

**National Association of the Deaf
NAD Board of Directors Meeting
NAD Headquarters, Silver Spring, MD
January 13-15, 2022**

Thursday, January 13, 2022

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 III Board Member: Lisa Rose (2020-2024), Region IV Board Member: 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: Kim Bianco Majeri, State Legislative Affairs Coordinator (virtually).

President Melissa Draganac-Hawk called for the meeting to begin at 9:04 am ET.

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

The board began with a team building activity, and then a tour of the NAD headquarters was led by Howard Rosenblum and Sean Norman, NAD Office Manager.

President Melissa Draganac-Hawk called for a recess at 10:30 am ET.

The meeting resumed at 10:57 am ET.

Board Reports:

President Melissa Draganac-Hawk shared that committees are making progress and that the biennial report will be given for the board to review in April in preparation for the 2022 Council of Representatives.

She reported that there continues to be meetings with the Center for Black Deaf Studies (CBDS), a department of Gallaudet University to discuss how healing can begin. A further report on possible ways will be provided by the Internal Transformative Committee.

The Virtual NAD Town Hall meeting was successful, and in the post-event survey, we received a lot of positive feedback from the participants. The NAD will host another town hall event in the spring.

President Melissa Draganac-Hawk shared that Laurent Clerc's great great grandson requested the support from the NAD to convince the United States Postal Service to approve a stamp honoring Laurent Clerc. The board would discuss this at a later time during this board meeting.

Vice President Amy Gomme reported that all committees still need to report the full list of participants, and we are exploring better ways to support them along with board liaisons.

Secretary Jenny Buechner did not have a report.

Treasurer Michelle Cline shared that the board will receive additional financial training today, and that we will review the revised budget proposal for fiscal year 2022, as well as the proposed budget for fiscal year 2023 at a later time during this board meeting. It was also discussed that there will be a workgroup for a foundation for the NAD, to help strengthen its financial capacity, as well as strengthen relationships with donors and funders.

Melissa Draganac-Hawk called for a recess at 11:53 am ET.

The meeting resumed at 1:22 pm ET.

Board Reports

Region I

Board Member Milmaglyn Morales and Jacob Leffler shared that several state associations are working on legislative bills, and the primary themes are interpreter licensure, captioning, commissions, and language deprivation.

It was also shared that state associations from Region I are concerned about access to the Social Security Administration, as access is limited and a need for access in sign language is much needed.

Region II

No report available.

Region III

Board Member Lisa Rose shared an update on the student protest at the Atlanta Area School for the Deaf. The NAD has been providing support to the students and Georgia Association of the Deaf, including by writing a letter to the Georgia Department of Education on the importance of having a deaf superintendent, and even more beneficial if the superintendent is also Black, Indigenous, or a Person of Color (BIPOC).

Region IV

Board Member James Christianson and Laura Kim shared that the state association meetings have had inconsistent participation, and are exploring strategies to get all state associations to participate in the meetings on a more regular basis. Many state associations have had a change

in leadership and are eager to work with the NAD. Some states are working on legislative bills including but not limited to movie theatre open caption showings, and notification on drivers license of their deafness.

Affiliates

Board Members Justin Cha and Tyese Wright shared that they had a virtual meeting with member-based affiliate organizations. In one of the meetings there was a discussion about accessible content regarding COVID-19.

President Melissa Draganac-Hawk called for a recess at 2:19 pm ET.

The meeting resumed at 2:41 pm ET.

The board discussed the Interpreter Agency Accreditation program that is currently being developed by Kim Bianco Majeri. The board reviewed the proposed standards, self-assessment components, and how the program would work along with people involved upon implementation. There are still components that need to be outlined and/or drafted including the processes for raters, the grievance procedures, and conflict resolution. The board discussed that this would apply to in-person and virtual interpreting services, not including video relay services. The board also discussed the terms of the accreditation, and how to do a trial phase yet at the same time make sure that there is a revenue to support staffing positions that would oversee the program.

President Melissa Draganac-Hawk called for a recess at 3:59 pm ET.

The meeting resumed at 4:14 pm ET.

The board continued discussion of the Interpreter Agency Accreditation program.

President Melissa Draganac-Hawk called for a recess at 4:50 pm.

Friday, January 14, 2022

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 III Board Member: Lisa Rose (2020-2024), Region IV Board Member: 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.

The meeting resumed at 8:46 am ET.

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

CEO Howard Rosenblum led a discussion about the 2022 NAD Biennial Conference. Currently there is a call for workshops and the deadline has been extended to January 24th. In the coming weeks a call for interpreters, volunteers, and other needs will be made.

The board discussed potential requirements and protocols for safety with COVID-19 at the conference. It was decided that a small workgroup would be formed to discuss these and make recommendations.

The board discussed options for the Order of Georges and Georgettes (OGG) event, which has been a breakfast at past conferences. Prior to 2018, they would select their delegates at the breakfast, but that is being done in advance of the conference. It was decided that there would be no official event for the OGG at the conference.

President Melissa Draganac-Hawk Called for a recess at 10:07 am ET.

The meeting resumed at 10:20 am ET.

The board engaged in a second team building activity.

Secretary Jenny Buechner shared the procedures, duties, and expectations of the board members for the Council of Representatives.

President Melissa Draganac-Hawk called for a recess at 12:03 pm ET.

The meeting resumed at 1:10 pm ET.

Treasurer Michelle Cline provided additional financial training for the board.

Board Members James Christianson and Michelle Cline provided a report on the State Association and Affiliate Committee (SAAC). They are working on updating the toolkit, and wanted to get a sense from the board on areas of need. The board suggested including information about conflict resolution, how to get meditation, how to have successful transition between board members, what should be in a policy and procedure manual for the organization's board members, running effective meetings, and guidelines for legislative action.

President Melissa Draganac-Hawk called for a recess at 2:13 pm ET.

The meeting resumed at 2:30 pm ET.

Board Members Tyese Wright, Amy Gomme and Melissa Draganac-Hawk reported that the Diversity Strategy Team (DST) has been renamed as the Internal Transformation Committee (ITC), given that their primary focus is within the organization. They shared about the Miller Project, and how that led to the discussion between the NAD and the Center for Black Deaf Studies, a program of Gallaudet University. The question is how do we move forward in healing from the history of racism and oppression of BIPOC deaf individuals and communities by institutions including Gallaudet University and the NAD. The board and headquarters will need to continue working on these issues as it is a long term process.

The committee also proposed edits to the NAD Diversity statement. The board provided some input. The ITC will reconvene to review the suggestions and propose a new draft for the board to review at a later date.

Priority Reports:

Priority: Achieving Equity in Deaf Education

Board Liaison Laura Kim shared that the committee has met a few times to discuss resources for schools to share, as well as developing a checklist for families to use when considering schools for their children. There is also a need to update our list of Education Advocates in all states. The committee will work with Region Board members to update the list.

Priority: Campaign to Spotlight the Adverse Impact of Language Deprivation

Board Liaison Milmaglyn Morales and Board Member Michelle Cline shared that the committee recommends that the NAD Headquarters contract or hire a person to review position statements, ASL resources and information, and help develop model bills regarding language acquisition and deaf child bill of rights.

Priority: Dismantling Racism in the Deaf Community

Board Liaisons Stephanie Hakulin and Kirsten Poston shared the results from the survey they disseminated to the community regarding dismantling racism. There were 483 responses, which provided valuable information including areas of concerns and topics for training for the community. The committee was also able to break down the data to reflect topics that were of importance for white participants as well as BIPOC participants. The committee will be hosting a panel on January 27th, led by Crystal Schwartz.

President Melissa Draganac-Hawk called for a recess at 4:19 pm ET.

The meeting resumed at 4:33 pm ET.

Priority: Foster Care Bill of Rights

Board Liaison James Christianson shared that the committee is working on updating the model Foster Care Bill of Rights, as well as recommendations on policies and procedures for investigations within child protective services and the foster care system.

Priority: Eliminating Barriers to Quality Care for Deaf Seniors

CEO Howard Rosenblum shared that the focus is on advocacy for policy within states. Currently there are no states with an aging department/program that could be a model for others to follow in terms of accessibility, programs, and services for deaf senior citizens. The task force will develop a position statement for recommendations on what state agencies should do for deaf senior citizens in facilities, programs and services.

President Melissa Draganac-Hawk called for a recess at 4:57 pm ET.

Saturday, January 15, 2022

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 Member Linsay Darnall, Jr. (2020-2024) (virtually); Region III Board Member: Lisa Rose (2020-2024), Region IV Board Member: 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 (202-2022) and Stephanie Hakulin (2020-2022).

Ex Officio Member: Howard Rosenblum, Chief Executive Officer.

The meeting resumed at 8:34 am ET.

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

MOTION: James Christianson moved to approve the October Board meeting minutes. Seconded by Lisa Rose. CARRIED.

The board conducted a team building activity.

Governance Chair Lisa Rose reviewed updates to the Board Policy Manual, which included updating the Social Media policy, Sections Guidelines, and inserting a Succession Plan.

MOTION: Jenny Buechner moved to approve the Short Term CEO Succession Plan. Seconded by Amy Gomme. CARRIED.

MOTION: Jacob Leffler moved to approve the Social Media Policy. Seconded by Justin Cha. CARRIED.

MOTION: Justin Cha moved to approve the Board Policy Manual with additional changes as discussed. Seconded by Kirsten Poston. CARRIED.

President Melissa Draganac-Hawk called for a recess at 10:03 am ET.

The meeting resumed at 10:19 am ET.

Treasurer Michelle Cline reviewed the financial reports with the board including: year to date as of November 2021, proposed revised budget for fiscal year 2022 and proposed budget for fiscal year 2023.

MOTION: Kirsten Poston moved to approve the revised FY 22 budget. Seconded by Tyese Wright. CARRIED.

MOTION: James Christiansen moved to approve the FY 23 budget. Seconded by Lisa Rose. CARRIED.

Board Member Linsay Darnall, Jr. shared a report from the Strategic Planning Committee.

President Melissa Draganac-Hawk called for a recess at 12:04 pm ET.

The meeting resumed at 1:15 pm ET.

Vice President Amy Gomme led a discussion with the board regarding experiences of oppression and racism. The board discussed options for future training including watching films and having group discussions about them.

CEO Howard Rosenblum provided his CEO report. He reported that for the Super Bowl game in February, not only will we do the national anthem in ASL, but will also have ASL performance of the halftime show.

The NAD continues to work with Deaf in Government (DIG) regarding accessibility services. The NAD continues to work on multiple lawsuits.

President Melissa Draganac-Hawk called for a recess at 2:57 pm ET.

The meeting resumed at 3:15 pm ET.

The board discussed the Laurent Clerc stamp request. It was agreed that the board will not endorse the project, due to Laurent Clerc having received substantial recognition in the past. It is time to recognize other individuals who are deaf and have made great strides.

Committee Reports

Vocational Rehabilitation:

CEO Howard Rosenblum shared that the committee is working on gathering data, and will develop a position statement.

Public Safety:

CEO Howard Rosenblum shared that the National Association of State Agencies for the Deaf and Hard of Hearing (NASADHH) wants to have a dialogue with law enforcement, however we will have a roundtable with the marginalized communities prior to any dialogue with law enforcement.

Interpreting:

Board Liaison Jenny Buechner shared that the Code of Professional Conduct (CPC) Committee is working on putting together the input from the board members of the NAD, Registry of Interpreters of the Deaf, Council de Manos, and National Black Deaf Advocates. The Interpreting Standards workgroup is currently approaching a proposed draft as they are finalizing some details.

Deaf Interpreter Task Force:

Board Liaison Jenny Buechner shared that the committee is working with Rochester Institute of Technology to do a combined survey as instead of each doing separate surveys on deaf interpreters. The plan is to collect data by April so that we can develop a document that explains the purpose of deaf interpreters, how to use deaf interpreters, and where to find them.

Bylaws:

Board Liaison Jacob Leffler shared that the committee has met and they have some recommendations for the bylaws amendments, which will be shared at a later board meeting.

State Association and Affiliate Committee

Board Liaisons James Christianson and Michelle Cline shared they had no report.

Section Reports

National Deaf Education Section:

Board Liaison Michelle Cline shared that they will have their annual conference with the NAD Conference in Orlando this summer. In 2023 their conference will be held in Riverside, California.

Former Board Section:

Board Liaison Laura Kim shared that they are interested in organizing the President's Reception at the conference.

LGBT Section:

Board Liaison Jacob Leffler shared that the section now has a new chair, Thomas Minch.

Interpreter Section:

Board Liaison Milmaglyn Morales shared that there is no report.

Senior Citizens Section:

President Melissa Draganac-Hawk shared that there is a need to do a call for nominations for the chair position.

Youth Section:

Board Liaison Justin Cha shared that there are changes to their board members,, and will be working with some of the NAD Board members to plan their Youth General Assembly.

DeafBlind Section:

Board Liaison Tyese Wright shared that the section will have their next meeting on February 2nd.

President Melissa Draganac-Hawk led a discussion about the NAD membership, and its benefits and perks. It was decided that the board would establish a workgroup to discuss membership.

CEO Howard Rosenblum led a discussion about NAD Conference protocols for the 2022 Biennial Conference.

President Melissa Draganac-Hawk checked in with the board about our first in-person meeting during this term, and all were appreciative of the opportunity to meet in person. The board has agreed that we would have our next board meeting in person as well.

President Melissa Draganac-Hawk announced to the board that Region III Board Member Steve Hamerdinger had submitted his resignation.

The meeting was adjourned at 5:10 PM ET.

Respectfully Submitted,

Jenny Buechner
Secretary