

**National Association of the Deaf
NAD Board of Directors Meeting
Zoom
January 15-17, 2021**

Friday, January 15, 2021

Board Members Present: President Melissa Draganac-Hawk (2020-2022), Vice President Amy Gomme (2020-2022), Secretary Jenny Buechner (2020-2022), Treasurer Michelle Cline (2020-2022), Region I Board Members: Milmaglyn Morales (2020-2022) and Jacob Leffler (2020-2024), Region II Board Members: Kevin Ryan (2018-2022) and Linsay Darnall, Jr. (2020-2024), Region III Board Members: Steve Hamerdinger (2018-2022) and Lisa Rose (2020-2024), Region IV Representatives Laura Kim (2020-2022) and James Christianson (2020-2024), Affiliate Board Members: Justin Cha (2020-2022) and Tyese Wright (2020-2024), and Appointed Board Members: Kirsten Poston (2020-2022) and Stephanie Hakulin (2020-2022).

Ex Officio Member: Howard Rosenblum, Chief Executive Officer.

Staff: Lizzie Sorkin, Communications Director

Visitors: all NAD staff and contractors joined from 2:00 pm to 3:47 pm EST for introductions and presentation of their work.

President Melissa Draganac-Hawk called the meeting to order at 1:04 pm EST.

President Melissa Draganac-Hawk shared welcoming remarks to the board and held introductions of the board members.

President Melissa Draganac-Hawk did the oath for new board members Laura Kim, Justin Cha, Tyese Wright, Kirsten Poston, and Stephanie Hakulin.

The board had an interactive activity to get to know each other.

President Melissa Draganac-Hawk called for a recess at 1:48 pm EST.

The meeting resumed at 2:00 pm EST.

The NAD Staff joined the meeting for introductions and an explanation of their role and duties within the NAD. In addition, CEO Howard Rosenblum explained about the Described and Captioned Media Program (DCMP) and how it is affiliated with the NAD.

President Melissa Draganac-Hawk called for a recess at 3:47 pm EST.

The meeting resumed at 5:03 pm EST.

CEO Howard Rosenblum provided the CEO report.

CEO Howard Rosenblum shared how each department is funded, and the goal is to ensure each department is self-sufficient, and able to bring in funds that cover its expenses. While some positions/departments are not able to bring money into the organization, it is sometimes possible to receive external support such as sponsorships and grants to cover such costs.

The NAD Policy Institute is working on many fronts including a partnership with Mobility International USA, in assisting Kenya National Association of the Deaf to establish laws and policies to create and promote deaf rights in their country.

The NAD has been working with Rochester Institute of Technology/National Technical Institute of the Deaf (RIT/NTID) in advising them on their IRIS project that would enable individuals to make video relay calls directly from their phones, without the need to download an app.

The NAD, with Communication Service for the Deaf (CSD), Gallaudet, and NTID are hosting Employment webinars. The next one coming up is in February.

The NAD has been meeting with the Biden Administration Transition Team, in representation of the Deaf community along with other representatives from the Disability community, pertaining to policy recommendations, nominations of Cabinet Secretaries, such as the Department of Health and Human Services (HHS) and the Department of Education.

The board had a discussion about NAD membership, benefits as members, and how we can provide resources to members.

The NAD along with other disability organizations has also been meeting with manufacturers of automobiles, to ensure that there are no barriers when they develop future automated cars including to ensure that any voice commands are also visually accessible to deaf people.

CEO Howard Rosenblum also shared that the Deaf at Work project, made possible by the Starbucks grant has been completed! All videos are available on the NAD's Facebook page.

President Melissa Draganac-Hawk called for a recess at 5:59 pm EST.

The meeting resumed at 6:09 pm EST.

Treasurer Michelle Cline provided financial training for the board in understanding the NAD's financial structure and the board's responsibilities regarding finances including oversight as well as fundraising.

President Melissa Draganac-Hawk called for a recess at 6:52 pm EST.

The meeting resumed at 7:00 pm EST.

President Melissa Draganac-Hawk reviewed the Board Policy Manual with the board.

President Melissa Draganac-Hawk called for a recess at 7:44 pm EST.

Saturday, January 16, 2021

Board Members Present: President Melissa Draganac-Hawk (2020-2022), Vice President Amy Gomme (2020-2022), Secretary Jenny Buechner (2020-2022), Treasurer Michelle Cline (2020-2022), Region I Board Members: Milmaglyn Morales (2020-2022) and Jacob Leffler (2020-2024), Region II Board Members: Kevin Ryan (2018-2022) and Lindsay Darnall, Jr. (2020-2024), Region III Board Members: Steve Hamerdinger (2018-2022) and Lisa Rose (2020-2024), Region IV Representatives Laura Kim (2020-2022) and James Christianson (2020-2024), Affiliate Board Members: Justin Cha (2020-2022) and Tyese Wright (2020-2024), and Appointed Board Members: Kirsten Poston (2020-2022) and Stephanie Hakulin (2020-2022).

Ex Officio Member: Howard Rosenblum, Chief Executive Officer.

Staff: Lizzie Sorkin, Communications Director, Kim Bianco Majeri, Legislative Affairs Coordinator.

Visitors: Alfred Sonnenstrahl, President for Deaf Seniors of America

President Melissa Draganac-Hawk resumed the meeting at 1:03 pm EST.

Board Reports

President Melissa Draganac-Hawk shared the President's report. She shared updates about the World Federation of the Deaf (WFD) and our involvement in regional meetings. The minimum for regional meetings used to be five countries but now is three countries, and our region only has three countries - Canada, USA, and Mexico so we are able to form a region. However, the leader of the Mexico association requested that Canada and USA join in with Central America where they have more countries, and can have productive discussions. A decision on that is pending. WFD has also been working with the World Health Organization on how it promotes the needs of those who have hearing loss, and one of the seven (7) categories designed to address hearing loss pertains to ensuring that deaf children have access to signed language, and if not, then it would be considered neglect. WFD has also recognized that over 100 countries have provided interpreters in a Picture in Picture (PIP) for press briefings regarding COVID-19, and that does not include the USA.

President Melissa Draganac-Hawk shared that she has been in contact with several deaf-led organizations over the last few months to check in with them and continue our relationship with them.

President Melissa Draganac-Hawk shared that she has received feedback from delegates who were part of the Council of Representatives (COR) meeting last October. There were a lot of positive comments about the training provided prior to the COR meeting including parliamentary procedures. Several Black, Indigenous, and People of Color (BIPOC) had observed microaggressions during the COR, and that the board will need to ensure that we hear their feedback and make adjustments for future CORs.

Vice President Amy Gomme shared their report. Amy has been working on the committees and sections report forms. Will be asking Region Board members to meet together on a regular basis to keep everyone on the same page.

Secretary Jenny Buechner reported that the Meeting minutes from the Board meetings held on September 30th (pre-COR) and October 25th (post-COR) are ready for Board approval.

MOTION: Jacob Leffler moved to approve the Pre-COR and Post-COR board meeting minutes as read. Seconded by Steve Hamerdinger. CARRIED.

Treasurer Michelle Cline shared the finance report. Currently, we have two people on the Finance Committee and are looking for more people to be a part of the Finance Committee. The board reviewed the Financial Statement ending on November 30th. The December financial statement is not yet available for review as it takes approximately three to four weeks to complete after the close of the previous month. Two budget proposals for Fiscal Year 2022 (FY22) were presented for board approval. The first budget proposal includes two YLC camp sessions this summer. The second budget proposal does not include any YLC camp sessions this summer. A decision has not yet been made regarding whether YLC will be held this summer due to COVID-19. A decision will be made in April, however a budget needs to be approved by the board prior to the next fiscal year, which begins on April 1st. Both budgets need to be approved by the Board so that we are prepared either way.

MOTION: Kirston Poston moved to approve the FY22 Proposed Budget with YLC. Seconded by Tyese Wright. CARRIED.

MOTION: Kirston Poston moved to approve the FY22 Proposed Budget without YLC. Seconded by Kevin Ryan. CARRIED.

President Melissa Draganac-Hawk called for a recess at 2:33 pm EST.

The meeting resumed at 2:41 pm EST.

Board Reports

Region I Board members Milmaglyn Morales and Jacob Leffler shared that they have been holding monthly regional meetings and had good discussions about legislative items in different states. Legislative Affairs Coordinator Kim Bianco Majeri attended the meetings. Jacob Leffler was asked to observe the New Jersey Association of the Deaf general meeting. DCAD is working on implementing an Office for the Deaf and Hard of Hearing and will take approximately one year to complete.

Region II Board members Kevin Ryan and Linsay Darnall, Jr shared that most of the State Associations are currently planning on hosting virtual meetings. Nebraska passed the LEAD-K bill.

Region III Board members Steve Hamerdinger and Lisa Rose shared they have been hosting monthly regional meetings, and are thrilled to see a better turnout, however not all states are participating. Some of the state associations have asked to see the NAD's Board Policy Manual so they can incorporate parts that are applicable to their organization. Several states will host virtual conferences this year and will be reaching out to the NAD for assistance. Kim Bianco Majeri will be joining the next monthly regional meeting.

Region IV Board Members Laura Kim and James Christianson shared that they will continue to have their regional meetings on Sundays after a poll had been sent out to all State Associations in the region. Laura was introduced as the new Region IV board member at the last regional meeting. Legislative Affairs Coordinator Kim Bianco Majeri also participated in the meeting.

Affiliate Board Members Justin Cha and Tyese Wright shared that they will be working on defining their new positions' role in the coming months. A committee will be formed to help develop the role and responsibilities for the Affiliate Board positions.

Appointed Board members Kirsten Poston and Stephanie Hakulin shared that they will be tasked with the Dismantling Racism priority and are currently interviewing people to be the Co-Chairs of the committee that will be tasked with this priority. They are looking for people from each region to be a part of the committee.

CEO Howard Rosenblum continued the CEO report. Howard shared that they will continue to work on the White House lawsuit which has been appealed, and with the new administration, we remain involved in the lawsuit to ensure that interpreters are provided for at least all COVID-19 press briefings and maybe more. It was also shared that there are several lawsuits in place at this time regarding access to interpreters, and the hope is that it will set precedent for other cases.

CEO Howard Rosenblum shared that the NAD in 2014 filed a class action suit with the Federal Equal Employment Opportunity Commission (EEOC) against the United States Department of Agriculture (USDA) because it had removed centralized funds and contract(s) for interpreter services, and instead now all 17 subdivisions of the USDA are required to provide their own

interpreter services which has been problematic. This case is ongoing and now faces a new administration..

The NAD has also been working with the FCC regarding their new 3-digit number 988 for suicide prevention assistance because the original plan was to have only voice/audio access. Other disability groups agree that this service needs to also have text capability like 911 has, as well as for incorporating video capability for ASL access.

Vice President Amy Gomme shared a list of committees that the NAD will have, and the need for board liaisons for many of the committees. The board briefly discussed each committee and its responsibilities.

President Melissa Draganac-Hawk called for a recess at 4:06 pm EST.

The meeting resumed at 5:05 pm EST.

The board discussed the 5 priorities for the 2020-2022 term.

2020-2022 Priorities

Priority: Achieving Equality in Deaf Education

The board discussed there is a need to establish a committee with Board members who are experts in Deaf Education to determine what needs to be done to achieve this priority prior to working with the National Deaf Education Section and Council of Education Administrators for Schools of the Deaf (CEASD). The board will identify a Board Liaison in the next few weeks.

Priority: Campaign to Spotlight the Adverse Impacts of Language Deprivation

The board agreed that an ad hoc committee with board members and staff need to review this priority as well as past priorities and identify what the gaps are, as well as ensure that information is communicated with the members. The board will identify a Board Liaison in the next few weeks.

Priority: Dismantling Racism in the Deaf Community

Board Liaisons Kirsten Poston and Stephanie Hakulin shared their plan with selecting Co-Chairs for the committee, as well as extending the committee to include representatives from each region.

The board discussed the difference between the Diversity Strategy Team (DST) and the Dismantling Racism committee. It was identified that further discussion is needed after identifying the tasks of the DST.

President Melissa Draganac-Hawk called for a recess at 6:27 pm EST.

The meeting resumed at 6:30 pm EST.

Priority: Eliminating Barriers to Quality Care for Deaf Seniors

Deaf Seniors of America President Alfred Sonnenstrahl shared what the Senior Citizen Task Force has been working on and will continue to work on issues pertaining to isolation of deaf individuals in nursing homes. Concerns regarding the lack of BIPOC representation on the Task Force was discussed, and both the NAD and DSA will work on identifying people to join the Task Force. It was also shared that research has been conducted and there was a small response from the BIPOC community as their cultural norm is to take care of their family members, whereas white culture is to send elders to nursing homes. The NAD board will identify a Board Liaison in the next few weeks.

Priority: Foster Care Bill of Rights

The board reviewed this priority and will need to establish a committee to review the current model bill and make recommendations for updating the language. The board will identify a Board Liaison in the next few weeks.

The board discussed the National Deaf History Month resolution from the 2020 Council of Representatives meeting which was referred to the Board for review and decision. Lindsay Darnall, Jr. shared the history regarding the National Deaf History Month dates. A board workgroup will be established to review historical information to help the board make a decision on whether to keep the dates for the whole month of April, or to move it to March 13th to April 15th as proposed in the resolution.

President Melissa Draganac-Hawk called for a recess at 7:59 pm.

Sunday, January 17, 2021

Board Members Present: President Melissa Draganac-Hawk (2020-2022), Vice President Amy Gomme (2020-2022), Secretary Jenny Buechner (2020-2022), Treasurer Michelle Cline (2020-2022), Region I Board Members: Milmaglyn Morales (2020-2022) and Jacob Leffler (2020-2024), Region II Board Members: Kevin Ryan (2018-2022) and Lindsay Darnall, Jr. (2020-2024), Region III Board Members: Steve Hamerdinger (2018-2022) and Lisa Rose (2020-2024), Region IV Representatives Laura Kim (2020-2022) and James Christianson (2020-2024), Affiliate Board Members: Justin Cha (2020-2022), and Appointed Board Members: Kirsten Poston (2020-2022) and Stephanie Hakulin (2020-2022).

Ex Officio Member: Howard Rosenblum, Chief Executive Officer.

Staff: Lizzie Sorkin, Communications Director, Angela Ellman, Event Coordinator

The meeting resumed at 1:04 pm EST.

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

Vice President Amy Gomme led a discussion about possible topics for diversity training for the board during this term. Several ideas include implicit bias, intent vs impact, mental health, and thought worlds of American Descendants of African Slaves and immigrant Black people.

The board discussed the 2021 National Leadership Training Conference (NLTC), originally to be held in Albuquerque, NM. With concerns about COVID-19, social distancing, and other possible restrictions, the board discussed whether the conference should be held virtually or in person.

MOTION: Kirsten Poston moved that NAD plan on hosting a virtual NLTC for 2021. Seconded by Milmaglyn Morales. CARRIED.

The board briefly discussed the 2022 NAD Biennial Conference to be held in Orlando, Florida. With limited event planning staff with the hotel, we are unable to get a lot of answers, but will have to start preparing for the conference in other ways such as establishing the workshops committee and call for papers.

President Melissa Draganac-Hawk called for a recess at 2:33 pm EST.

The meeting resumed at 2:40 pm EST.

The board reviewed progress updates for the 2018-2020 priorities.

2018-2020 Priority: National Family Campaign

The board discussed the need to launch and maintain the campaign as well as leverage existing campaigns that align with the goals of this priority.

2018-2020 Priority: Focusing on Systemic Barriers in Vocational Rehabilitation Services for the Deaf/HH

The committee will be disseminating a survey for the community to take regarding vocational rehabilitation services in their states. The committee wants to use the information from the survey to make recommendations to the Rehabilitation Services Administration regarding the elimination of barriers for deaf people within the Workforce and Innovation Opportunity Act (WIOA) and the Order of Selection (OOS).

2018-2020 Priority: Campaign to spotlight the oppression of Deaf people within the justice system

CEO Howard Rosenblum shared that they will continue to work with the National Administrators of State Agencies for the Deaf and Hard of Hearing (NASADHH) to identify ways how we can address communication barriers between deaf people and law enforcement. This includes the barriers deaf BIPOC have experienced as well.

2018-2020 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 will resume meeting in the next few weeks to review edits made by editors prior to sharing with the four organizations' board members, as well as additional input from stakeholders. The Interpreter Standards committee is making progress on developing the position statement.

President Melisa Draganac-Hawk led a discussion about the roles and responsibilities and communication between Region Board members, and Legislative Affairs Coordinator Kim Bianco Majeri regarding legislative issues among state associations.

President Melissa Draganac-Hawk called for a recess at 4:01 pm EST.

The meeting resumed at 5:02 pm EST.

Secretary Jenny Buechner reviewed the Conflict of Interest policy within the Board Policy Manual, and clarified questions from board members concerned about those serving on other organizations.

Secretary Jenny Buechner shared with the board newly recommended guidelines for Sections as developed by a board work group.

MOTION: Linsay Darnall, Jr moved to approve the section guidelines. Seconded by Kevin Ryan. CARRIED.

Sections Reports

Deaf Culture and History Section

Board Liaison Linsay Darnall, Jr. shared that the section is considering restructuring their board as they are unable to find enough people who are interested in serving on the board. They are interested in bringing back the vlog series "Deaf History That" that shares information about deaf culture.

National Deaf Education Section

Board Liaison Michelle Cline shared that the section hosts a conference every year and in 2020 they hosted it virtually. This year, they had planned to host it in Riverside, CA on June 24-26, but have decided to switch to virtual and host weekly series for a few weeks as part of the conference.

Youth Section

Secretary Jenny Buechner shared that they are now conducting their election process, and nominations are done.

Committee Updates

Interpreter Agency Accreditation

CEO Howard Rosenblum shared that the paperwork needs to be updated based on feedback from the board, and will need to do a cost analysis for the program to be sustainable including ensuring we have a person to manage the grievance process.

Deaf Interpreter Task Force

President Melissa Draganac-Hawk shared that the focus of this committee is to develop a position statement along with materials on the benefits for having deaf interpreters.

Bylaws Committee

Bylaws Chair Jacob Leffler shared that an updated version as approved by the Council of Representatives has been shared with NAD Headquarters for posting on the website.

State Associations and Affiliates Committee

Board Liaison Michelle Cline shared that the committee is working on updating the SAAC Toolkit since the board responded on which parts should be kept in the toolkit and which should be moved to the NAD website for historical purposes. They are also working on the mentor program, which has yet to be launched. Each region needs to select a new representative for this term.

National Employment Resource Center Committee

The board discussed the need to establish a focus group to collect feedback on whether the website has been successful, and if any updates need to be made.

Video Remote Interpreting Committee

The committee has completed its position statement for use of VRI in courtrooms, including the newly modified approach for COVID-19, and is waiting for Howard Rosenblum to review and share with the board for approval.

Strategic Planning Committee

President Melissa Draganac-Hawk shared that a report for Vision 2020 has been shared at the Council of Representatives back in October. The committee worked on a SWOT analysis for the board and that the committee will need to conduct the SWOT analysis for the staff, and then work on the NAD Strategic Plan for the next three years. Linsay Darnall, Jr. will lead that committee consisting of Board members.

President Melissa Draganac-Hawk called for a recess at 6:34 pm EST.

The meeting resumed at 6:45 pm EST.

President Melissa Draganac-Hawk led a discussion about the request the NAD received asking for assistance in promoting Auditory Processing Disorders as a disability that should receive Individual Education Plan or Section 504 accommodations. The board agreed that this is not our area of expertise, and that this should be referred to the American Speech-Language-Hearing Association (ASHA).

The board discussed the need to revisit our goals and working relationship with Deaf Grassroots Movement (DGM), to provide them with resources needed to support them.

The board quickly discussed the need to select region representatives for SAAC, and that would be discussed at a later time during a meeting with Region Board members.

President Melissa Draganac-Hawk thanked everyone for a productive meeting. The meeting was adjourned at 7:59 pm EST.

Respectfully submitted,

Jenny Buechner
Secretary