

**National Association of the Deaf
NAD Board of Directors Meeting
Zoom
July 30-August 1, 2021**

Friday, July 30, 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 Member: Lisa Rose (2020-2024), Region IV Board Member: Laura Kim (2020-2022), 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, State Legislative Affairs Coordinator; Sarah Honigfeld, Education Advocate Specialist; Anna Bitencourt, Attorney

President Melissa Draganac-Hawk called the meeting to order at 12:04 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 been working closely with the committees, especially those who are tasked with a priority. It is clear that the pandemic has had an impact on the progress of the committees. However we only have 11 months remaining before the next NAD Conference and need to provide reports to our delegates. President Melissa Draganac-Hawk shared that she has been working closely with the headquarters in planning NLTC, as well as participating in a few of their staff meetings for support. President Melissa Draganac-Hawk continues to be in contact with other national organizations.

Vice President Amy Gomme shared that she is very involved with the Diversity Strategy Team, as well as working with Howard, Laura, and James on the situation with the Nevada Association of the Deaf. Vice President Amy Gomme is also working on improving the Committee and Section Report forms.

Secretary Jenny Buechner shared that every board member is required to fill out the Board Report form as it asks us to complete information that each of us are individually responsible for and it will hold us accountable.

Treasurer Michelle Cline provided the financial report. The NAD is doing very well financially. Through the Language Deprivation priority, it became apparent that we generally don't have a standing budget for any priorities. The Finance committee recommends that the board explores the possibility of establishing a Foundation to support the work of NAD Priorities, where we can hire subject matter experts and strengthen our work. The Foundation would help establish a Research Institute, Training Institute, and strengthen our Policy Institute. This however would be a 5-year plan, not something we would be able to complete in the next year with the Language Deprivation Priority.

President Melissa Draganac Hawk called for a recess at 1:39 pm ET.

The meeting resumed at 1:48 pm ET.

CEO Howard Rosenblum provided his report. He shared that the YLC fundraising campaign raised approximately \$7,000 between the GiveLively platform, Facebook campaigns, and the Mozzarella event.

Howard shared updates with staffing changes including the hiring of an Education Advocate Specialist, Social Media Support, and Front Desk Support.

Howard shared that this year's Youth Leadership Camp (YLC) was successful even though it was held virtually. They had a total of 50 participants, with 2 hour sessions daily which lasted 2 weeks.

Howard then shared updates on some federal level issues that the NAD has been working on including a lawsuit against the United States Department of Agriculture (USDA) for dismantling their centralized services for Interpreting Services in 2014, and which is now being settled after 8 years. The NAD is also working closely with Deaf in Government (DIG) to ensure that federal employees continue to get services that are only available through Federal Relay (not those services readily available through FCC relay), specifically Video Remote Interpreting (VRI) and Relay Conference Captioning (RCC). The NAD is also working on researching and documenting how centralized interpreting services benefit federal employees within the Federal government.

Howard explained and clarified that the White House lawsuit only requires the White House to provide interpreters for Media Briefings regarding federal disasters or health pandemics such as COVID-19. The current White House Administration decided on its own to provide interpreters for all briefings. Also, the lawsuit that we filed has no jurisdiction over the media for displaying the interpreter on television broadcasts - only that the White House must make that feed available to media outlets. To get an interpreter broadcasted on TV, that is a separate battle which will likely need to be handled through new legislation that gives the Federal

Communications Commission (FCC) authority to oversee such inclusion of interpreters on broadcasts. Future White House administrations could decide to not provide interpreters for all briefings, and limit it only to briefings that relate to disasters or health pandemics.

Howard shared that several corporations have increased their collaboration with the NAD. For example, Verizon is more engaged with the NAD, and asked that the NAD be part of their new Disability Advisory Council. Zainab Alkebsi, Policy Counsel, will be on the council. They also offered the NAD a free advertisement promotion opportunity on their platforms and we will work with them to develop four weeks worth of advertisements about the NAD.

Howard shared that there has been an issue with the FCC's regulations on 9-8-8 - a short number specifically for suicide prevention. When the FCC initially established that number, they did not consider including texting capability similar to what is available with text to 9-1-1. The NAD alerted the FCC that the service needs to have both texting and ASL capabilities. A petition was filed with the FCC and now everyone who is involved has conceded that texting to 9-8-8 is feasible. The FCC seems to have changed their approach and are now asking everyone for new comments on how to do texting to 9-8-8. The FCC has not done anything about the ASL portion. The NAD will continue to work on this.

The NAD has also been advocating with the FCC and Federal Emergency Management Authority (FEMA) regarding accessibility of emergency alerts. The audio portion of the emergency alert has a lot of words, while the text for the same emergency alert is much shorter and not an exact transcript of the audio. The NAD objected to it as and argued that it is a violation of Section 504 of the Rehabilitation Act. FCC agreed to work on addressing it, however not in time for their test on August 11, 2021. The NAD is asking that they make a public announcement explaining the lack of equity between audio and visual text for the emergency alert.

President Melissa Draganac Hawk called for a recess at 3:02 pm ET.

The meeting resumed at 4:04 pm ET.

The Board continued with reports.

Region I Board members, Jacob Leffler and Milmaglyn Morales, shared that Region I hosted a virtual conference for State Association Day which had an attendance of over 100 people. Several NAD Board members presented. They will host this conference day biennially.

The State Associations in Region I decided not to have any region meetings this summer.

Region II Board members, Kevin Ryan and Linsay Darnall, Jr, shared that several State Associations have hosted their conferences. Illinois had their conference and no one ran for board positions. They shared that Ohio has two state associations, however the NAD is still on standby for the Ohio Deaf community to decide which group is the official State Association.

Region III Board Member, Lisa Rose, shared that they had a region meeting recently and there was a discussion about the low registration numbers for their State Association conferences. Several State Associations had their conference, and two are upcoming.

Region IV Board Member, Laura Kim, shared that most of their State Associations will host their conferences in October. Washington State Association of the Deaf reported that through their advocacy Washington State passed a law that requires all public spaces to have closed captioning on their public televisions at all times.

Affiliate Board members, Tyese Wright and Justin Cha, shared their updates. Justin attended the Deaf in Government (DIG) event and really enjoyed their platform Trivet Logic. Tyese shared that she has been reaching out to affiliate organizations to set a monthly meeting similar to Region State Association meetings.

Appointed Board Members, Stephanie Hakulin and Kirsten Poston, shared that their report, which is mainly about the Dismantling Racism Priority, will be discussed tomorrow.

Diversity Strategy Team (DST) members Tyese Wright, Amy Gomme, and Melissa Draganac-Hawk shared a report on their work including updating the Board page on the NAD website to show board members alphabetically rather than by position. To finalize this website update, the DST is asking all Board members to provide their subject matter expertise so that people who look at this website would be able to identify who on the Board they can ask for when needing support on specific topics. The DST will be revisiting the Diversity Statement for updates, including inserting the word "equity". It will be presented to the board at a future meeting.

President Melissa Draganac-Hawk led a discussion with the board about roles and responsibilities between Board members and headquarters staff when it comes to supporting and working with State Associations and Affiliates.

President Melissa Draganac Hawk called for a recess at 5:21 pm ET.

The meeting resumed at 5:41 pm ET.

Governance Chair Lisa Rose shared some updates made within the Board Policy Manual for the board to review.

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

Saturday, July 31, 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 Member: Lisa Rose (2020-2024), Region IV Board Members: 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 11:00 am ET.

The board had a discussion about audism and racism, led by Darian Burwell and MJ Bienvenu.

President Melissa Draganac Hawk called for a recess at 12:37 pm ET.

The meeting resumed at 12:48 pm ET.

CEO Howard Roseblum presented two position statements for the Board to review. First the board reviewed and discussed the Accessible March and Protests position statement.

MOTION: Kevin moves to approve the Accessible March and Protests position statement. Seconded by Michelle Cline. CARRIED.

CEO Howard Rosenblum shared the VRI in Courts and Legal Settings position statement with the board for review and discussion.

President Melissa Draganac Hawk called for a recess at 2:08 pm ET.

The meeting resumed at 3:06 pm ET, which was 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 the committee will be meeting this coming Monday. Committee members include Jr. NAD members, NAD board and staff liaisons, representatives from Student Life, Athletics, Diversity Equity and Inclusion, Counseling, and more. The goal is to look at what schools and educational programs for the

deaf offer within their programs including athletics, counseling, and student life. They will also work on identifying the types of support that is needed for families with deaf children.

Priority: Campaign to Spotlight the Adverse Impact of Language Deprivation

Board Liaison Milmaglyn Morales and Staff Liaison Kim Bianco Majeri shared that the priority asks the NAD to figure out how we hold people accountable for causing harm to deaf and hard of hearing children as a result of language deprivation. It also asks the NAD to develop model bill(s), however we already have model bills although they are now being reviewed and updated. Committee members include Sara Honigsfeld, Tawny Holmes Hlibok, Teresa Hernold, and Nicole Beaver. This committee is looking at the current priority as well as the 2018-2020 priority which has the same focus. The work that is to be done will require more than two years, possibly five years. The goal is to establish a Research Institute to gather all existing research into one place and compile it, establish a Training Institute to develop trainings for State Associations, Affiliates, Parents, and Education Advocates. While this priority will have an impact on education, services, mental health, etc, however the primary focus is on families, Early Hearing Detection Intervention (EHDI) systems, Early Childhood Education (ECE) and Individual Education Plan (IEP) processes.

Priority: Dismantling Racism in the Deaf Community

Board Liaisons Kirsten Poston and Stephanie Hakulin shared that the committee is working on a survey to be disseminated to members, State Associations, and Affiliates to learn more about what the needs are in addressing racism within the Deaf community. The goal is to develop resources for the community to use.

Priority: Eliminating Barriers to Quality Care for Deaf Seniors

Board Liaison Kevin Ryan and Staff Liaison Kim Bianco Majeri shared that the committee completed the development of three checklists in the previous term (2018-2020) which are available on the NAD website. The committee is currently working on developing resources and are working with State Associations to identify and update resources regarding senior citizens and aging.

Priority: Foster Care Bill of Rights

Board Liaison James Christianson and Staff Liaison Kim Bianco Majeri shared that they are updating the Foster Care model bill for states to introduce to legislation. The committee will then review the NAD Foster Care position statement for updates. The current barrier in many states is that the Child Protective system doesn't track the number of deaf and hard of hearing children, or children with deaf and hard of hearing parents (CODAs). Another issue is that oftentimes deaf or CODA children are placed in foster care where ASL or sign language is not used, and impacts the ability for the children to develop language and/or communicate with their deaf and hard of hearing parents.

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

The meeting resumed at 4:16 pm ET.

The Board then had a discussion about the National Leadership Training Conference (NLTC) and possible workshop topics for consideration. CEO Howard Rosenblum shared that NLTC will be free, and NAD members who register by a deadline will receive perks including a swag box mailed to them and a discount for the 2022 NAD Conference.

Based on the survey sent out, the top areas of interest are as follows:

- Mental Health in the Deaf Community
- Maintain Legislative Relationship
- Virtual Leaderships
- Youth Recruitment
- Restorative Justice
- Deaf Self advocacy
- Communication with Members
- Fundraising

The board discussed possible topics related to the areas of interest listed above.

President Melissa Draganac-Hawk called for a recess at 5:04 pm ET.

Sunday, August 1, 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 Member: Lisa Rose (2020-2024), Region IV Board Member: Laura Kim (2020-2022), 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: Angela Ellman, Conference Coordinator

The meeting resumed at 11:00 am ET.

The board received training entitled Interrupt Your Bias from Dr. Elizabeth Moore, Chief Diversity Equity and Inclusion Officer at Gallaudet University.

President Melissa Draganac-Hawk called for a recess at 12:52 pm ET.

The meeting resumed at 12:59 pm ET.

The Board discussed the 2022 conference schedule, primarily to determine the dates and times for the Council of Representatives sessions. It was discussed that training for COR delegates may be done prior to the conference, as well as some caucuses to allow for delegates to discuss the proposed priorities and bylaws amendments.

President Melissa Draganac-Hawk called for a recess at 1:59 pm ET.

The meeting resumed at 3:02 pm ET.

The board continued its discussion about the 2022 conference schedule.

Committee Reports:

Bylaws:

Board Liaison Jacob Leffler did not have anything to report.

Governance:

Governance Chair Lisa Rose did not have anything to report.

Deaf Interpreter Task Force:

Board Liaisons Jenny Buechner and Kevin Ryan shared that the committee has been formed and is starting its work.

State Associations and Affiliates Committee (SAAC):

Board Member Michelle Cline shared that committee members have been selected and the first meeting will take place on August 11th.

Rapid Response Team (RRT):

RRT Chair Linsay Darnall, Jr shared that he will be having an orientation for the team and will poll for possible meeting dates.

Strategic Plan:

Strategic Plan Chair Linsay Darnall, Jr shared that he had a dialogue with Michelle Cline who did some work in the previous term, and will be recruiting board members to work on the plan.

Interpreter Agency Accreditation Program:

CEO Howard Rosenblum shared that Kim Bianco Majeri is now working on reviewing the documents already developed and looking into other accreditation programs to see how they are done. The goal is to have something to report back to the board in the fall.

Sections:

Deaf Culture and History Section (DCHS):

Board Liaison Linsay Darnall, Jr shared that the Georgia School for the Deaf will be making a documentary on their experience with segregated schools for Black Deaf students throughout

their history. The DCHS section wants to give \$250 for the documentary, and needs to figure out how to process those funds. The board directed the section to review the Section Guidelines. It was also shared that the filming had been completed and released the week before.

National Deaf Education Conference (NDEC) Section:

Board Liaison Michelle Cline shared that they hosted a successful virtual conference on June 24-25th. They are planning to host their next conference in Orlando during our 2022 conference next year.

Former Board Members Section:

Board Liaison Laura Kim shared that the chair has not been able to do any work yet and is interested in continuing as chair.

LGBT Section:

Board Liaison Jacob Leffler reported that the call for nominations for Chair has been sent out again due to no response last spring. The board suggested that if there are no nominations again this time around, to review the list of members and reach out to them individually to see if they would be interested in being chair.

Interpreter Section:

Board Liaison Milmaglyn Morales shared that one committee member resigned, and will look for a replacement. The committee will be sending a survey to the members of the section to better understand what they would like to see within the section.

Senior Citizens Section:

President Melissa Draganac-Hawk shared that Sue Pedersen is resigning as chair. A call for a new committee chair will be sent out soon.

Youth Section:

Board Liaison Justin Cha shared that the section is currently identifying its top 3 priorities to work on over the next year. They are also working on filling in the region representatives and are asking for assistance from our Region Board members.

DeafBlind Section:

Board Liaison Tyese Wright shared that a call for nominations for chair was sent out and there was no response.

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. It was agreed that an ad hoc committee will be formed to develop ideas and resources for this.

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

National Family Campaign:

Board Liaison Michelle Cline shared that this priority is now merged with the current Language Deprivation priority. The committee identified that part of the Tree of Life funds can be used to support the campaign however it requires a threshold to be met prior to using those funds. The original threshold will not be achieved anytime soon. Michelle Cline and Howard Rosenblum are reaching out to donors again to agree to remove that threshold, while retaining the purpose of the funds.

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

CEO Howard Rosenblum shared that the survey has been disseminated to Deaf Services Coordinators at Vocational Rehabilitation agencies across the country. We are currently collecting responses, dealing with some hesitancy however after dialogue they are usually willing to fill out the survey. The deadline is currently August 3rd, but will be extended to provide more time for data collection. After the survey data is collected, the committee will review and develop best practices and recommendations for services for deaf and hard of hearing individuals.

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

CEO Howard Rosenblum does not have anything to report and will be reaching out to the National Association of State Agencies for Deaf and Hard of Hearing (NASADHH) to see if they still want to host a summit.

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 then RID will share with its membership for input.

Jenny Buechner also shared that the Interpreter Standards workgroup currently has a first draft. The workgroup will meet again on August 5th to review the draft, however there are several gaps that need to be addressed prior to making the Position Statement on Interpreting Standards available for the board to review.

New Business:

MOTION: Jacob Leffler moved to ratify the electronic motion regarding April Board Meeting minutes. Seconded by Kevin Ryan. CARRIED.

MOTION: Linsay Darnall Jr. moved to approve the VRI in Court/Legal Settings position statement as revised. Seconded by Kirsten Poston. CARRIED.

MOTION: Lisa Rose moved that the board add a CEO Succession plan to the Board Policy Manual. Seconded by Tyese Wright.

AMENDMENT: Jacob Leffler moved to amend to insert “establish a workgroup for succession plan”. Seconded by Stephanie Hakulin. DEFEATED.

MAIN MOTION: DEFEATED.

MOTION: Lisa Rose moved that the Board creates an ad hoc committee to focus on ways to support the viability of state associations. Seconded by Tyese Wright. DEFEATED.

President Melissa Draganac-Hawk adjourned the meeting at 5:48 pm ET.

Respectfully Submitted,

Jenny Buechner
Secretary