

**National Association of the Deaf
NAD Board of Directors Meeting
Zoom
April 16-18, 2021**

Friday, April 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 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

President Melissa Draganac-Hawk called the meeting to order at 1:03 pm ET.

President Melissa Draganac-Hawk explained the agenda for the day and the board meeting.

The board had an ice breaker activity.

Board Reports:

President Melissa Draganac-Hawk shared that she has participated in a lot of workshops and webinars, which have been very beneficial for connecting and uniting with the deaf community. She also shared that there have been challenges for the leadership of several State Associations in the past few months. Melissa would like for the board to discuss how we can better support State Associations in that regard during this board meeting.

President Melissa Draganac-Hawk met with Wes Arey, leader of the Deaf Grassroots Movement and both have agreed to meet regularly so that both are aware of the activities within both organizations, and both organizations continue to remain united.

President Melissa Draganac-Hawk asked that we add a board meeting this summer, so that we can ensure we keep track of progress on committee work, especially with the fact that we only have 1 year and 3 months remaining for this term. This additional meeting would better ensure that we have the work done and reports prepared on time for the 2022 Council of Representatives.

Secretary Jenny Buechner shared that the board reports are separate from the Committee reports. Please make sure the Committee Chairs fill out the committee report. As Board Liaison, board members should share their insights on each committee's progress, dynamics and any potential topics for discussion for the Board. Also, there are two motions that need to be ratified.

Kevin Ryan moved to ratify both electronic motions. Seconded by Jacob Leffler. CARRIED.

February 21, 2021:

MOTION: Jenny Buechner moved to approve DCHS recommendation to recognize Deaf History Month during the month of April. Seconded by Milmaglyn Morales. CARRIED.

February 25, 2021:

MOTION: Milmaglyn Morales moved to approve the January 2021 board meeting minutes as read. Seconded by Lisa Rose. CARRIED.

Treasurer Michelle Cline provided her report. The NAD obtained an Economic Injury Disaster Loan (EIDL) at the beginning of the COVID-19 Pandemic and that the loan has been paid off now. She also shared progress on selection of SAAC Committee members. Michelle also mentioned that the Deaf Business Advocacy section which was going to dissolve once the money was handled are now thinking about resuming the section. This DBA issue will be discussed with the executive board and Howard before making recommendations for the full board to consider.

Treasurer Michelle Cline shared the Financial reports. The reports are up to February 2021, Expenses and Income are close to projected percentile for the 2020-2021 Fiscal year. We are waiting on the March Financial Report before we can wrap up the fiscal year.

President Melissa Draganac Hawk called for a recess at 2:07 pm ET.

The meeting resumed at 2:15 pm ET.

CEO Howard Rosenblum provided his report. Howard explained that the General Services Administration (GSA), which is responsible for Federal government wide federal contracts, has decided not to continue the Federal Relay contract, which was scheduled to expire on May 15th. This is concerning as they have two extra services that are currently not available with Relay Services that are under the regulation of the Federal Communications Commission (FCC). Federal agencies are now responsible for managing their own contracts for those two services, which are Relay Conference Captioning (RCC) and Video Remote Interpreting (VRI). The NAD has been working with Deaf In Government (DIG) to ensure that Federal employees have access to necessary services to do their jobs. Both organizations are trying to convince GSA to keep VRI and RCC centralized, rather than leave it to each Federal agency to manage the contracts.

DIG reached out to NAD inquiring about the possibility of having a shared employee working for both organizations. The Board discussed that we would continue dialogue with DIG about this position on a trial basis and see how it works. The Board also discussed that we need to reach out to other organizations and see if there are any needs that both the NAD and their organization would be able to partner on.

CEO Howard Rosenblum shared concerns regarding a court ruling regarding access for the Internet. Several years ago, the 9th Circuit made a ruling stating that the Americans with Disabilities Act (ADA) only applies to those that have a physical location and have virtual services (web services), so that means businesses that are web only do not have to follow the ADA. The NAD got a different decision in the Northeast region for the Netflix case that says the ADA applies to web only businesses. Recently, the 11th Circuit had a case where a blind person sued Wynn Dixie for not making their web accessible. The blind person was not able to purchase anything that was already available in the store on the web. The 11th Circuit decided that the ADA does not apply to virtual services including online shopping. This is a bad result for ADA and web services. But there are three different views: 9th Circuit, Netflix case, and the 11th Circuit case. It is possible that this new case from the 11th Circuit might go to the Supreme Court for appeals, and if the Supreme Court agrees with the 11th Circuit, it is possible that our lawsuit with Netflix back in 2012 may be rescinded. The alternative is to go to Congress to amend the ADA so that it applies to the virtual world as well. Many lawyers from all over the country are working on this, and Howard will keep the Board posted on any strategies.

The Board discussed the Cogswell Macy Act, which the NAD has been working on with CEASD and other groups, and how we would like to spread awareness about it.

CEO Howard Rosenblum shared that there have been stronger relationships with some corporations. Verizon is asking the NAD to have a representative on their Disability Advisory Committee. It is anticipated that more requests like this will come from other corporations in the future.

Under the Policy Institute, Zainab Alkebsi is working on rankings of deaf friendliness of various items such as stadiums and transportation, and one is on social media platforms. One will come out soon for how accessible each state's COVID-19 briefings are with interpreters.

CEO Howard Rosenblum shared about the letter sent to the Academy Awards regarding a hearing actor in the role of a Deaf character in The Sound of Metal. There has been no interest in the letter from the Academy as well as the media. It seems that the Deaf community does not see this as a priority. The Board discussed ideas on how we can get community input on why this is not a priority.

President Melissa Draganac Hawk called for a recess at 4:04 pm ET.

The meeting resumed at 5:06 pm ET.

CEO Howard Rosenblum continued his report. He shared that the NAD Youth Leadership Camp (YLC) will be held virtually starting on July 5th.

The NAD Youth Ambassador Program will have some updates and a plan will be shared with the board in the near future, in hopes to implement the changes for the 2022 NAD Conference.

Vice President Amy Gomme reported that she has been working on improving the reporting process for committees and will be reaching out to the Committee Chairs directly to collect their reports for future board meetings.

Region I Board members Milmaglyn Morales and Jacob Leffler reported that Region I will be hosting a State Association Day on May 1st, planned by State Associations.

Region II Board members Kevin Ryan and Linsay Darnall, Jr reported that some State Associations will be hosting their conferences virtually, and some have decided to host theirs in person.

Region III Board Members Steve Hamerdinger and Lisa Rose reported that they have worked closely with Access to Activism and Texas Association of the Deaf regarding the recent deep freeze they had experienced, and things are settling down in that regard. Arkansas just passed a bill that will replace “hearing impaired” with “deaf and hard of hearing” in their laws and terminology. They also shared that some State Associations are discussing how to host their conferences as some are considering doing a hybrid version that would allow some people to gather in person and connect virtually.

Region IV Board Members reported that they have had region meetings on Zoom, and have met with some State Associations individually to provide support. There were concerns about leadership with the Nevada Association of the Deaf. They also shared that there are some efforts to reactivate Wyoming’s State Association.

Affiliate Board Members Justin Cha and Tyese Wright reported that they have been working on defining their roles and responsibilities. They will be sending out a letter to all affiliates to introduce themselves as a resource to support them, as well as represent them. They also shared that there is a need to support the Black Lives Matter movement in Minnesota, and are exploring ways how we can support them.

Appointed Board Members report will be shared when the board discusses the priority on Dismantling Racism.

President Melissa Draganac Hawk called for a recess at 6:47 pm ET.

The meeting resumed at 6:54 pm ET.

Vice President Amy Gomme, chair of the Diversity Strategy Team shared that the group now includes Amy, Tyese, and Melissa. They are evaluating the purpose and function of DST, as well as renaming it. The DST was asked by NAD HQ to review concerns on hate speech within NAD's Social Media posts, and the DST members suggested inserting a statement that the NAD does not accept negative remarks that are harmful including racist remarks.

The statement reads "In this space, all comments must be respectful. This means that any abusive, offensive or oppressive comments on our social media are not acceptable."

Tyese Wright shared that the DST also discussed the NAD Website and how to shift away from the traditional hierarchy of positions and listing the Staff and Board members by name. The board discussed the options on how to present the Board on the website.

Amy Gomme shared with the board about NAD attire, that the board can choose which type of clothes they would like in terms of style preferences and sizes.

Amy Gomme also shared an update with the board on how to address any inappropriate content in previous NAD publications

Amy Gomme also shared that the board will have training on racism in general, so that we can dismantle racism within the NAD. The racism trainings will focus primarily on unpacking our biases and will be made available on a monthly basis, starting in June. During our quarterly Board meetings, we will focus on learning modules, learning about things that the board members may not be aware of.

Governance Chair and Region III Board Member Lisa Rose led a brief polling activity about the Board Policy Manual.

President Melissa Draganac Hawk called for a recess at 8:02 pm.

Saturday, April 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 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 Member: 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; Kim Bianco Majeri, State Legislative Affairs Coordinator; and Angela Ellman, Conference Coordinator.

The meeting resumed at 11:02 am.

Vice President Amy Gomme led an activity for the board, for further relationship building, as well as learning about each other.

President Melissa Draganac Hawk called for a recess at 2:14 pm ET.

The meeting resumed at 3:00 pm ET, which is also live streamed on the NAD Facebook page.

President Melissa Draganac Hawk explained the agenda for the afternoon, and introductions of the Board Members to the public were made.

Priority Reports:

Priority: Achieving Equity in Deaf Education

Board Liaison Laura Kim and Staff Liaison Kim Bianco Majeri shared that this proposal was created by Junior NAD representatives, and recognizes the need for all deaf children to have equal access to information and resources for deaf education. They are currently working on identifying people, programs, and organizations to be part of the committee and partnership on this priority. One idea is to expand the National Deaf Education Conference (NDEC) to include different disciplines within deaf education including but not limited to Student Life and Athletics.

Priority: Campaign to Spotlight the Adverse Impact of Language Deprivation

Board Liaison Milmaglyn Morales and Staff Liaison Kim Bianco Majeri shared that they will combine this priority with the previous term priority National Family Campaign and expand on it. This priority work will focus on updating and promoting state legislative bills, including the Deaf Child Bill of Rights, and the 2014 language deprivation bill, as well as supporting LEAD-K efforts in various states. The NAD will also create a position statement to end language deprivation. The NAD will also develop training modules for parents and teachers to become proactive in recognizing language deprivation, and include strategies to address the issue.

The Board discussed the use of an accountability committee and the involvement of the State Association and Affiliate Committee.

The Board discussed how the training modules would be developed, in house or outsourced, and if it is outsourced, it is critical that it retains the Deaf Lens on language deprivation. A few ideas were shared on who we could outsource with, and how to get funding for the work. Board Liaison Milmaglyn Morales and Staff Liaison Kim Bianco Majeri will proceed with the priority and keep the board's input in mind.

Priority: Dismantling Racism in the Deaf Community

Board Liaisons Kirsten Poston and Stephanie Hakulin shared that they have selected co-chairs Theodore “Teddy” Dorsette III and Alan Wilding. They are currently working on getting members for the committee as well as on a survey that will be disseminated to NAD Members, as well as State Associations and Affiliates. The survey will collect information on what tools are needed to support them. Additional information on what the committee decides to include in the toolkit will be shared with the board later this summer, and during the National Leadership Training Conference (NLTC).

The work on this priority is planned to be beneficial for the community, as well as within the NAD. Resources will be developed to help the NAD and the community explore how to dismantle racism within their organizations and the community.

Priority: Eliminating Barriers to Quality Care for Deaf Seniors

Board Liaison Kevin Ryan and Staff Liaison Kim Bianco Majeri shared that the Task Force is currently working on updating resources on both the NAD and Deaf Seniors of America (DSA) websites. They are also currently working with the National Administrators of State Agencies for Deaf and Hard of Hearing (NASADHH) to improve senior services, existing programs, and policies, as well as find any funding available for deaf seniors. The Task Force is also focused on developing resources and information for caregivers for deaf seniors, including finding information on how deaf individuals who want to work as a caregiver for deaf seniors can meet criteria to do the work.

Priority: Foster Care Bill of Rights

Board Liaison James Christianson and Staff Liaison Kim Bianco Majeri shared that the authors of the proposal -- Chad Ludwig and Patrick Graham -- are on the committee. Alison Meyers is the chair of the committee. They will be working on updating the existing Foster Care Bill of Rights model bill. There is a need to ensure the system is able to track deaf and hard of hearing children to better serve and coordinate services. This will also include sections on parents who are deaf and have their children taken into the foster care system such as the need for foster parents to know sign language, so that the children can maintain communication with their deaf parents, or using professional interpreters and not using hearing children to interpret communications.

The Board then had a discussion about the National Leadership Training Conference and possible workshop topics for consideration. The Board decided that a survey will be sent out to State Associations and Affiliates to see which topics are needed or preferred.

President Melissa Draganac Hawk called for a recess at 5:13 pm ET.

The meeting resumed at 5:19 pm ET.

Treasurer Michelle Cline led a training on how the board can do fundraising as part of our responsibilities.

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

Sunday, April 18, 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 Member: 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, Conference Coordinator

The meeting resumed at 11:05 am ET, with the board entering executive session.

President Melissa Draganac-Hawk ended the executive session at 11:45 am ET and also called for a recess.

The meeting resumed at 11:51 am ET.

The Board discussed the general tentative plans for the 2022 NAD Conference, as the dates are not from Sunday to Sunday as is normally done for NAD conferences. It is possible that the NAD will also host the National Literacy and Leadership Camp (NLLC) as a day program during the conference for middle school children. Kids Camp is great for younger children, and high school students get to participate as Pages during the Council of Representatives, as well as assist with other activities throughout the conference. Middle school aged children are too old for Kids Camp, and too young to be Pages. NLLC would be a great opportunity for them, and for the NAD to implement.

The Board reviewed updates on 2018-2020 Priorities that were still in progress.

National Family Campaign:

Board Liaison Michelle Cline shared that this priority will combine with the new priority focusing on elevating awareness on language deprivation. The items that have not been completed with this priority will be passed onto the current 2020-2022 Priority on the Adverse Impacts of Language Deprivation.

Focusing on Systemic Barriers in Vocational Rehabilitation Services for the Deaf/HH:

CEO Howard Rosenblum shared that the survey will be disseminated in the next week or two, to collect information on Vocational Rehabilitation services. The Position Statement will be based

on this survey and will be shared with the Board for review and approval during an upcoming Board meeting.

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

CEO Howard Rosenblum shared that they were planning on hosting a Summit with the National Association of State Agencies Serving Deaf and Hard of Hearing (NASADHH), however with the Black Lives Matter movement it has been made clear that a roundtable with the BIPOC Deaf community needs to be held prior to hosting a Summit with law enforcement and other experts.

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 CPC Task Force continues to make progress and will be sharing the content for input with stakeholders including the board of directors for the four organizations involved: NAD, Registry of Interpreters for the Deaf (RID), National Black Deaf Advocates (NBDA), and Council de Manos. After input is received, they will update the document and share with RID for membership input.

Jenny Buechner also shared that the Interpreter Standards workgroup has met a few times and is making great progress in gathering information on current standards in different disciplines of the Interpreting profession, as well as Interpreting Training/Education Programs (ITP/IEP). The workgroup will meet again in June to continue the work and hope to have a proposed Position Statement on Interpreting Standards for the board to review this summer.

President Melissa Draganac-Hawk called for a recess at 2:58 pm ET.

The meeting resumed at 3:00 pm ET.

Committee Reports:

Interpreter Agency Accreditation Program:

CEO Howard Rosenblum shared that Kim Bianco Majeri will take over this project as soon as Legislative sessions in states are mostly done this Spring.

Bylaws:

Board Liaison Jacob Leffler shared that they are currently ensuring the Bylaws are updated with the amendments from the 2020 Council of Representatives. The 2022 Bylaws Chair is Scot Pott.

Governance:

Governance Chair Lisa Rose shared that the committee will be reviewing the Board Policy Manual (BPM) to make sure that the roles and responsibilities of board members align with the most recent version of the Bylaws, as well as add the Affiliate Board member positions and their duties.

Deaf Interpreter Task Force:

Board Liaisons Jenny Buechner and Kevin Ryan reported that there has been no progress.

National Employment Resource Center:

Board Liaison Jacob Leffler shared that the NERC work is done, with a page on the NAD website with resources for employment, however there is a need for an annual review to ensure all of the information is up to date.

State Associations and Affiliates Committee (SAAC):

Michelle Cline shared that there are nominations for the SAAC in each region and position, except for Affiliates. A reminder email will be sent to the 2020 COR Affiliate Delegates as well as current Affiliates of the NAD.

Rapid Response Team (RRT):

RRT Chair Linsay Darnall, Jr shared that the team worked on a statement regarding Stop Asian Hate. Linsay would like for the team to have an orientation on what RRT does, and get a head start on developing the framework of memoriams for past board members as well as well known community leaders, so that we can draft actual memoriams quickly when someone passes away.

Strategic Plan:

Chair Linsay Darnall, Jr shared that he reached out to Michelle Cline to pick up where we left off on the Strengths, Weaknesses, Opportunities, and Threats assessment. Then will review the information gathered and develop short, medium, and long term plans.

VRI in Courts Task Force:

CEO Howard Rosenblum stated that he hopes to have a position statement for the Board to review soon.

Sections:

Secretary Jenny Buechner shared that for all Sections there is a need to insert in the election process of Section Chairs or Board members when there are no candidates, that write-ins are accepted and that if they have the majority, they will be selected to serve as the Section Chair and/or board position of the Section.

Deaf Culture and History Section (DCHS):

Board Liaison Linsay Darnall, Jr shared that the section has been posting information about Deaf History Month as of April 1st. They will be developing a toolkit for the community to use for 2022.

National Deaf Education Conference (NDEC) Section:

Board Liaison Michelle Cline shared that they will host a virtual conference on June 24-25th.

Former Board Members Section:

Board Liaison Laura Kim shared that she had met with Steve Lovi, the Chair of the section and will resume meeting with him in a few weeks.

LGBT Section:

Board Liaison Jacob Leffler reported that a call for nominations for Chair has been sent out.

Interpreter Section:

Board Liaison Milmaglyn Morales shared that there is no update.

Senior Citizens Section:

Board Liaison Steve Hamerdinger shared that there is no update.

Youth Section:

Board Liaison Justin Cha shared that he met with NAD Headquarters to discuss the vision for the section, to ensure that it does not conflict with NAD Youth Programs. The section now has some new board members after their recent election.

DeafBlind Section:

Board Liaison shared that there is no update.

Deaf Business Advocacy Section:

Board Liaison Michelle Cline shared that this section is dissolved, but is still working out how the funds will be distributed.

President Melissa Draganac-Hawk led a discussion about the concerns of leadership among State Associations and Affiliates and how the NAD can help support the growth and sustainability of leadership.

President Melissa Draganac-Hawk recognized Howard Roseblum's 10-year anniversary as the CEO of the NAD.

President Melissa Draganac-Hawk adjourned the meeting at 5:29 pm ET.

Respectfully Submitted,

Jenny Buechner
Secretary