credentials Chair Alicia Lane-Outlaw to explain how the room is locked when a vote is in place, and that delegates cannot make a switch during that time.

Alicia Lane-Outlaw, Appointed Board Member and Credentials Chair, reported that there were 137 delegates present.

Bylaws Amendment Proposals

20-10 Board of Directors

Article IV, Section 1

Current Language:

The Board of Directors of the Association shall be comprised of the following: President, Vice President, Secretary, Treasurer, and eight (8) Regional Board Members. In addition, the Board shall appoint up to two (2) Appointed Board Members.

Proposed Changes:

The Board of Directors of the Association shall be comprised of the following: President, Vice President, Secretary, Treasurer, (2) Affiliate Board Members, and eight (8) Regional Board Members. In addition, the Board shall appoint up to two (2) Appointed Board Members. (Language to follow process for voting Affiliate Board Member on a staggered terms just as with all other regional board members)

If Adopted:

The Board of Directors of the Association shall be comprised of the following: President, Vice President, Secretary, Treasurer, (2) Affiliate Board Members, and eight (8) Regional Board Members. In addition, the Board shall appoint up to two (2) Appointed Board Members.

Motion: Steve Gagnon (MDAD) moved to amend Bylaws amendment 20-10 to insert “membership-based” before “affiliate”, and add footnote “If approved, board will refer to the vacancy section of the bylaws for the 2020-2022 term.” Seconded by Kirsten Poston.

CARRIED.

President Draganac-Hawk called for a vote on the Bylaws Amendment Proposal 20.10, and the amendment was **CARRIED.**

Motion: Corey Axelrod (IAD - Illinois) moved that under authority of Article 8.2 of the NAD Bylaws and recognizing that this motion to add another amendment proposal must pass with a $\frac{4}{5}$ vote, I move that we create a standing task force for Elections Reform. This task force shall be responsible to draft new bylaws language for election processes to be effective upon discussion and vote during the 2022 and subsequent NAD Conferences, both of which shall precede any and all future conference elections. Seconded by Jade Sims (MDAD).

DEFEATED.

20-11 Nonprofit Organizational Affiliate Representatives

Article V, Section 1.5.ii

Current Language:

The Council of Representatives shall include one (1) delegate from each bona fide local, state, and national Non Profit Organizational Affiliate of the Association, which meets eligibility criteria set forth by the Board of Directors. Further, Non-Profit Organizational Affiliates which meet eligibility criteria set forth by the Board of Directors shall have proportionate representation in the same manner as provided for State Association Representatives.

Proposed Changes:

~~The Council of Representatives shall include one (1) delegate from each bona fide local, state, and national Non Profit Organizational Affiliate of the Association, which meets eligibility criteria set forth by the Board of Directors. Further, Non-Profit Organizational Affiliates which meet eligibility criteria set forth by the Board of Directors shall have proportionate representation in the same manner as provided for State Association Representatives.~~ Council of Representatives representation by Affiliates shall be two each affiliate.

If Adopted:

Council of Representatives representation by Affiliates shall be two each affiliate.

Withdraw: Richard Jeffries, as author would like to withdraw this bylaws amendment proposal. There were no objections. **WITHDRAWN.**

20-12 Order of Georges and Georgettes

Article 3, Section 2.1.iv

Current Language:

Order of Georges and Georgettes status shall be conferred to individual members who maintain their membership for at least three (3) consecutive years.

Proposed Changes:

~~Order of Georges and Georgettes status shall be conferred to individual members who maintain their membership for at least three (3) consecutive years.~~

If Adopted:

(Language will be removed.)

President Draganac-Hawk called for a vote on the Bylaws Amendment Proposal 20-12, and the amendment was **DEFEATED.**

20-13 Order of Georges and Georgettes

Article V, Section 1.5.v

Current Language:

Order of Georges and Georgettes Representatives. Twenty five (25) or more members of the Order of Georges and Georgettes (OGG) attending the biennial national conference may

organize themselves for the purpose of electing delegates to the Council of Representatives. The number of delegates elected to attend the Council of Representatives shall be based on the number of all NAD members qualifying to be part of the Order of Georges and Georgettes, in essence all individuals (not only those present at the Conference) who have been members of the NAD for at least three years. On that basis, the number of OGG delegates shall be based on the same proportion as the number of delegates for State Associations and NonProfit Organizational Affiliates.

Proposed Changes:

~~Order of Georges and Georgettes Representatives. Twenty five (25) or more members of the Order of Georges and Georgettes (OGG) attending the biennial national conference may organize themselves for the purpose of electing delegates to the Council of Representatives. The number of delegates elected to attend the Council of Representatives shall be based on the number of all NAD members qualifying to be part of the Order of Georges and Georgettes, in essence all individuals (not only those present at the Conference) who have been members of the NAD for at least three years. On that basis, the number of OGG delegates shall be based on the same proportion as the number of delegates for State Associations and NonProfit Organizational Affiliates.~~

If Adopted:

(Language to be removed.)

Withdraw: Bylaws Chair Jacob Leffler asked to withdraw Bylaws Amendment Proposal 20-13, as it is irrelevant due to Bylaws Amendment Proposal 20-12 was defeated. There were no objections. **WITHDRAWN.**

President Draganac-Hawk called for a recess at 4:06 p.m. EDT.

President Draganac-Hawk called to resume COR Session IV at 5:00 p.m. EDT.

Alicia Lane-Outlaw, Appointed Board Member and Credentials Chair, reported that there were 135 delegates present.

Priority Proposals

Steering Committee Chair reported that the Forums have decided on their top 16 proposed priorities from each track, which are as follows:

Systems Change Track

- 2020-EDU-02 Achieving Equity in Deaf Education
- 2020-PUB-01 Campaign to Spotlight the Adverse Impacts of Language Deprivation
- 2020-PUB-06 Eliminating Barriers to Quality Care for Deaf Seniors
- 2020-PUB-07 Foster Care Bill of Rights

Governance Track

- 2020-GOV-02 Affiliate Representation on NAD Board
- 2020-GOV-04 Hiring of Chief of Community Engagement
- 2020-GOV-08 Accountability Task Force
- 2020-GOV-09 Talent Development Program for Deaf Interpreters of Color

Racial and Social Justice Track:

- 2020-GOV-06 Collaboration with BIPOC Organizations
- 2020-PUB-02 Eugenics and Eradication of Deaf People
- 2020-PUB-03 Dismantling Racism in the Deaf Community
- 2020-PUB-04 Addressing the Justice System and Law Enforcement

Interpreter/caption Track

- 2020-PUB-08 Emergency Interpreter Service
- 2020-PUB-09 VRI and CDI
- 2020-PUB-10 Transportation Accessibility
- 2020-PUB-11 COVID-19 Pandemic Response

President Draganac-Hawk resumed the floor and shared that two proposed priorities are out of order:

- 2020-GOV-02 Affiliate Representation on NAD Board (requires Bylaws amendment, which was carried during this COR meeting)
- 2020-GOV-04 Hiring of Chief of Community Engagement (this is a HQ decision, not delegate decision)

The 16 Proposed Priorities carried out of Forums are as follows:

- 2020-GOV-03 Serving with Distinction
- 2020-GOV-06 Collaboration with BIPOC Organizations
- 2020-GOV-07 Selection of Conference Sites
- 2020-GOV-08 Accountability Task Force
- 2020-GOV-09 Talent Development Program for Deaf Interpreters of Color
- 2020-EDU-02 Achieving Equity in Deaf Education
- 2020-PUB-01 Campaign to Spotlight the Adverse Impacts of Language Deprivation
- 2020-PUB-02 Eugenics and Eradication of Deaf People
- 2020-PUB-03 Dismantling Racism in the Deaf Community
- 2020-PUB-04 Addressing the Justice System and Law Enforcement
- 2020-PUB-06 Eliminating Barriers to Quality Care for Deaf Seniors
- 2020-PUB-07 Foster Care Bill of Rights
- 2020-PUB-08 Emergency Interpreter Service
- 2020-PUB-09 VRI and CDI
- 2020-PUB-10 Transportation Accessibility
- 2020-PUB-11 COVID-19 Pandemic Response

2020-GOV-03 Serving with Distinction

Discussion.

2020-GOV-07 Selection of Conference Sites

Discussion.

Motion: Richard Jeffries appealed President Draganac-Hawk's decision in calling GOV-04 Hiring of Chief of Community Engagement out of order. Seconded by Jade Sims. **The appeal failed and the President's decision stands.**

2020-GOV-06 Collaboration with BIPOC Organizations

Discussion.

Motion: Thomas Minch (MeAD) moved to refer (GOV-06) to the Diversity Strategy Team. Seconded by Michael Swoboda (TAD - Texas). **CARRIED.**

Prior to the vote of the above motion, Alicia Lane-Outlaw, Appointed Board Member and Credentials Chair, reported that there were 139 delegates present.

2020-GOV-08 Accountability Task Force

Discussion.

Motion: Katy Schmidt (WAD - Wisconsin) moved to refer to the Governance Committee for implementation. Seconded by Corey Axelrod (IAD - Illinois). **DEFEATED.**

2020-GOV-09 Talent Development Program for Deaf Interpreters of Color

Discussion.

Oath of Office

President Draganac-Hawk called President Emeritus, T. Alan Hurwitz, who led the oath of office and swore into the 2020-2022 NAD Board of Directors.

Priority Proposals

Motion: Nancy Rarus (DSA) moved to extend the COR session until all business is complete. Seconded by Kirsten Poston (DIG).

Amendment: Richard Jeffries (MDAD) moved to amend and insert "to cancel the caucus". Seconded by Natnail Tolossa (Jr. NAD). **CARRIED.**

The main motion as amended to continue the COR session until business is complete, and to cancel the caucus was **CARRIED.**

2020-GOV-09 Talent Development Program for Deaf Interpreters of Color

Resume discussion.

Motion: Tim Wood (FAD) moved to refer to the Diversity Strategy Team. Seconded by Jeff Beardsley (NVAD). **CARRIED.**

2020-EDU-02 Achieving Equity in Deaf Education

Discussion.

Motion: Shana Gibbs (MSAD) moved to take a 30-minute break after this proposed priority discussion. Seconded by Nathan Burleson (AAD). **CARRIED.**

2020-EDU-02 Achieving Equity in Deaf Education

Resume discussion.

Motion: Patrick Graham (NDEC) moved to amend EDU-02 to insert “may need assistance by creating a one-stop place where these sites can obtain resources developed by CEASD, NDEC, and NAD Education Advocates on the NAD website” after “may need assistance”. Seconded by Jeff Beardsley (NVAD). **CARRIED.**

Motion: Tommy Minch (MeAD) moved to refer to the Education Strategy Team. Seconded by Katy Schmidt (WAD). **DEFEATED.**

President Draganac-Hawk called for a recess at 7:16 pm.

President Draganac-Hawk resumed COR Session IV at 7:49 pm.

Alicia Lane-Outlaw, Appointed Board Member and Credentials Chair, reported that there are 130 delegates present.

Priority Proposals

2020-PUB-02 Eugenics and Eradication of Deaf People

Discussion.

2020-PUB-01 Campaign to Spotlight the Adverse Impacts of Language Deprivation

Discussion.

Amendment: Corey Axelrod (IAD - Illinois) moved to amend to strike #2 and #3 under “the NAD shall at minimum:” and insert “Develop training modules for outreach programs, schools for the deaf, and site programs for Deaf and hard of hearing students on language deprivation and how parents and teachers can be proactive in the recognition of language deprivation and utilize strategies to combat this.” Seconded by DT Bruno (NADYS).

Amendment: Tamera Deem (WVAD) moved to amend to insert “DeafBlind” between” Deaf” and “hard of hearing”. Seconded by Chad Ludwig (OGG). **DEFEATED.**

Amendment: Patricia Hughes (GLAD) moved to strike out “hard of hearing”. Seconded by DT Bruno (NADYS). **CARRIED.**

Main motion to amend PUB-01 was voted upon and **CARRIED.**

Motion: Thomas Minch (MeAD) moved to close discussion of all proposed priorities and do the ballot for the top 5 priorities. Seconded by Danielle Loughlin (RIAD). **DEFEATED.**

Motion: Katy Schmidt (WAD - Wisconsin) moved to add COR to another date. Seconded by Brien Nakamoto (ASAD).

Amendment: Suzanna Laskowski (IAD - Illinois) moved to amend to insert to add “within a month.” Seconded by Brien Nakamoto. **CARRIED.**

Main motion to add COR to another date within a month was **CARRIED.**

President Draganac-Hawk closed the meeting at 9:31 p.m. EDT.

Saturday, October 24, 2020

COR Session V

President Draganac-Hawk called COR Session V to order at 1:34 p.m. EDT.

President Draganac-Hawk reviewed the schedule for the day’s virtual meeting.

COR Co-Chair Alicia Lane-Outlaw shared reminders on how to conduct business including raise hand, comment, using chat, and the use of RFI, PI, and PO. All delegates were reminded of the Virtual Conduct Policy and that delegates will be put into the Waiting Room if they do not comply with the policy.

President Draganac-Hawk asked Kavita Pipalia (CAD - California) and Alexis Bravo (CAD - California) to share a few words about the experiences of BIPOC delegates.

Kavita Pipalia and Alexis Bravo shared that the process of COR has been oppressive to the BIPOC delegates. When there is a motion regarding BIPOC or racism, those who are BIPOC should be the ones commenting, not those who are white.

President Draganac-Hawk thanked them for their comments.

President Draganac-Hawk explained that since the last session was not called to recess nor adjourned, this is considered a special meeting focused on completing the priority proposals because it was explained in the rationale that the additional meeting day would be for focusing on priority proposals. However, we will also include resolutions. The standing rules from COR Sessions I-IV will stand during this meeting. The meeting will end at 6:30 pm today.

Alicia Lane-Outlaw, Appointed Board Member and Credentials Chair, reported that there are 124 delegates present.

Harvey Corson (CAD - Connecticut) inquired about what this meeting is called - a special meeting or COR Session V.

Motion: Harvey Corson (CAD - Connecticut) moved that we support the president in calling this COR 5th session with limitations to include Resolutions from COR I-IV, and any additional resolutions will be referred to the board for consideration. Seconded by Beth Pickering (IAD - Indiana). **CARRIED.**

Priority Proposals

2020-PUB-02 Eugenics and Eradication of Deaf People

Discussion.

2020-PUB-03 Dismantling Racism in the Deaf Community

Discussion.

Motion: Tar Gillman (RAD) moved to refer PUB-03 to DST. Seconded by Mary Sloan (VTAD). **DEFEATED.**

Jacob Leffler (MDAD) requested to have a Credentials Committee report.

Alicia Lane-Outlaw, Appointed Board Member and Credentials Chair, reported that there were 128 delegates present.

2020-PUB-04 Addressing the Justice System and Law Enforcement

Discussion.

2020-PUB-06 Eliminating Barriers to Quality Care for Deaf Seniors

Discussion.

2020-PUB-07 Foster Care Bill of Rights

Discussion.

Motion: Patrick Graham (NDEC) moved to amend, after "welfare of the", insert "deaf children and parents, by providing a taskforce to develop modules and trainings to be provided to state

agencies (eg. Child Welfare, Department of Children and Family Services) who work with these deaf children and parents so they can fully understand how to" and eliminate "children who are required to", and after Child Welfare, add "Two modules must focus on how language deprivation can be considered a form of neglect, and how important it is to develop a strong identity even though they are in foster care, especially with BIPOC deaf children". After this, eliminate the rest after "For Example". Seconded by Tar Gillman (RAD). **CARRIED.**

2020-PUB-08 Emergency Interpreter Service

Discussion.

Motion: Alexis Bravo (CAD) moved to merge PUB-08 and PUB-11. Seconded by Wade Doster (GAD). **CARRIED.**

2020-PUB-09 VRI and CDI

Discussion.

Motion: Beth Pickering (IAD - Indiana) moved to amend to insert "DeafBlind or others" after "deaf people" before "can" and add at the end "give deaf and DeafBlind the option to have CDI in person or via VRI." Seconded by Aimee Chappelow Bader (AADB).

Amendment: Kim Taylor (VAD) moved to amend previous motion to insert "DI" after CDI. Seconded by Beth Pickering (IAD - Indiana). **CARRIED.**

Motion to insert DeafBlind or others as amended with DI was **CARRIED.**

Motion: Richard Jeffries (MDAD) moved to refer PUB-09 to CDI Committee. Seconded by Tar Gillman (RAD). **CARRIED.**

President Draganac-Hawk called for a recess at 3:33 p.m. EDT.

President Draganac-Hawk called COR Session V to order at 4:30 p.m. EDT.

Alicia Lane-Outlaw, Appointed Board Member and Credentials Chair, reported that there were 116 delegates present.

Priority Proposals

2020-PUB-10 Transportation Accessibility

Discussion.

Steering Committee Chair presented the newly merged proposal from PUB-08 and PUB-11 as:

2020-PUB-15 Disaster Response Interpreting Access.

Discussion.

Motion: Corey Axelrod (IAD - Illinois) moved to amend after “briefings” insert “emergent and non-emergent press conferences.” Seconded by Feta Fernsler (DAD). **CARRIED.**

Prior to the vote of the above motion, Alicia Lane-Outlaw, Appointed Board Member and Credentials Chair, reported that there are 123 delegates present.

Motion: Aimee Chappelow Bader (AADB) moved to amend under Proposed Solution #4 after “State Association” insert “Affiliates” Seconded by Jose-Ovi Velasquez (GUAA).

Amendment: Corey Axelrod (IAD - Illinois) moved to strike one person from each state association and replace it with “two representatives from each Region and two” and then insert “members” after “affiliates.” Seconded by Annmarie Buraczeski (NJAD). **CARRIED.**

Main motion regarding State Association representation, as amended, was voted on and **CARRIED.**

Motion: Annmarie Buraczeski (NJAD) moved to refer to the Emergency Management expert team. Seconded by Elvia Guillermo Aguilar (DCAD). **CARRIED.**

Prior to the vote of the above motion, Alicia Lane-Outlaw, Appointed Board Member and Credentials Chair, reported that there are 126 delegates present.

Steering Committee Chair Jenny Buechner shared the process for voting on the top 5 priorities. A poll was sent to all delegates in the room, and each delegate was able to vote for up to 5 proposed priorities. The votes were tallied with the 5 proposals that had the highest votes.

A vote was called, and delegates engaged in the voting process to select the top 5 priorities.

After tallying the votes, it was determined that the top 5 Priorities for 2020-2022 are:

Achieving Equity in Deaf Education

Priority Code: 2020-EDU-02

Problem to be addressed:

Schools with larger deaf and hard of hearing enrollments often have more access to resources. Schools with smaller enrollments or students in mainstream schools most likely do not have access to the same amount of resources. Resources and information and training on things such as bilingual education, recruiting/retaining employees, instruction methods and strategies and quality extracurricular programs should be shared to benefit more schools and programs equitably.

Proposed Solution:

The NAD will partner with CEASD and NDEC and NAD Education Advocates to explore how schools with larger enrollment numbers of deaf and hard of hearing students can

share resources with smaller schools of the deaf and mainstreamed programs that may need assistance by creating a one stop place where these sites can obtain resources developed by CEASD, NDEC and NAD Education Advocates on the NAD website.

Campaign to Spotlight the Adverse Impacts of Language Deprivation

Priority Code: 2020-PUB-01

Problem to be addressed:

Systemic barriers result in Deaf and hard of hearing infants and toddlers remaining at risk for language deprivation and having inadequate exposure to appropriate American Sign Language (ASL) language models and Deaf role models at a young age. Without appropriate measures in place and the NAD, to date, failing to take a public stance and hold those reprehensibly responsible for their transgressions, professionals and organizations primarily focused on restorative hearing and Deaf children's ability to speak continue to pass along the burden of children's failure to acquire language by iterating, "it's the parent's choice."

Proposed Solution:

The goals of this motion are two-fold:

1. Renew the NAD's mandate from 2012 on language deprivation, as well as renew the 2014 re-mandate due to the NAD's failure to make sufficient progress on the 2012 mandate.
2. Establish a clear and public timeline for implementing strategies to achieve this priority, including model bills to be used to introduce at the federal and state levels.

By January 1, 2021, the NAD shall:

1. Establish an *ad hoc* committee of individuals with expertise in various relevant areas including legal, educational and socio- and neuro-linguistic development to carry out the deliverables associated with this priority. This committee shall report to the NAD CEO or employee(s) designated by the NAD CEO.
2. Create and widely distribute ASL- and English-based press releases describing the reasons for pursuing this priority.
3. Create and widely distribute a timeline implementing strategies to achieve this priority.
4. Send a public letter to the Alexander Graham Bell Association for the Deaf and Hard of Hearing (AG Bell) demanding that AG Bell disavow Alexander Graham Bell's statements on Deaf people and sign language.
5. Collaborate with the State Association/Affiliate Committee (SAAC) to establish an independent *ad hoc* committee, one that will consist of a combination of NAD board members and members of SAAC, to oversee and report progress on this priority to NAD members on a regular basis.

Before the next NAD Conference, the NAD shall at a minimum:

1. Develop model state and federal legislation that would hold entities and individuals responsible for actions causing harm to Deaf and hard of hearing infants/children by way of deprivation of ASL.
2. Develop model state and federal legislation that would require medical and audiology personnel to refer Deaf and hard of hearing infants/children and their families to ASL instruction and education prior to undertaking any medical procedure that may presume to provide hearing.
3. Develop an ASL resource kit to distribute nationwide to healthcare and early intervention providers working with Deaf and hard of hearing children and their families.
4. Develop and distribute standardized ASL Development Benchmarks and/or Checklists to be used by early interventionists and classroom teachers in schools across the country in evaluating progress and Kindergarten Readiness among all Deaf and hard of hearing children.
5. Develop training modules for outreach programs, schools for the deaf, and site programs for Deaf and hard of hearing students on language deprivation and how parents and teachers can be proactive in the recognition of language deprivation and utilize strategies to combat this.

Dismantling Racism in the Deaf Community

Priority Code: 2020-PUB-03

Problem to be addressed:

Throughout the country from deaf schools, to nonprofits to state associations and other service based entities, the longstanding problem of racism has been prevalent for a long time. It is time for NAD to develop toolkits that would be utilized as mechanisms to address diversity equity and inclusion issues within entities serving deaf, deaf-blind, and hard of hearing communities

Proposed Solution:

NAD would set up a task force to develop virtual toolkits and continue anti-racism efforts. These toolkits would be used for State Associations and other deaf entities to help them to build a diverse membership base and to provide safe space where diversity equity and inclusion strategies will help eradicate racism within the deaf community and strengthen the deaf ecosystem for all.

Eliminating Barriers to Quality Care for Deaf Seniors

Priority Code: 2020-PUB-06

Problem to be addressed:

The current iteration of the Deaf Seniors Task Force has worked very hard the past two years and still has much more to do. The current NAD structure requires all committees and task forces to wind down as conferences approach. But because of the progress the task force has made and the fact that they have much more to do, the task force should be able to continue past the 2020 COR.

Our survey/interview results found that most people struggle with finding facilities that are fully accessible and finding caregivers that are able to communicate with them. There is no centralized resource for the caregiving profession even though most people prefer to live independently with the assistance of a caregiver.

Proposed Solution:

I would like to see that DSA and NAD continue their work with the aging issues among the deaf and senior population beyond the 2020 COR, with its current membership intact, provided they are still interested in serving on the task force. The NAD will continue the NAD Senior Citizen Task Force for as long as deemed necessary, as they will be aligned with Deaf Seniors of America (DSA), as well as State Associations.

Foster Care Bill of Rights

Priority Code: 2020-PUB-07

Problem to be addressed:

Many studies have reported that one in 1,000 children experience hearing loss during childhood. For this priority, we will define childhood as birth to age 18. With the population of children in the United States expected to reach 74.1 million children in 2020, we can expect approximately 75,000 of these children to be diagnosed with varying levels of hearing. On another note, currently 440,000 children are in the foster care system in the United States. This number fluctuates on a yearly basis. In 2018, there were approximately 690,000 children in the foster care system (<https://www.childrensrights.org/newsroom/fact-sheets/foster-care/>). If we merge these two data systems together, we can assume that approximately 444 to 690 deaf or hard of hearing children enter the foster care system on a yearly basis. This is a significant number. An example of how significant this number is the fact that Texas School for the Deaf usually averages between 550 to 600 students.

There are many government agencies who work with many deaf and hard of hearing children in many different situations. Examples of these agencies include the Department of Human Services (DHS), which can house specific services such as Women, Infants, and Children (WIC), Child Welfare (CW), and Temporary Assistance for Needy Families (TANF). WIC is a supplemental nutrition program to help gain healthy children. There are many names and acronyms for Child Welfare (CW), but this agency oversees the care of children in the foster care system. The proposer of this bill is from Oregon, where we call this system the Child Welfare system. The goal of this agency is to see children in a safe environment as their parents work towards reunification. In some cases, reunification cannot happen, and the child goes up for guardianship or adoption. TANF provides families with support to take care of children, prepare for jobs, and provide support for parents to support their children.

Proposed Solution:

For this priority, we ask the following:

1. The Foster Care Bill of Rights will be amended to include communication needs of the child. This communication needs will be assessed by screeners in the foster care system. The child will be provided with a cultural and language broker to ensure full communication for health and safety needs of the child.
2. Each state will recruit, develop, and manage a plan to ensure that there is a listing of caregivers who can provide ASL language support and cultural needs to all deaf and hard of hearing children in the foster care system. Even if the child themselves may not understand sign language, it is still important to have a representative who understands the emotional and cultural ramifications of this disability.
3. The agency will recognize the child's communication needs, and provide the child with accommodations for communication, in line with the child's ability to receive this communication. For example, if the child has additional needs other than deafness, the appropriate method would be to provide the child with a deaf interpreter, to ensure full access in a different way. If the child is deafblind, then the appropriate example may be a tactile interpreter.
4. Any agency worker who will be working directly with deaf and hard of hearing children must undergo sign language proficiency interview using either a sign language proficiency interview or the American Sign Language Proficiency Interview (ASLPI). If there are no agency workers, then the agency must utilize a cultural broker to attend visits, participate in meetings, and interact with the child and parents to ensure safe and appropriate approaches are utilized.
5. Each state needs to work with agencies to identify all children with disabilities appropriately, and to obtain appropriate services for these children with disabilities. Data needs to be collected and analyzed, to ensure equitable services are provided. Data should be collected on the following: language needs, success stories, provision of services, possible outcomes, and length of time needed to address complex needs. This data must be shared and published yearly.
6. In the case of Child Welfare, if needed, the parents of the children must show sign language proficiency and understanding of language and cultural differences in their deaf and hard of hearing children before reunification can occur. This is imperative due to the safety of the child. If the child is unable to communicate with family, or communicate about abuse, then that will continue to jeopardize the health of the child.
7. If the child is present, regardless of parental involvement, the child must be given access to their own interpreter, and in cases where it is applicable, the deaf mentor or Court Appointed Special Advocate (CASA) must join to ensure optimal access is given to the child to state their needs. We have oftentimes seen parents speaking for their deaf child, and this must stop.
8. When there is a task force and/or meeting concerning children with special needs, or cases concerning specific children, there must be a stakeholder from

the deaf community or the deaf school (specifically school counselors/school psychologists) on this committee, in order to raise issues concerning these deaf and hard of hearing children.

9. Children must receive emotional/physical/mental health services separate from the parents or other caregivers, with providers and appropriate communication brokers, to ensure full access to this specific support.
10. Provide children with legal advocates, in order for them to get their needs met.

Resolutions

Steering Committee Chair Jenny Buechner presented the Resolutions, a total of five (5) resolutions -- three that were submitted prior to COR, and two of which were added during COR sessions I-IV.

2020-RES-01 Affiliates Representation on Board

Author: Steven Gagnon

Seconded by: Richard Jeffries

Resolution:

Whereas, there is no affiliate representation on the NAD Board;
Resolved that one of the two Board appointment positions be someone that is nominated by the affiliates.

Rationale:

Affiliates need dedicated representation on the board.

Steering Committee Chair Jenny Buechner shared that the author requested to withdraw this resolution. **WITHDRAWN.**

2020-RES-02 Continuation of Senior Citizen Task Force

Author: Tim Wood

Seconded by: James Scott

Resolution:

To continue the NAD Senior Citizen Task Force for as long as deemed necessary, as they will be aligned with Deaf Seniors of America (DSA), as well as aligning with Deaf State Associations.

Rationale:

Due to a high population of Deaf senior citizens in Florida, and other states as well, there is a need for a centralized task force to address continuing issues, as well as recent issues involving resources on how Deaf senior citizens can deal with the Coronavirus pandemic. Such resources may also involve healthcare, housing, and accessibility to information from local and state governments.

Discussion.

Alicia Lane-Outlaw, Appointed Board Member and Credentials Chair, reported that there were 123 delegates present.

President Draganac-Hawk called for a vote on RES-02, which was **CARRIED**.

2020-RES-03 National Deaf History Month Resolution

Author: Dawn Watts

Seconded by: Andrew Knox

Resolution:

I, Dawn Watts, move that March 13th to April 15th be recognized as National Deaf History Month.

Rationale:

There are so many reasons why we want to have National Deaf History Month from March 13th to April 15th. These are:

1. In 1997, The Friends of Libraries for Deaf Action was established by Alice Hagemeyer, in cooperation with both the Deaf and library communities, have been promoting to the public to observe March 13 to April 15 as National Deaf History Month sending out a Press Release 2016 stating this.
2. In 2006, the American Library Association (ALA) and the NAD announced a resolution that March 13 to April 15 is National Deaf History Month.
3. In 2012, the NAD urged everyone to recognize and celebrate March 13 to April 15 as National Deaf History Month.
4. In 2016, the Governor of Maryland recognized National Deaf History Month after the Maryland Deaf Culture Digital Library passed into law.
5. On December 6, 2017, the Governor of Ohio signed an Ohio Deaf History Month Resolution on March 13 to April 15.
6. On March 13, 2019, U.S. Congresswoman Joyce Beatty from Ohio's 3rd District introduced H.R. Resolution 224, National Deaf History Month Resolution on March 13 to April 15 after their legislative assistants researched the Library of Congress for the facts. (First celebrated in 1997 at the behest of the National Association of the Deaf, National Deaf History Month began as a week-long awareness campaign celebrated at the Martin Luther King, Jr. Memorial Library in Washington, DC.)
7. History of March 13, 1988, Deaf President Now was the most impacted big event to the world for Deaf, hard of hearing, and DeafBlind people because it would be the first time not only having a deaf but one who could fluently sign our language.

The Martin Luther King Banner which stated "We still have a Dream" was led by the deaf students in the march! Just like the blacks who have long wanted to be recognized, so did the deaf.

8. National Hispanic-Latino Heritage Month is celebrated September 15 to October 15. It is okay to celebrate from the middle of the month to the middle of the following month for National Deaf History Month because we have a good reason to remember our special celebrations on March 13, 1988 when Gallaudet University appointed the FIRST Deaf President; Abraham Lincoln signed the charter authorizing Gallaudet University (College) to confer college degrees on April 8, 1864; and the first public school for the deaf founded in Hartford, Connecticut on April 15, 1817 as the American School for the Deaf. Also, April 15 is National ASL Day.

In closing, some hearing students in ASL Class said "Why did it take 124 years for a Deaf person to become President of Gallaudet University. I do not support having the full month of April for the National Deaf History Month Resolution because it will exclude one of the paramount events that happened in March. To be exact, March 13, 1988 which was The Deaf President Now march. My concern is that our young deaf children will never realize our precious history if this is excluded.

Motion: Richard Jeffries (MDAD) moved to refer RES-03 to the NAD Board. Seconded by Thomas Minch (MeAD). **CARRIED.**

2020-RES-04 Recognition of 2018-2020 board individuals for their volunteer service work with NAD

Author: Crystal Schwartz

Seconded by: Danielle Loughlin

Resolution:

Whereas; each board member has committed two years of their time volunteering to support the mission of NAD distinctly, especially during current times of the pandemic and social unrest.

Whereas; we members appreciate and value your contributions towards progress and success.

Whereas; we members celebrate the accomplishments achieved from 2018-2020, including impacting the lives of deaf and hard of hearing children, promoting the well-being of the deaf community as a whole, and practicing inclusion.

NAD shall recognize the outstanding efforts the NAD board, NAD staff, and volunteers in ensuring that our virtual 2020 conference was made possible and that it efficiently enabled us to proceed to honor the bylaws of our organization.

Whereas, Melissa Draganac-Hawk has served as President for 4 years;

Whereas, Richard McCowin has served as Vice President for 2 years;

Whereas, Jenny Buechner has served as Secretary for 4 years;

Whereas, Michelle Cline has served as Treasurer for 2 years;

Whereas, Steve Lovi has served as Region I Board Representative for 8 years;

Whereas, Elizabeth Hill served as Region I Board Representative for 1.5 years;

Whereas, Milmaglyn Morales served as Region I Board Representative for 6 months;

Whereas, Kevin Ryan has served as Region II Board Representative for 2 years;

Whereas, Lindsay Darnall, Jr. has served as Region II Board Representative for 4 years;

Whereas, Steve Hamerdinger has served as Region III Board Representative for 2 years;

Whereas, Holly Ketchum has served as Region III Board Representative for 6 years;

Whereas, Amy Gomme has served as Region IV Board Member for 2 years;

Whereas, Martin Price has served as Region IV Board Member for 4 years;

Whereas, Alicia Lane-Outlaw has served as Appointed Board Member for 6 years;

Whereas, Benro Ogunyipe has served as Appointed Board Member for 2 years;

Resolved, that the Council of Representatives, along with the members of the NAD community, expresses their sincere appreciation and recognition to the outgoing board members for their dedication, perseverance and loyalty to the NAD as well as to those who will continue their work.

Rationale: NAD members elected and appointed to serve on the board delegate their time voluntarily and often do not get recognized for their work. To recognize their work is to also recognize that we are all in this together, and that their work and accomplishments for the NAD community as a whole; as well as Deaf and Hard of Hearing individuals all over the map, are appreciated.

President Draganac-Hawk called for a vote on RES-04, which was **CARRIED**.

2020-RES-05 Communication Access

Author: Shannon Callahan

Seconded by: Vance Youngs

Resolution:

Whereas, communication accessibility with closed captioning on the internet and the presence of sign language interpreters for major news and emergency information on television has increased over time.

Whereas, The world has undergone a major shift where the internet is now a primary means of communication and information for their education, their employment, and access to news and culture.

Whereas, the internet still remains largely inaccessible to Deaf and Hard of Hearing people in terms of caption and interpreter access.

Whereas, there are laws that remain outdated, there is a lack of accountability by content providers, and current guidelines do not mandate accessibility.

Resolved, that we recognize the NAD's hard work on communication accessibility with closed captioning on the internet, and that the NAD continues to advocate for complete access to all content on the internet.

Rationale:

There is not enough recognition of the work that the NAD has done, and we want the NAD to be aware that the work is very important and needs to continue.

President Draganac-Hawk called for a vote on RES-05, which was **CARRIED**.

President Draganac-Hawk shared appreciation for all of the delegates, board members, the Parliamentarian, interpreters, captioners, and NAD staff.

President Draganac-Hawk declared the Council of Representative session adjourned at 6:25 p.m. EDT.

Respectfully submitted,

Jenny Buechner
Secretary