

**National Association of the Deaf  
NAD Board of Directors Meeting  
Denver, CO  
April 14-16, 2022**

**Thursday, April 14, 2022  
Rocky Mountain Deaf School (RMDS)**

Board Members Present: President Melissa Draganac-Hawk (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: Lindsay Darnall, Jr. (2018-2022) and Kevin Ryan (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, Director of Communications; Sarah Honigfeld, Education Policy Specialist; Kim Bianco Majeri, State Legislative Affairs Coordinator (virtually for a portion).

Visitors: Rocky Mountain Deaf School students and staff.

President Melissa Draganac-Hawk called for the meeting to begin at 11:14 am MT.

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

MOTION: Jacob Leffler moved to ratify the following motions that were previously approved through virtual meetings. Seconded by Justin Cha. CARRIED.

Kirsten Poston moved that we approved the January Board Meeting minutes as read. Seconded by Stephanie Hakulin.

Jenny Buechner moved to rename the Schrieber Distinguished Award to “Distinguished Service Award”. Seconded by Tyese Wright. CARRIED.

Amy Gomme moved to remove the Robert Greenmum and Randall McClelland awards. Seconded by Lisa Rose. CARRIED.

Kirsten Poston moved to rename the Dr. Nathie Lee Maybury Leadership Award to “Dr. Nathie Lee Maybury Bridging Communities Award”. Seconded by Tyese Wright. CARRIED.

**Board Reports**

### *President*

President Melissa Draganac-Hawk shared that the last three months have been very busy in terms of providing support to affiliate organizations, preparing for the upcoming Biennial Conference, and concerns from the community regarding laws that have passed in Florida, where the conference is to be held.

The NAD celebrated Deaf History Month through the month of April as determined by the Board. The state governments of Minnesota and Maryland have proclaimed April as Deaf History Month, and others might have done the same.

Melissa shared about an individual that was recognized by Deafhood, who may have been one of the first, if not the first, Asian to serve on the NAD board of directors in 1968-1976. This has raised the question of who else on the board was a black, indigenous, or person of color, and that there is a need to look into our history.

### *Secretary*

Secretary Jenny Buechner had no report to share.

### *Treasurer*

Treasurer Michelle Cline shared the February Year to Date report and stated that we are doing well financially. She also reminded the board that board members are responsible for raising funds for the NAD.

### *Region I*

Board Members Jacob Leffler and Milmaglyn Morales shared that the state associations in Region I have started discussion about hosting State Association Day in 2023.

### *Region II*

Board Members Linsay Darnall, Jr. and Kevin Ryan shared that Michigan and Iowa both recently passed LEAD-K legislation.

### *Region III*

Board Member Lisa Rose shared updates about several states including the progress on the Atlanta Area School for the Deaf Superintendent, and the Interpreter Training Program at the University of South Florida.

### *Region IV*

Board Members Laura Kim and James Christianson shared updates about several states. They shared that Nevada Association of the Deaf is now active again with its new board members. They shared that the Utah State University closed its Deaf Education program, however two other universities in Utah are working on establishing a new program, and will take 2-3 years to implement. They also shared that Hawaiian Pidgin Sign Language is recognized in Hawaii!

### *Affiliate Report*

Board Member Justin Cha shared that he is working with Lisa Rose and Milmaglyn Morales, COR Co-Chairs to work with Affiliate Organizations for delegates for the Council of Representatives.

President Melissa Draganac-Hawk called for a recess at 12:23 pm MT.

The meeting resumed at 1:13 pm MT.

#### *CEO Report*

CEO Howard Rosenblum shared that a lot of work has been accomplished since January. The NAD successfully hosted several webinars for Dismantling Racism, Deaf History Month, and other areas. The NAD plans to continue to host webinars in the future for various topics.

The NAD hosted successful virtual mock interviews between deaf youth and deaf professionals across the country for National Deaf Youth Day in March.

Howard shared that the NAD will host Youth Leadership Camp (YLC) in person again this summer, which will occur at the same time as the NAD conference. Jr. NAD successfully hosted its national conference virtually this year, and have selected their delegates for the NAD Conference.

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

The meeting resumed at 2:26 pm MT.

#### **Priority Reports:**

##### ***Priority: Achieving Equity in Deaf Education***

Board Liaison Laura Kim shared that the committee has created a document that would serve as an informal resource document for parents, schools, educators, and community members in identifying whether a school is equitable. Next steps include working with external organizations that focus primarily on racial lens to help ensure the document considers racial equity.

##### ***Priority: Campaign to Spotlight the Adverse Impact of Language Deprivation***

Board Liaison Milmaglyn Morales shared that the core committee is focused on ensuring the subcommittees are working on a technical paper, position statement and an open letter about language deprivation. Next steps include working on hiring a researcher, developing trainings with deaf centric lens, and completing all 3 papers, with consultation from an external organization that can offer perspectives from a racial lens, to help ensure the documents consider racial equity.

President Melissa Draganac-Hawk called for a recess at 3:51 pm MT.

The meeting resumed at 4:05 pm MT.

***Priority: Dismantling Racism in the Deaf Community***

Board Liaison Stephanie Hakulin shared that the committee has hosted several webinars, and will continue to do so until August, as of now. They are also working on developing a training curriculum for state associations and affiliate organizations to use. The committee is also working on identifying opportunities to provide clarification on some misunderstandings around racism including intersectionality, internalized bias, and systemic racism for the delegates and conference attendees.

***Priority: Eliminating Barriers to Quality Care for Deaf Seniors***

Board liaison Kevin Ryan and Staff Liaison Kim Bianco Majeri shared that the work since 2020 has been primarily focused on caregivers. Dr. Poorna Kushalnagar has done research on caregivers and has findings that show that there are no resources or trainings catered specifically for deaf people who are caregivers. Gallaudet University will provide training for deaf caregivers in sign language. The NAD Headquarters has met with the Administration for Community Living (ACL) under the Department of Human and Health Services, educating them that the system does not work for senior citizens who are deaf and hard of hearing. The NAD will be presenting at several conferences to talk about deaf senior citizens.

***Priority: Foster Care Bill of Rights***

Board Liaison James Christianson shared that the committee has made updates to the model Foster Care Bill of Rights, and Position Statement, which is currently under legal review. The committee hopes that the board will be able to approve both documents in the coming weeks.

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

**Friday, April 15, 2022**

**Colorado School for the Deaf and Blind (CSDB)**

Board Members Present: President Melissa Draganac-Hawk (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: Linsay Darnall, Jr. (2018-2022) and Kevin Ryan (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, Director of Communications; Sarah Honigfeld, Education Policy Specialist; Angela Ellman, Conference Coordinator (virtually for a portion).

Visitors: Colorado School for the Deaf students and staff.

Kevin Harrer, Lynn Crawford, Dannette Patterson, Don Alsbaugh, Sam Blake, Max Wilding, Monique Hakes Riley, Pammie Wilding, Roy Lacardie, Amelia Dall, Dina Toulan, Evis Escoto, Nikko Salgado, Angel Lopez, Jose Ruiz, ANgel Ramos, Joseph Ryan, and Nancy Benham.

The meeting resumed at 8:49 am MT.

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

Conference Chair Michelle Cline shared updates for the 2022 NAD Conference plans with the Board.

Council of Representative (COR) Co-Chairs Lisa Rose and Milmaglyn Morales shared updates for the 2022 COR. They will be using Canvas as a training platform for delegates to receive their training asynchronously. The modules are mostly developed as they are already in the delegate manual. They will be available in English and sign language.

President Melissa Draganac-Hawk called for a recess at 10:01 am MT.

The meeting resumed at 10:27 am MT.

Conference Chair Michelle Cline shared that a new Board committee, Internal Transformative Committee, will help ensure that the conference has information that shares to attendees on how to be courteous and respectful of each other, and provides appropriate space for our BIPOC and LGBTQIA2S+ attendees.

Board members shared updates on their assigned duties for the conference, including opening ceremony, luncheons, steering committee, bylaws committees, and others.

Conference Chair Michelle Cline led a discussion about awards for the 2022 NAD Conference. The board worked on selecting recipients for various awards that will be presented at the conference.

President Melissa Draganac-Hawk called for a recess at 11:51 am MT.

The meeting resumed at 1:25 pm MT.

During the recess, CSDB provided a tour of its campus for the board members.

Conference Chair Michelle Cline discussed resolving which affiliate organizations are eligible to send delegates to the COR. It was agreed that further discussion was needed and an ad hoc workgroup had been formed to further discuss and make recommendations to the board.

President Melissa Draganac-Hawk called for a recess at 1:51 pm MT.

The meeting resumed at 2:30 pm MT.

The board received training from Bee Gehman and Diego Guerra on gender identities and the “Don’t Say Gay” law in Florida and its impact on the LGBTQIA2S+ communities.

President Melissa Draganac-Hawk called for a recess at 4:30 pm MT.

**Saturday, April 16, 2022**  
**Rocky Mountain Deaf School (RMDS)**

Board Members Present: President Melissa Draganac-Hawk (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: Lindsay Darnall, Jr. (2018-2022) and Kevin Ryan (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, Director of Communications; Sarah Honigfeld, Education Coordinator.

Visitors: Amy Novotny, Reina Bravo, Eric Gugger, Lewis Elliott, Debra Sharp, Gary Etkie, and Susan Etkie.

The meeting resumed at 8:49 am MT.

President Melissa Draganac-Hawk called for an executive session at 8:52 am MT.

The executive session ended at 9:33 am MT.

President Melissa Draganac-Hawk called for a recess at 9:33 am MT.

The meeting resumed at 9:42 am MT.

COR Co-Chairs Lisa Rose and Milmaglyn Morales led an activity with mock scenarios to help the board prepare for the 2022 COR, and created videos for delegate training.

Board members Laura Kim and Lindsay Darnall, Jr. continued the discussion on awards. The board worked on selecting recipients for various awards that will be presented at the conference.

President Melissa Draganac-Hawk called for a recess at 12:05 pm MT.

The meeting resumed at 12:35 pm MT.

The board continued to work on selecting recipients for various awards that will be presented at the conference.

President Melissa Draganac-Hawk called for a recess at 1:57 pm MT.

The meeting resumed at 2:06 pm MT.

The ad hoc committee on affiliate eligibility shared recommendations with the board, and the board agreed with the eligibility criteria as follows:

1. Active nonprofit organizations that are not membership-based which meet the following criteria are entitled to one (1) delegate each:
  - a. Classified as a 501(c)(3) entity by the Internal Revenue Service,
  - b. Fifty-one percent (51%) of the organizational Board of Directors shall be composed of deaf and hard of hearing individuals,
  - c. The organization's executive director shall be deaf or hard of hearing, or fifty-one percent (51%) of the organization's employees shall be deaf or hard of hearing, and
  - d. The organization's mission is aligned with the mission of the NAD.
2. Membership-based active nonprofit organizations which meet the above criteria shall be based on the total number of members registered with the organization from the previous Biennial National Conference through March 15th of the current conference year, based on the NAD Bylaws formula below:
  - 20-199 members—up to two (2) delegates
  - 200-399 members—up to three (3) delegates
  - 400-599 members—up to four (4) delegates
  - 600-799 members—up to five (5) delegates
  - At least 800 members—up to six (6) delegates
3. Hearing-based nonprofit organizations that do not meet eligibility criteria above will not be entitled to any delegate representation.
4. For-profit entities shall not be eligible to send any delegates to the Council of Representatives.
5. Government agencies shall not be eligible to send any delegates to the Council of Representatives.

## **Committee Reports**

### *Deaf Interpreter Task Force:*

Board Liaison Jenny Buechner shared that the committee is finalizing the survey that will be done in partnership with the American Sign Language and Interpreting Education at the Rochester Institute of Technology's National Technical Institute of the Deaf and will be distributed in the coming weeks.

### *State Association and Affiliate Committee*

Board Liaisons James Christianson and Michelle Cline shared a document that was developed to help state associations and affiliates conduct transition between board members after elections of new board members.

*Strategic Planning:*

Board Member Linsay Darnall, Jr. shared that the committee has been working on recommendations. At this time the board has already made progress on several things that were shared at the January board meeting. They recommend that the board consider developing an app, as well as provide training for board members.

*Governance:*

Lisa Rose, Governance Chair shared that the succession plan and social media policy that the board approved in January has been incorporated into the Board Policy Manual (BPM). There is a need to include information about the Rapid Response Team and its duties in the BPM.

President Melissa Draganac-Hawk called for a recess at 3:30 pm MT.

The meeting resumed at 3:50 pm MT.

*Membership:*

Board Members Justin Cha, James Christianson, Jacob Leffler, and Kirsten Poston, and Staff Lizzie Sorkin shared a report on their recommendations for addressing the issue of declining membership. Their ideas include revamping the concept of membership, and redefining engagement. The committee needs to reconvene to develop a plan of action.

**Section Reports**

*Deaf Culture and History Section:*

Board Liaison Linsay Darnall, Jr. shared that the section will participate at the Deaf Authors Book Festival hosted by Texas School for the Deaf in May. They are also hosting a webinar on April 26th entitled "*Preserving and Documenting Deaf History*".

*LGBT Section:*

Board Liaison Jacob Leffler shared that there is no report.

*DeafBlind Section:*

CEO Howard Rosenblum shared that the section was able to host meetings in November, February, and April with DeafBlind participants. Barry Segal and Jennifer Keaton are co-chairs for the section. They will continue to meet every other month, and work on identifying areas of issues that they would like to work with the NAD on addressing such as programs and funding for Support Service Providers, or access to transportation.

*National Deaf Education Section:*



Board Liaison Michelle Cline shared that the next National Deaf Education Conference will be held in person in Orlando after two years of virtual conferences. They are also working on identifying their goals.

*Interpreter Section:*

Board Liaison Milmaglyn Morales shared that the section would like to do a survey for all of their members and have asked the board to review the survey. The survey would allow them to collect information from section members on what the purpose of the section is, and how it should be structured.

*Youth Section:*

Board Liaison Justin Cha shared that the section is working on hosting its first Youth General Assembly in May 2021. It is their goal to send some proposed priorities for consideration at the upcoming Council of Representatives.

*Former Board Section:*

Board Liaison Laura Kim shared that they are working on a mentor program for delegates for the upcoming Council of Representatives.

*Senior Citizens Section:*

President Melissa Draganac-Hawk shared that the Board Liaison resigned from the board, and the Section Chair also resigned. Board Member Kevin Ryan will step up and help with the Senior Citizen Luncheon for the conference.

## **Announcements**

President Melissa Draganac-Hawk shared breaking news that the Florida Association of the Deaf recently posted a public letter addressing the NAD. The board discussed how to address the situation. It was agreed that additional time was needed to process the situation and discuss next steps later in the evening.

President Melissa Draganac-Hawk called for any new business.

**RESOLVED**, the Board recognizes and appreciates the great hospitality from RMDS and CSDB during this NAD Board meeting, as moved by Jenny Buechner and seconded by Linsay Darnall, Jr.

President Melissa Draganac-Hawk adjourned the meeting at 5:43 pm MT.

Respectfully Submitted,

Jenny Buechner  
Secretary