

**National Association of the Deaf
56th Biennial Conference
Hyatt Regency - Orlando, Florida
Council of Representatives Business Meeting
June 30-July 3, 2022**

**Thursday, June 30, 2022
COR Session I**

President Melissa Draganac-Hawk called the Council of Representatives (COR) business meeting to order at 12:39 p.m. EDT.

President Draganac-Hawk welcomed all participants.

President Draganac-Hawk introduced all of the NAD Board members and Past Presidents.

President Draganac-Hawk shared appreciation for the NAD Board and Staff.

President Draganac-Hawk presented the State of the NAD video address, which included video reports on the top five priorities from the 2020 Conference narrated from executive board members Amy Gomme, Vice President; Jenny Buechner, Secretary; and Michelle Cline, Treasurer. President Draganac-Hawk explained the great work of the NAD, especially throughout the COVID-19 pandemic.

Milmaglyn Morales, Region I Board Member and Credentials Chair, reported that there were 98 delegates present.

President Draganac-Hawk introduced Michelle Cline, Treasurer, who provided a refresher of the diversity training to the delegates.

President Draganac-Hawk introduced Mark Apodaca, Parliamentarian for the Council of Representatives meetings. Mark Apodaca provided a brief explanation of parliamentary procedure.

President Draganac-Hawk presented the 2020 COR minutes for approval.

Motion: Cam Tulloch (MAD - Montana), moved that we approve the 2020 COR Minutes. Second by Tar Burt (RAD). The minutes were approved by unanimous consent.

COR Standing Rules

President Draganac-Hawk presented the 2022 COR standing rules for approval.

Motion: Tar Burt (RAD) moved to change 2 minutes to 3 minutes in COR Standing Rule #13. Seconded by JoJo Lopez (NMAD).

Motion: Brianne Burger (DIG) moved to keep two minutes for the rule for those who are DeafDisabled or Dafblind and need additional time, 3 minutes will be granted. Seconded by Joseph Perridon (LAD). The motion was withdrawn.

The motion to change the duration of debates in COR Standing Rule #13 from 2 minutes to 3 minutes was **CARRIED**.

General Forum Standing Rules

Motion: JoJo Lopez (NMAD) moved to approve the Forum Standing Rules as read. Seconded by Beth Yaste (IAD - Indiana). **CARRIED**.

Regional and Affiliate Caucus Standing Rules

Motion: Tommy Minch (LGBT Section) moved to approve the 2022 Caucus Standing Rules as read. Seconded by Martina Moore-Reid (NCAD). **CARRIED**.

COR Agenda

Motion: Thelma Schrader (GUAA) moved to accept the 2022 COR Agenda. Seconded by Mike Schock (NHAD). **CARRIED**.

Conference Minutes Review Team

President Draganac-Hawk called for one volunteer from each region as well as one volunteer from the Affiliates/Sections to be part of the Conference Minutes Review Team. The following people volunteered and were approved to be on the Conference Minutes Review Team:

Robb Dooling (District of Columbia Association of the Deaf, Region I)
Marietta Coufal (Illinois Association of the Deaf, Region II)
Norma Castillo (Texas Association of the Deaf, Region III)
JoJo Lopez (New Mexico Association of the Deaf, Region IV)
Stephanie Clark (Interpreter Section, Affiliates/Sections)

Steering Committee

Jenny Buechner, Secretary and Steering Committee Co-Chair, and Justin Cha, Appointed Board Member and Steering Committee Co-Chair announced the Steering Committee members as follows:

Jeanette Boice (Pennsylvania Society for the Advancement of the Deaf, Region I)

Beth Yaste (Indiana Association of the Deaf, Region II)
Sherry Williams (South Carolina Association of the Deaf, Region III)
Alan Wilding (Idaho Association of the Deaf, Region IV)
Susan Gonzalez (Council de Manos, Affiliates/Sections)

Election Committee

Elections Committee Chair Chris Wagner reported that the committee members are: Chris Wagner, Bobbie Beth Scoggins, Crystal Kelley-Schwartz (NBDA), and Alana Beal (DWU).

A video was shown with Andy Lange, who is Chair of the Election Standards & Procedures Committee, with a report of the work they did.

Past President Chris Wagner shared that the Bylaws allow for nominations on the floor, however nominations are due by 8:00 pm, Thursday, June 30th, and must meet the criteria as posted previously. Presentations of officers and board positions will be done on Friday, July 1. Elections will be held on Saturday, July 2, 2022.

Diversity Strategic Team Report

Amy Gomme, in her role as Board Liaison to the Diversity Strategic Team, provided the Diversity Strategy Team report.

The Diversity Strategy Team has been renamed to the Internal Transformative Committee (ITC). The board reviewed and approved an updated diversity statement as recommended by the ITC.

2020-2022 Priority Reports

Reports for the 2020-2022 Priorities were provided to delegates in advance of the Council of Representatives meeting. Delegates were given the opportunity to ask questions. Several questions and clarification requests regarding the Dismantling Racism training curriculum were asked by delegates, and Co-Chairs Theodore "Teddy" Dorsette III and Alan Wilding provided answers clarifying that the training would be available to anyone in the Deaf, DeafBlind, DeafDisabled, Hard of Hearing, and Late-Deafened community interested in doing the work to dismantle racism.

Reports on the 2018-2020 Priorities on Interpreting and Vocational Rehabilitation were also provided to delegates in advance of the Council of Representatives meeting. Delegates were given the opportunity to ask questions. There were no questions.

Standing Committee Reports

Finance Committee Report

Michelle Cline, in her role as Treasurer, provided the Finance Committee report. Delegates had questions about the financial health of the NAD. Treasurer Cline shared that the NAD is in good shape financially.

Governance Committee Report

Lisa Rose, in her role as Governance Chair, provided the Governance Committee report including the use of Canvas for training delegates prior to the Council of Representatives meeting, and the Board's internal Rapid Response Team.

President Draganac-Hawk called for a recess at 4:15 p.m. EDT.

Friday, July 1, 2022

COR Session II

President Draganac-Hawk called COR Session II to order at 8:19 a.m. EDT.

Lisa Rose, in her role as the COR Co-Chair reminded the delegates on some housekeeping rules, as well as where the DeafBlind, LGBTQIA2S+, and BIPOC lounges are located.

Milmaglyn Morales, Region I Board Member and Credentials Chair, reported that there were 110 delegates present.

Bylaws Amendment Proposals

Jacob Leffler, in his role as Bylaws Committee Chair, reported that there were fourteen (14) proposed amendments to the NAD Bylaws, as follows:

22-01: Article IV Section 3 - Region III

22-02: Article IV Section 3.4 - Region IV Article III Section 2.1 Regular Members

22-03: Article V Section 1.5.iii - Non-Profit Organizational Affiliates

22-04: Article VI Section 1 - Standing Committees

22-05: Article IX Section 1 - Dissolution of Assets

22-06: Article III Section 1.3 - Non-Profit Affiliates

22-07: Article IV Section 6.4 - Membership-Based Board Members

22-08: Article IV Section 10.7 - Membership-Based Board Members

22-09: Article III, Section 2.3 - Individual Membership Fees

22-10: Article III, Section 2.1 - Deaf and Hard of Hearing Members

22-11: Article III, Section 2.2 - Regular Members

- 22-12: Article III, Section 2.2 - Associate Member
- 22-13: Article III, Section 2.1.iv - Order of Georges and Georgettes
- 22-14: Article V, Section 1.5.v - Order of Georges and Georgettes

Each of these bylaws amendment proposals were presented to and discussed by the delegates as follows:

Article 4 Section 3.3 - Region III

[Youtube Video](#)

Proposal #	Title	Article	Section	Proposed By Seconded By
22-01	Region III	4	3.3	Proposed by NAD Bylaws Committee

Current Language:	Proposed Changes:	If Adopted:
Alabama, Arkansas, Florida, Georgia, Louisiana, Mississippi, North Carolina, Oklahoma, Puerto Rico, South Carolina, Tennessee, Texas, and Virgin Islands.	Alabama, Arkansas, Florida, Georgia, Louisiana, Mississippi, North Carolina, Oklahoma, Puerto Rico, South Carolina, Tennessee, Texas, and the U.S. Virgin Islands.	Alabama, Arkansas, Florida, Georgia, Louisiana, Mississippi, North Carolina, Oklahoma, Puerto Rico, South Carolina, Tennessee, Texas, and the U.S. Virgin Islands.

Rationale	
	The change will clarify that NAD is referring to the U.S. Virgin Islands, not British Virgin Islands or other Virgin Islands.

Bylaws Committee Recommendation	
	As recommended by the bylaws committee

Board/HQ Recommendation	
	Board and HQ are in agreement with this proposed change.

Article 4 Section 3.4 - Region IV

[Youtube Video](#)

Proposal #	Title	Article	Section	Proposed By Seconded By
22-02	Region IV	4	3.4	Proposed by NAD Bylaws Committee

Current Language:	Proposed Changes:	If Adopted:
Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.	Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming, Guam, Northern Mariana Islands, American Samoa, and Midway Atoll.	Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming, Guam, Northern Mariana Islands, American Samoa, and Midway Atoll.

Rationale	We include the U.S. territories in Region 4.
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Bylaws Committee Recommendation	As recommended by the bylaws committee
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Board/HQ Recommendation	The Board and HQ are in agreement with these proposed changes.
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Article 5 Section 1.5iii - Non Profit Organizational Affiliate Representatives

[Youtube Video](#)

Proposal #	Title	Article	Section	Proposed By Seconded By
22-03	Non Profit Organizational Affiliate Representatives	5	1.5iii	Proposed by NAD Bylaws Committee

Current Language:	Proposed Changes:	If Adopted:
<p>The Council of Representatives shall include one (1) delegate from each bona fide local, state, and national Non Profit Organizational Affiliate of the Association, which meets eligibility criteria set forth by the Board of Directors. Further, Non-Profit Organizational Affiliates which meet eligibility criteria set forth by the Board of Directors shall have proportionate representation in the same manner as provided for State Association Representatives.</p>	<p>The Council of Representatives shall include one (1) delegate from each bona fide local, state, and national Non Profit Organizational Affiliate of the Association, which meets eligibility criteria set forth by the Board of Directors. Further, Membership-Based Non-Profit Organizational Affiliates which meet eligibility criteria set forth by the Board of Directors shall have proportionate representation in the same manner as provided for State Association Representatives.</p>	<p>The Council of Representatives shall include one (1) delegate from each bona fide local, state, and national Non Profit Organizational Affiliate of the Association, which meets eligibility criteria set forth by the Board of Directors. Further, Membership-Based Non-Profit Organizational Affiliates which meet eligibility criteria set forth by the Board of Directors shall have proportionate representation in the same manner as provided for State Association Representatives.</p>

Rationale	To clarify that Membership-Based Non-Profit Organizational Affiliates have the same practice as the state associations.
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Bylaws Committee Recommendation	As recommended by the bylaws committee
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Board/HQ Recommendation	The Board and HQ is in support with this proposed change
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Article 6 Section 1 - Standing Committees

[Youtube Video](#)

Proposal #	Title	Article	Section	Proposed By Seconded By
22-04	Standing Committees	6	1	Proposed by NAD Bylaws Committee

Current Language: The standing committees of the Association shall be the Finance, Governance, Outreach and Public Policy Committees. The President shall appoint the chair of each standing committee, other than the Finance Committee.	Proposed Changes: The standing committees of the Association shall be the Finance, and Governance, Outreach and Public Policy Committees. The President shall appoint the chair of the Governance Committee. each standing committee, other than the Finance Committee.	If Adopted: The standing committees of the Association shall be the Finance and Governance Committees. The President shall appoint the chair of the Governance Committee.
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Rationale	Retain Finance and Governance and remove Outreach and Public Policy. The Board has power to appoint ad hoc and special committees under VI.2.
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Bylaws Committee Recommendation	As recommended by the bylaws committee
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Board/HQ Recommendation	The Board and HQ are in agreement with the proposed change.
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Article 9 Section 1 - Dissolution of Assets

[Youtube Video](#)

Proposal #	Title	Article	Section	Proposed By Seconded By
22-05	Dissolution of Assets	9	1	Proposed by Kim Anderson Seconded by Jessica Schultz

Current Language:	Proposed Changes:	If Adopted:
In the event that the Association is dissolved, after payment of all debts and liabilities, remaining assets shall be distributed to national 501(c)(3) organizations dedicated to the well being of deaf and hard of hearing people.	In the event that the Association is dissolved, after payment of all debts and liabilities, remaining assets shall be distributed to national 501(c)(3) organizations dedicated to the advancement and preservation of sign languages and cultural collectivism of the Deaf community.	In the event that the Association is dissolved, after payment of all debts and liabilities, remaining assets shall be distributed to national 501(c)(3) organizations dedicated to the advancement and preservation of sign languages and cultural collectivism of the Deaf community.

Rationale
<p>This proposal is to close the harmful, regressive loophole within the very broad statement “dedicated to the well-being of deaf and hard of hearing people.” Nonprofits affiliated with Alexander Graham Bell or other hearing loss organizations and associations, as well as manufacturers and providers of cochlear implants, may deceptively claim that their organization promotes the well-being of Deaf people.</p> <p>Accordingly, this proposal is to narrow down the criteria to ensure that persons making distribution decisions will be restricted from distributing the funds to organizations that promote cultural genocide, linguicism, and audism, which would defeat NAD's eternal mission. If the distribution criteria are limited to only those organizations promoting and preserving the sign languages and cultural collectivism of the Deaf community, then the funds will be distributed accordingly to sustain a healthy and thriving Deaf community.</p>

Bylaws Committee Recommendation
The Committee recommends to amend the language: <i>In the event that the Association is dissolved, after payment of all debts and liabilities, remaining assets shall be distributed to national 501(c)(3) organizations dedicated to advocacy on behalf of deaf and hard of hearing people, including the</i>

	<i>advancement and preservation of sign languages and Deaf Culture.</i> The language is more appropriate and aligned to NAD’s mission.
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Board/HQ Recommendation	The Board and HQ are in agreement with the bylaws committee suggestion.
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Article 3 section 1.3.i Non-Profit Affiliates

[Youtube Video](#)

Proposal #	Title	Article	Section	Proposed By Seconded By
22-06	Non-Profit Affiliates	3	1.3.i	Proposed by: NAD Bylaws Committee

<p>Current Language: Three (3) subcategories of Non-Profit Affiliate membership shall be available to bona fide national entities with a mission or interest in furthering the welfare of deaf and hard of hearing people.</p>	<p>Proposed Changes: Three (3) subcategories of Non-Profit Affiliate membership shall be available to bona fide national entities with a mission or interest in furthering the welfare of deaf and hard of hearing people. a mission or interest that aligns with the NAD’s mission.</p> <p>In the footnote: Three (3) subcategories of defined National, State, and Local</p>	<p>If Adopted: Three (3) subcategories of Non-Profit Affiliate membership shall be available to bona fide entities with a mission or interest that aligns with the NAD’s mission.</p> <p>In the footnote: Three (3) subcategories of defined National, State, and Local</p>
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Rationale	Clarifying what the three subcategories need to be. We corrected the grammar by taking out “national” and clarified what the organizational mission needs to be.
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Bylaws Committee Recommendation	As recommended by the bylaws committee
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Board/HQ Recommendation	The Board and HQ are in support of this proposed change.
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Article 4 Section 6.4 - Membership Based Board Members

[Youtube Video](#)

Proposal #	Title	Article	Section	Proposed By Seconded By
22-07	Membership-Based Board Members	4	6.4	Proposed by NAD Bylaws Committee

Current Language:	Proposed Changes:	If Adopted:
	<p>NEW SECTION</p> <p>Membership-Based Affiliate Board Members of the Association shall be eligible to serve no more than two (2) consecutive four-year terms.</p>	<p>Membership-Based Affiliate Board Members of the Association shall be eligible to serve no more than two (2) consecutive four-year terms.</p>

Rationale	Board Members have the term limitation therefore, we need to add the term for Membership-Based Affiliate Board Members.
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Bylaws Committee Recommendation	As recommended by the bylaws committee
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Board/HQ Recommendation	The Board and HQ are in agreement with this proposed change.
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Article 4 Section 10.7 - Membership-Based Board Members

[Youtube Video](#)

Proposal #	Title	Article	Section	Proposed By Seconded By
22-08	Membership-Based Affiliate Board Members	4	10.7	Proposed by NAD Bylaws Committee

Current Language:	Proposed Changes:	If Adopted:
	<p>NEW SECTION</p> <p>Membership-Based Affiliate Board Members shall serve as liaison between the Board of Directors and Membership-Based Non Profit Organizations, and work with the Board of Directors as a whole.</p>	<p>Membership-Based Affiliate Board Members shall serve as liaison between the Board of Directors and Membership-Based Non Profit Organizations, and work with the Board of Directors as a whole.</p>

Rationale	
	To define the Membership-Based Affiliate Board Member's role.

Bylaws Committee Recommendation	
	As recommended by the bylaws committee

Board/HQ Recommendation	
	The Board and HQ are in support with these proposed change.

Article 3 Section 2.3 - Individual Membership Fees

[Youtube Video](#)

Proposal #	Title	Article	Section	Proposed By Seconded By
22-09	Individual Membership Fees	3	2.3	Proposed by: NAD Bylaws Committee

<p>Current Language: III. 2. 3. Individual Membership Fees.</p> <p>Required individual membership fees for Regular, Senior, Youth, and International members shall be determined by the Board of Directors of the Association.</p>	<p>Proposed Changes: III. 2. 3. Individual Membership Fees.</p> <p>Required individual membership fees for Regular, Senior, Youth, and International members shall be determined by the Board of Directors of the Association.</p>	<p>If Adopted: III. 2. 3. Membership Fees.</p> <p>Required membership fees shall be determined by the Board of Directors of the Association.</p>
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Rationale	Simplify the language used in this section.
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Bylaws Committee Recommendation	As recommended by the bylaws committee
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Article 3 Section 2.1 - Deaf and Hard of Hearing Members

[Youtube Video](#)

Proposal #	Title	Article	Section	Proposed By Seconded By
22-10	Deaf and Hard of Hearing Members.	3	2.1.	Proposed by NAD Bylaws Committee

Current Language:	Proposed Changes:	If Adopted:
	III.2.1. Deaf and Hard of Hearing Members.	III. 2. 1. Deaf and Hard of Hearing Members.

Rationale	To clarify the type of membership.
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Bylaws Committee Recommendation	As recommended by the bylaws committee
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Board/HQ Recommendation	The Board and HQ are in support of this proposed change.
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Article 3 Section 2.1. - Regular Members

[Youtube Video](#)

Proposal #	Title	Article	Section	Proposed By Seconded By
22-11	Regular Members	3	2.1.	Proposed by: NAD Bylaws Committee

Current Language: III. 2. 1. Regular Members. Regular membership status in the Association shall be conferred to residents of the United States, upon payment of annual dues.	Proposed Changes: III. 2. 1.i Regular Members. Regular membership status in the Association shall be conferred to residents of the United States, upon payment of annual dues. III. 2. 1.ii Senior Members.	If Adopted: III. 2. 1.i Regular Members. Regular membership status in the Association shall be conferred to residents of the United States, upon payment of annual dues. III. 2. 1.ii Senior Members.
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<p>III. 2. 1.i Senior Members. Senior citizen membership status shall...</p> <p>III. 2. 1.ii Youth Members. Youth membership status shall...</p> <p>III. 2. 1.iii Honorary Members. Honorary membership status shall...</p> <p>III. 2. 1.iv Order of Georges and Georgettes. Order of Georges and Georgettes status shall...</p>	<p>Senior citizen membership status shall...</p> <p>III. 2. 1.iii Youth Members. Youth membership status shall...</p> <p>III. 2. 1.iv Honorary Members. Honorary membership status shall...</p> <p>III. 2. 1.v Order of Georges and Georgettes. Order of Georges and Georgettes status shall...</p>	<p>Senior citizen membership status shall...</p> <p>III. 2. 1.iii Youth Members. Youth membership status shall...</p> <p>III. 2. 1.iv Honorary Members. Honorary membership status shall...</p> <p>III. 2. 1.v Order of Georges and Georgettes. Order of Georges and Georgettes status shall...</p>
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Rationale	In order to move Regular members to the index and on the next proposal add a new section called Deaf and Hard of Hearing Members.
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Bylaws Committee Recommendation	As recommended by the bylaws committee
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Board/HQ Recommendation	The Board and HQ are in support of this proposed change.
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Article 3 Section 2.2 - Associate Members

[Youtube Video](#)

Proposal #	Title	Article	Section	Proposed By Seconded By
22-12	Associate Members	3	2.2.	Proposed by: NAD Bylaws Committee

Current Language:	Proposed Changes:	If Adopted:
	<p>III.2.2. Associate Members. Associate membership status shall be conferred to hearing individuals, upon payment of</p>	<p>III.2.2. Associate Members. Associate membership status shall be conferred to hearing individuals, upon payment of</p>

	annual dues. Associate members shall not vote or hold office.	annual dues. Associate members shall not vote or hold office. III. 2. 3. International Members. International membership status... III. 2. 4. Individual Membership Fees. Required individual membership fees...
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Rationale	This section is for hearing members who want to be part of NAD.
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Bylaws Committee Recommendation	As recommended by the bylaws committee
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Board/HQ Recommendation	The Board and HQ are in support of this proposed change.
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Article 3 Section 2.1 iv - Order of George and Georgettes

[Youtube Video](#)

Proposal #	Title	Article	Section	Proposed By Seconded By
22-13	Order of Georges and Georgettes	3	2.1 iv	Proposed by: NAD Bylaws Committee

Current Language: Order of Georges and Georgettes status shall be conferred to individual members who maintain their	Proposed Changes: Order of Georges and Georgettes status shall be conferred to individual members who maintain their	If Adopted: (Removed)
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membership for at least three (3) consecutive years.	membership for at least three (3) consecutive years.	
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Rationale	<p>The NAD is committed to building and maintaining an inclusive environment where differences of opinions, beliefs, and values are sought, listened to, respected, and valued. Through inclusiveness, the NAD is committed to expanded membership, participation, and leadership that reflects the diversity of the American deaf community.</p> <p>In our goal of dismantling the systemic inequality that has long been rooted in the NAD history, we acknowledge that the term “Order of Georges and Georgettes” in itself has several -isms that may have long triggered individuals within the NAD and are oppressive toward groups of people.. We believe that the removal of this OGG status shall be a part of a unified effort to break down any inequality and promote inclusiveness for all.</p> <p>The NAD aims to continue its mission and values of embracing deaf and hard of hearing Americans with diverse perspectives, experiences, and abilities. The NAD also recognizes and appreciates every single member for their dedication and commitment all these years with hopes of continued support from each and every member.</p> <p>Removing this section will help NAD to be more inclusive and diversified</p>
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Bylaws Committee Recommendation	As recommended by the bylaws committee.
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Board/HQ Recommendation	The Board and HQ are in support of this proposed change.
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Article 5 Section 1.5v - Order of Georges and Georgettes

[Youtube Video](#)

Proposal #	Title	Article	Section	Proposed By Seconded By
22-14	Order of Georges and Georgettes	5	1.5 v	Proposed by NAD Bylaws Committee

<p>Current Language:</p> <p>Order of Georges and Georgettes Representatives.</p> <p>Twenty five (25) or more members of the Order of Georges and Georgettes (OGG) attending the biennial national conference may organize themselves for the purpose of electing delegates to the Council of Representatives. The number of delegates elected to attend the Council of Representatives shall be based on the number of all NAD members qualifying to be part of the Order of Georges and Georgettes, in essence all individuals (not only those present at the Conference) who have been members of the NAD for at least three years. On that basis, the number of OGG delegates shall be based on the same proportion as the number of delegates for State Associations and Non-Profit Organizational Affiliates.</p>	<p>Proposed Changes:</p> <p>Order of Georges and Georgettes Representatives.</p> <p>Twenty five (25) or more members of the Order of Georges and Georgettes (OGG) attending the biennial national conference may organize themselves for the purpose of electing delegates to the Council of Representatives. The number of delegates elected to attend the Council of Representatives shall be based on the number of all NAD members qualifying to be part of the Order of Georges and Georgettes, in essence all individuals (not only those present at the Conference) who have been members of the NAD for at least three years. On that basis, the number of OGG delegates shall be based on the same proportion as the number of delegates for State Associations and Non-Profit Organizational Affiliates.</p>	<p>If Adopted:</p> <p>(Removed)</p>
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<p>Rationale</p>	<p>If 22-13 is adopted. 22-14 must also be adopted to maintain consistency. The reasons for adopting this are the same as 22-13.</p>
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<p>Bylaws Committee Recommendation</p>	<p>As recommended by the bylaws committee</p>
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<p>Board/HQ Recommendation</p>	<p>The Board and HQ are in support of this proposed change.</p>
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Awards

The NAD Board of Directors presented three Legislative Awards. They were presented to: Assemblyman Dan Benson (New Jersey), Senator Anna Wishart (Nebraska), and Representative Tina Orwall (Washington).

Priority Proposals and Resolutions

Jenny Buechner and Justin Cha, in their role as Steering Committee Co-Chairs, reported that there were 17 proposed priorities. Delegates had questions for clarification.

- 2022-FL-GOV-01 - Change of National Leadership Training Conference to Zoom or Hybrid
- 2022-FL-GOV-02 - Change the Date of NAD Conference to Fall
- 2022-FL-GOV-03 - NAD To implement a Rapid Response Team to address the community's concerns immediately
- 2022-FL-EDU-01 - Achieving Equity in Deaf Education
- 2022-FL-PUB-01 - Access to resources for DeafDisabled Citizens
- 2022-FL-PUB-02 - Access to SuperBowl and other major events on Networks
- 2022-FL-PUB-03 - ASL Interpretation of Government Public Briefings
- 2022-FL-PUB-04 - ASL Resources for Deaf Babies
- 2022-FL-PUB-05 - Deaf Seniors Issues
- 2022-FL-PUB-06 - Dismantling Racism in the Deaf Community
- 2022-FL-PUB-07 - Improve the Quality of Vocational Rehabilitation Services for Deaf Clients
- 2022-FL-PUB-08 - To Increase and Maximize Civic Engagement
- 2022-FL-PUB-09 - To Increase and Maximize Educational Outreach with Industries
- 2022-FL-PUB-10 - Trained First Responders
- 2022-FL-PUB-11 - Video Remote Interpreting (VRI) Guidelines
- 2022-FL-PUB-12 - Addressing Mental Health Crisis Among Deaf Youth
- 2022-FL-PUB-13 - Deaf-Led Emergency Preparedness

Each of these priority proposals were presented to and discussed by the delegates as follows:

Change of National Leadership Training Conference to Zoom or Hybrid

2022-FL-GOV-01

[YOUTUBE VIDEO](#)

Author: Annmarie Buraczeski

Seconded by: Lauren Lercher

Problem to be addressed:

The expense for in-person NLTC is expensive for many State Associations. Some SA's can not afford both NLTC and Delegate Conferences every year.

Proposed Solution:

Leadership training conference can benefit to a lot of members who need or desire to learn more about their roles. It is a good idea to change from in-person conference to zoom or hybrid. It can bring more participants.

Rationale:

Money is everything. Some SA's do not have the budgets and they miss out so much. We shall not leave them out.

Fiscal Impact:

The average expense of in-person NLTC for one participant is about \$300 for registration, \$200-\$600 for airfare and \$400-\$1,000 for 3-4 days during fall season. Zoom or hybrid costs zero.

Board/HQ Response:

The NAD already has a commitment to host the 2023 National Leadership Training Conference in Albuquerque, NM, which was postponed from our originally scheduled NLTC in 2021. If this proposal is selected as a top priority, we can explore possible options for a hybrid conference in 2023 with the understanding that the fiscal impact is significant in that livestreaming of a live conference requires equipment and streaming capabilities and that has a large cost. Hosting a webinar is more feasible in terms of cost and technology, but not free. The fiscal impact above is more geared to the impact for each person to attend the conference, but the fiscal impact for NAD would be costly to explore platforms using either full virtual/hybrid options. Furthermore there is the social/emotional impact that would impact all individuals who attend only the virtual, taking away the experience of connecting, learning, and supporting one another. The NAD can pursue a virtual approach for the NLTCs after 2023 if this priority passes.

Change the Date of NAD Conference to Fall

2022-FL-GOV-02

[YOUTUBE VIDEO](#)

Author: Annmarie Buraczeski

Seconded by: Lauren Lercher

Problem to be addressed:

The cost of the delegate conference is very expensive during the July 4th week. It's not fair for those State Associations for not able to afford to send their delegates during the national holiday.

Proposed Solution:

The expense for the delegate conference in the fall season is more reasonable than summer season. Since July 4th is the holiday, everyone spends with their loved ones at home or vacation.

Rationale:

It is very important to include all State Associations instead of leaving some out because of their budgets. Airfare & hotel are very expensive during the holiday week. It's time to change.

Fiscal Impact:

Summer 2022 Conference (during July 4 week) - \$169 per night for hotel. Approx \$400-\$650 per person for airfare (round trip)

Fall 2022 Conference (if Sept 21 to 26) - \$120 per night for hotel. Approx \$175-\$250 per person for airfare (round trip).

Board/HQ Response:

The NAD HQ is continually exploring different cost effective ways to host its biennial conferences to make it affordable to all attendees.

The Summer has traditionally been the most accessible time of the year for many who work in schools and universities. Moving the conference to the Fall may impact the partnerships between Deaf In Government (DIG) and National Deaf Education Conference (NDEC). Many government agencies fix their fiscal year to begin October 1st so government employees may be impacted given the challenging timeline to obtain approvals to attend. With respect to the NDEC, teachers are off from school during the summer and would be able to attend the conference without having to look for substitutes for their students. In addition, families would not be able to attend the conference due to children being at school. While July 4th is a holiday, it is widely avoided by many organizations who host conferences like the NAD. Hotels often give the NAD excellent rates and deals to host during the July 4th holiday week, which is why many NAD conferences have occurred during this time.

The NAD recommends that further analysis be done including a survey with conference attendees on factors that impact their ability to attend the conference including time, money, and other factors. If this proposal becomes a priority, this would not occur until 2026, due to prior commitment with the hotel in Chicago for 2024 as our dates are already secured (postponed from 2020 due to the COVID-19 pandemic).

NAD to implement a Rapid Response Team to address the community's concerns immediately

2022-FL-GOV-03

[YOUTUBE VIDEO](#)

Author: Brianne Burger

Seconded by: Todd Epps

Problem to be addressed:

NAD has engaged in amazing advocacy efforts that has benefited the deaf community. However, oftentimes these advocacy efforts require the NAD to monitor social media, proactively get ahead of the story, and communicate with the community including after hours and on weekends. The Superbowl situation is one such example. The deaf community would like to support the good work the NAD has done by submitting this proposal to boost NAD's credibility and image as the leading representing organization for the deaf community.

Proposed Solution:

We propose that NAD re-create a Rapid Response Team (RRT) to be activated for all media and government events in which NAD promotes or supports with deaf talent and representatives. The RRT will be responsible to address any urgent issues on-site and virtually. The RRT will be on hand to respond to or relay community concerns to the appropriate officials to be addressed as quickly as possible.

Rationale:

The purpose of the RRT will be to help the community feel that their concerns are received and will be addressed within NAD. In turn, this will greatly elevate NAD's image as a credible, trusted leader of the deaf community.

Fiscal Impact:

The fiscal impact of this priority will depend on which method NAD decides to use to tackle this priority, whether it be creating new staff positions, using several current staff's time, or a taskforce of several organizations to work together as a RRT.

Board/HQ Response:

The NAD Communications team under NAD Headquarters (HQ) is primarily responsible for communications for the NAD, with the support of the NAD Board. The NAD formed a Rapid Response Team (RRT) in 2019 in response to a situation when the HQ was unsure of the community views on the issue involved. The RRT worked closely with HQ in preparing communications that reflected the views of the organization as a whole, as well as the views of various perspectives from the community.

The NAD Board does not monitor nor micromanage the daily operations of HQ, including its communications team. Rather, the NAD Board does share concerns from the community with HQ. The NAD is proud to be one of the few, if not the only organization to provide all of its content in both ASL and English, which is posted at the same time, by staff and volunteers who work tirelessly in developing those communications. Providing content in both ASL and English is important to ensure access for all deaf, DeafBlind, DeafDisabled, and hard of hearing individuals.

The NAD does not support this priority as it is already the practice of the NAD to utilize a Board RRT where appropriate.

Achieving Equity in Deaf Education

2022-FL-EDU-01

[YOUTUBE VIDEO](#)

Author: Hunta Williams

Seconded by: Sheena Cobb

Problem to be addressed:

Where are the BIPOC who are deaf, deafblind, and hard of hearing? The education for BIPOC and DeafBlind children are impacted nationwide.

Proposed Solution:

Both resources are lacking diversity in Deaf Education.

Rationale:

More efforts in securing equity in schools will help BIPOC children get better education, given the need to address the existing deficit in education for Black children.

Fiscal Impact:

This may require some money to pay for training for deaf schools, including those with programs for DeafBlind students, and mainstream schools.

Board/HQ Reponse:

The 2020-2022 NAD Priority “Achieving Equity in Deaf Education” has made tremendous progress in developing a checklist for families to ensure the school they have their child in, or are considering, has programs, services, and resources that their child needs. This checklist is currently being reviewed through a racial lens by an organization that specializes in dismantling racism to ensure that the checklist includes equity for BIPOC children and families. This effort is ongoing and the NAD is committed to providing training to promote this equity work, including through state associations and affiliates to advocate for improved education for all deaf, deafblind, hard of hearing, and deaf disabled students, especially including those who identify as LGBTQIA2S+ and BIPOC.

The NAD is in support of this proposal.

Access to resources for DeafDisabled citizens

2022-FL-PUB-01

[YOUTUBE VIDEO](#)

Author: Sitara Sheikh

Seconded by: Thomas Minch

Problem to be addressed:

There are many systematic barriers that DeafDisabled individuals encounter on a daily basis including limited access to resources and services. Many service providers are not equipped to work with DeafDisabled due to the lack of knowledge of their communication needs. As a result, their rights for receiving services are delayed. We have many DeafDisabled citizens who deserves equity in accessing services as their peers.

Proposed Solution:

Establishment of a Taskforce to develop and implement the following:

- Work with the U.S. Department of Health & Human Services (HHS) to ensure that their requirements are being strengthened and adapted to current issues/crises.
- Develop a training module to educate the interpreter agencies and Interpreters Training Programs to ensure the interpreters will be knowledgeable with translating/providing communication access toward the DeafDisabled community.
- Explore into changing the terminology from DeafDisabled to current inclusive terminology.

Rationale:

We are noticing many barriers such as:

- Delayed in determination of eligibility for state-based long term services (lack of appropriate culturally competent evaluators and assessments).
- Lack of interpreters that are culturally competent in working with DeafDisabled individuals in different situations such as mental health crisis, domestic violence, and other related emergency crises.
- Lack of culturally appropriate training for interpreters, providers, and professionals in terms of working with DeafDisabled individuals especially with meeting their communication needs.
- Not enough providers and professionals knowing ASL, Visual Gesture Communication, and Deaf Culture

Fiscal Impact:

NAD/NAD Board Staffing time.

Board/HQ Response:

This proposal asks that we work with the Department of Human and Health Services (DHHS),

Interpreter Agencies, and Interpreter Training/Education Programs to combat an issue that is much more global than just those areas. There are many strategies that could be implemented, however it would require more than two years to notice a change, as it is a systemic issue, in addition to lack of knowledge among people running government agencies, and entities that should be providing communication access.

Regarding Interpreting Agencies and Interpreter Training/Education Programs being knowledgeable about providing communication access and resources available, the National Association of the Deaf - Registry of Interpreters for the Deaf (NAD-RID) Code of Professional Conduct already has this as an expectation, and the Commission on Collegiate Interpreter Education (CCIE) has standards for accreditation which include those expectations. The NAD does not have authority or oversight over both agencies and Interpreter Training/Education programs, however have worked closely with both RID and CCIE in the past to ensure access for all deaf individuals including those who are deaf disabled.

The NAD supports this proposal with modifications to allow a more comprehensive and strategic approach to addressing this important issue.

Access to SuperBowl and other major events on Networks

2022-FL-PUB-02

[YOUTUBE VIDEO](#)

Author: Vikki Porter

Seconded by: Lori Leal

Problem to be addressed:

The NAD has successfully worked with the NFL to ensure that Deaf talent can perform at the Super Bowl and has successfully sued to force the White House to provide sign language interpreters, but TV networks are not required by law and have not been willing to show the full version of the sign language performance on television. Much of sign language access is only available now through Internet streaming.

Proposed Solution:

To ensure that TV networks always show the sign language performance that is provided, a new federal law is needed to mandate showing the complete sign language version on television in real time. Federal law currently requires almost all TV programs to be captioned, and it is time to start requiring showing sign language as well. The NAD will work with Congress to pass federal legislation to mandate sign language access on television programs.

Rationale:

Too often, captioning is provided as the only access for Deaf people. For many things, sign

language is needed in addition to captioning. Mandating sign language access on television will make it possible to fully see sign language interpreters on White House briefings and Deaf performers at the Super Bowl and many other situations. Deaf people are equal partners on this planet and it should be reflected that way onscreen on television.

Fiscal Impact:

Significant lawmaking and lobbying efforts by NAD's Policy Team to draft, strategize and advocate for passage of this law.

Board/HQ Response:

NAD Board supports this as a priority.

ASL Interpretation of Government Public Briefings

2022-FL-PUB-03

[YOUTUBE VIDEO](#)

Author: Chris Haulmark

Seconded by: Jessica Schultz

Problem to be addressed:

At one time during the COVID-19 pandemic, all fifty states provided ASL interpretations during their televised and live online briefings, as did many large cities and counties. In this way, it is always possible to have ASL interpretations available.

As of today, many states have ceased providing ASL interpretation of their televised and live online briefings, which cover a variety of topics besides the COVID-19 pandemic. A number of local government officials are also hesitant to ensure that their briefings are fully accessible to the Deaf community.

Without ASL interpretation, even captions are not enough to make government televised and live online briefings accessible to many Deaf individuals who are monolingual, unable to read English or not well enough to understand it.

Proposed Solution:

People who are not Deaf believe that captioning is effective for all Deaf people, but that is not true.

As part of this solution, NAD is required to develop educational published and online materials. These materials is to be distributed by state associations of the Deaf and their partners government officials. These materials are to explain why ASL interpretation is necessary.

ASL interpretation is a requirement under anti-discrimination laws, ensuring that monolingual Deaf individuals have full access to information being shared via government briefings. State associations of the Deaf and their partners may need assistance from NAD in connecting with legal counsel within their respective states to deal with government entities that fail to comply with the anti-discrimination laws.

Rationale:

All Deaf individuals, including those who cannot rely on captions, in the country will have access to all government information under this priority. We will also promote ASL to a wide audience to raise awareness about the diverse culture and languages of the Deaf community.

Fiscal Impact:

This priority is expected to have some fiscal impact. Staff from both the NAD and the State associations of the Deaf will collaborate, develop, and implement these plans. Training must be conducted via virtual and on-site meetings by NAD and collaborative organizations. ASL videos and published materials will be necessary to inform and educate the officials of the state and local government. Expenses for the services of legal counsel may be included in the fiscal impact.

Board/HQ Response:

During the COVID-19 Pandemic, interpreters were included in state government press briefings about COVID-19 as they were considered to be emergencies, similar to how state governments handle other emergencies such as hurricane, tornado and earthquake alerts. The NAD brought a lawsuit against the White House to compel the provision of interpreters specifically for COVID-19 related press briefings. This was a first time legal argument, and now it is a new law.

State legislatures are required to provide ASL access upon request for their proceedings, but this has traditionally happened for in-person meetings. Many state legislatures have also resisted the provision of ASL access, but it is possible to advocate for such access and the NAD legal staff is prepared to assist in this advocacy effort including through training of state associations and affiliates.

However, television broadcasts or live streaming of non-emergency briefings or regular legislative proceedings typically do not provide ASL access because this is not yet recognized as legally required. Creating new legal precedent for non-emergency related briefings is possible but is not currently recognized as the law. Existing federal law requires television networks to provide 100% captioning but not ASL access.

The NAD is working on new federal legislation to require that television networks show any ASL access during broadcasts.

The NAD supports the goal of this priority, and recommends adjustment to allow for the NAD HQ more flexibility in different strategies to reach this goal.

ASL Resources for Deaf Babies

2022-FL-PUB-04

[YOUTUBE VIDEO](#)

Author: Willie Noble

Seconded by: Gisella Visco

Problem to be addressed:

More than 90% of deaf babies are born to hearing parents and are the first deaf person the parents meet. Parents often look to medical professionals for guidance and often get recommendations to “fix” the deaf child. These recommendations can be and often are harmful to the deaf child. Parents leave the hospital without meeting a deaf adult and without getting appropriate resources and often have to wait until after their follow up appointment in 30 days to get any information. We believe that all parents should receive information on programs, services, and ASL resources upon getting screening results. ASL classes should be available to families as early as possible.

Proposed Solution:

All hospitals and birthing centers must ensure that a deaf/hard of hearing adult is present when a medical professional informs the family of the screening result which indicates possible hearing loss. That deaf and hard of hearing adult will be able to provide accurate resources and answer any questions that families may have.

Rationale:

It is urgent that each family receives appropriate information on language acquisition and on raising a deaf/hard of hearing/deafblind child upon getting results from the screening. All information should include ASL and resources on learning ASL. Information like these is not required anywhere in the country until much later and the child is already at risk of language delays/language deprivation.

Fiscal Impact:

NAD Staff and Board will work with other advocates and professionals that are involved with EHDI/language deprivation research/early intervention.

Board/HQ Response:

The NAD has been and continues to work to ensure that parents of deaf babies receive information about ASL and deaf programs and schools. However, there is no law that requires resources to be shared with parents upon learning that their babies are deaf or hard of hearing. There are also health care privacy laws (like HIPAA) that prevent hospitals from sharing information with organizations like the NAD and private individuals about families and deaf babies. As a result, the NAD and other organizations are prevented from being able to share resources with families at the time of screening.

The NAD supports this proposed goal with the understanding that there needs to be flexibility for the NAD to pursue different ideas and strategies to achieve it.

Deaf Seniors Issues

2022-FL-PUB-05

[YOUTUBE VIDEO](#)

Author: Lori Leal

Seconded by: Tina Joyner

Problem to be addressed:

Need to continue working on "Eliminating Barriers To Quality Care for Senior Citizens" priority.

Proposed Solution:

Continue the work that NAD/DSA Taskforce on Deaf Seniors Issues.

Rationale:

The situation that deaf seniors face everywhere trying to get accessibility to meet their needs is a sad fact. It happens everyday and all through our country. It's time to face reality and fight for the rights of deaf seniors to be met...accessibility in our ASL language at nursing homes, assisted Living homes, rehabilitation centers, centers for the aging, and caregivers at home.

Fiscal Impact:

None.

Board/HQ Response:

The NAD has had this as a priority for the last two terms. The committee has achieved a lot in the last 4 years. The NAD acknowledges that the committee still has a lot of work to do. The Board/HQ is still committed to the work necessary to achieve a barrier-free living for our Deaf Senior Citizens. If this priority is passed - it just will reaffirm the work that NAD is already committed to.

Dismantling Racism in the Deaf Community

2022-FL-PUB-06

[YOUTUBE VIDEO](#)

Author: Hunta Williams

Seconded by: Michelle Long

Problem to be addressed:

The previous priority on dismantling racism needs to be continued for the NAD and all of its State Associations and Affiliates to work towards actually dismantling racism, and expand the work to also dismantle ageism as well as oppression against LGBTQIA2S+ and DeafBlind.

Proposed Solution:

The previous priority on dismantling racism needs to continue to work towards restorative justice for BIPOC within the NAD as well as its State Associations and Affiliates.

Rationale:

Two years has not been enough, this should continue as a priority until the system has been transformed.

Fiscal Impact:

This may require staffing, travel, and online resources to support the work.

Board/HQ Reponse:

The NAD is in support of this proposal.

Improve the Quality of Vocational Rehabilitation Services for Deaf Clients

2022-FL-PUB-07

[YOUTUBE VIDEO](#)

Author: DeAnna Swope

Seconded by: Scott Cohen

Problem to be addressed:

Deaf communities in various states are experiencing the decline of service availability and quality from Departments of Vocational Rehabilitation (VR). Based on the feedbacks from the Deaf community from one state (Georgia), there were significant challenges stemming from severe shortages of ASL-fluent VR counselors- to illustrate the severity of the shortage, the number of VR counselors for deaf service decreased from 24 counselors to 3 counselors in a span of few years. That has led to either complete absence or extreme delays in getting VR services.

Proposed Solution:

We propose two plans of action to address the dilemma. First, NAD can provide training to state associations (in the form of videos) on how to establish dialogue with state Vocational Rehabilitation, with input of the Deaf community, to improve the service rendering for deaf

clients. Secondly, NAD should also host a nationwide training, roundtable, or summit with representatives from Vocational Rehabilitation and elected officials to discuss our concerns on the lackluster of services provided from the Department of Vocational Rehabilitation across the country and identify the issues that need to be addressed in their respective state agency.

Rationale:

The quality of life is tied with stability and security. Deaf people need stable income to afford food and shelter that provides security. The Department of Vocational Rehabilitation has played a significant role in opening up barriers by giving opportunities for Deaf community to secure well-paying employment that would not be possible without their support. Indeed, NAD conducted the survey on the quality of the Vocational Rehabilitation service but they are a state agency, which means the state associations would need to be armed with strategies to utilize during the dialogue with the department. Virtual or in person will give them the space where they can open up and talk about it as well as getting support from each other in a safe space instead of the survey.

Fiscal Impact:

The cost of email correspondence and Zoom meetings are free. The major expenses would be the summit/roundtable (approximately \$10,000 for the cost of booked conference room, refreshments, interpreters) and to develop the training modules for the state association (approximately \$5,000 for voice-over interpreters, payment for signers, payment for video technician/editor, and payment for subtitles).

Board/HQ Response:

The NAD has been working tirelessly to complete its 2018 priority: “Reducing the Order Of Selection Barrier for Deaf Vocational Rehabilitation service applicants”, which includes the development of a document that identifies current processes states have adopted to determine who is eligible for services, and what they have to offer including deaf counselors. We hope that this information will help the NAD and State Associations and other organizations advocate for change with the Department of Vocational Rehabilitation.

The NAD is in support of this priority to continue the work and engage with federal agencies as well as develop training modules.

To Increase and Maximize Civic Engagement

2022-FL-PUB-08

[YOUTUBE VIDEO](#)

Author: Brianne Burger

Seconded by: Todd Epps

Problem to be addressed:

Community members have expressed the desire to learn how to improve their civic engagement, as a result of the Super Bowl event. NAD members and the general deaf, BIPOC deaf communities have asked for trainings in a variety of civic engagement activities, such as how to file a complaint with the FCC for lack of captioning or issues with VRS/VRI, how to engage with local, state, and federal governments on drafting bills, and many more. These requests have been expressed to NAD at the NAD Town Hall meetings, on Social Media, and at other meetings such as the Deaf and Hard of Hearing Consumer Advocacy Network (DHHCAN) by NAD's organizational partners.

Proposed Solution:

We propose that NAD create an educational webinar series, addressing a number of civic engagement topics. NAD can either do this in-house by making these webinars fully accessible and visible, open to the public on NAD's social media and retaining the videos on NAD's website and YouTube channel, or NAD can partner with several organizations such as Deaf In Government, State Associations, and/or DHHCAN partner organizations to pool the resources into making this webinar series together, therefore cross-posting and substantially increase the visibility and viewership of the greater deaf and BIPOC deaf communities at large using social media. This will empower the deaf and BIPOC deaf communities and generate a positive outlook of NAD as a viable, active organization serving our communities.

Rationale:

NAD is an amazing organization that has developed hundreds of resources. Right now, NAD is not visible enough. NAD has received hundreds of requests to educate and empower the community to be active participants in civic engagement. By doing this, NAD will improve its image and credibility with the community AND increase its membership and volunteer base to further support NAD in more activities.

Fiscal Impact:

The fiscal impact of this priority will depend on which option NAD decides to use to tackle this priority, whether it be conducting the webinars in-house or a taskforce of several organizations to pool the resources in doing the webinars together.

Board/HQ Response:

The NAD is in support of this proposal.

To Increase and Maximize Educational Outreach with Industries

2022-FL-PUB-09

[YOUTUBE LINK](#)

Author: Brianne Burger

Seconded by: Todd Epps

Problem to be addressed:

NAD has a treasure trove of guidelines for providing communication accessibility services to deaf people in a variety of settings such as hospitals, schools, governments (local, state, and federal), for a variety of scenarios such as COVID pandemic, emergency personnel, and for broad communication access. The problem is NAD's information is not disseminated to the appropriate facilities either appropriately or sufficiently enough to impact either systemic change or a significant increase in communication access for deaf people, including BIPOC deaf people. There is either insufficient or a general lack of training to the various industries (such as hospitals, restaurants, retail), school systems, governments, and emergency personnel to demonstrate that NAD is making an impact.

Proposed Solution:

We propose that NAD dedicate a substantial amount of its time and staffing resources to a serious commitment in increasing the outreach engagement and visibility of NAD's various guidelines through networking with the various industries, school systems, and government agencies. Possible methods include: a) hire a Director of Outreach whose full-time responsibility would be to host meetings and training workshops with the various industries, school systems, and government agencies; b) create a series of webinar trainings and invite the various industries to these webinars or in person workshops; c) create a taskforce of several organizations to work together in hosting the meetings, trainings, networking; or d) create innovative ways to substantially increase or ramp up NAD's visibility.

Rationale:

NAD is an amazing organization that has developed hundreds of resources. Right now, NAD is not visible enough. There needs to be a dedicated and substantial emphasis on outreach and networking with industries such as hospitals, restaurants, retail, school systems, and government agencies to gain their buy-in engagement with NAD as a trusted resource to increase communication accessibility for deaf people, including BIPOC deaf people.

Fiscal Impact:

The fiscal impact of this priority will depend on which option NAD decides to use to tackle this priority, whether it be creating a new staff position, using several current staff's time, or a taskforce of several organizations to work together.

Board/HQ Response:

For the past decade, the NAD has expended significant resources and staff time disseminating its position statements and recommended best practices with various industries and government agencies, with limited success and mostly disinterest from relevant industry organizations. Consequently, the NAD is focusing on various other strategies, including but not limited to significant continued advocating with specific entities that have strong influence on various industries such as: the Joint Commission and U.S. Department of Health and Human Services (for health related issues and senior citizen issues (also the AARP)); U.S. Department

of Transportation (for CDL licensure, flight access, train access, etc.); HRSA to advocate for early intervention reform; FEMA for emergency management issues; DEIA efforts to advocate for improved interpreter services within the federal government; and much more. Much of these initiatives were stalled for various reasons including an administration that did not have staffing for disability efforts in the past four years. The NAD has been meeting on a regular basis with top technology and media firms to consult and guide them on ensuring more accessibility to their products and software including but not limited to: Google, Meta, Netflix, Zoom, Microsoft, Twitter, AT&T, Verizon, Charter/Spectrum, TikTok, PlutoTV, and more. These industries have been open to our guidance but hospitals, restaurants, schools, retail industries, and others like them have been resistant to collaborations. Given the stubborn refusal of most industries to willingly adopt our recommendations, the NAD Law and Advocacy Center has combined a creative combination of litigation, federal policy, and state level legislative/policy advocacy to compel systemic change as recommended by our position statements and best practice recommendations.

The NAD does not support this priority given that it would require us to repeat what we have already tried with limited success.

Trained First Responders

2022-FL-PUB-10

[YOUTUBE VIDEO](#)

Author: Gisella Visco

Seconded by: Willie Noble

Problem to be addressed:

Emergencies and disasters happen every minute. We have over 48 million Deaf, DeafBlind, Deaf Disabled and Hard of Hearing (DDBDDHH) Americans and many of them use American Sign Language. They have experienced many negative and difficult moments with First Responders on the scene of emergencies.

It is clear that there is a need to improve ASL communication access and deaf/hard of hearing/deafblind awareness to First Responders and their emergency services for Deaf and Hard of Hearing people.

Proposed Solution:

We recommend establishing a training series or classes for all First responders to be familiar with ASL and Deaf Culture. First responders should be prepared to be able to communicate with deaf and hard of hearing and DeafBlind and Deaf Disabled people. Even being familiar with the alphabet in ASL or understanding the need of having sign language interpreters will go a long way. With the training, both First responders and the deaf and hard of hearing consumer will be

able to focus on the situation rather than wasting valuable time on communication.

Although the NAD has a position statement on emergency management, this proposed solution is geared towards first responders and their preparedness when encountering DDBDDHH people during an emergency situation.

Rationale:

First Responders are the first line who reach at the scenes before interpreters arrive at the later time. Even though deaf experience some challenges such as a lack of on-call certified sign language interpreters; a lack of appropriate signage about the availability communication and information access; and a lack of appropriate assistive technology available in working condition for Deaf and hard of hearing people, it is important for the responders to be familiar with the aspects of Deaf Culture and ASL.

Fiscal Impact:

This will require NAD staff and board's time to establish a training course. NAD should also seek to collaborate with appropriate agencies. The staff/board will need to develop a position statement for first responders such as police/sheriff, fire, ems. Even though NAD already has a position statement on emergency management, this is geared towards disasters and responses. <https://www.nad.org/about-us/position-statements/position-statement-on-accessible-emergency-management-for-deaf-and-hard-of-hearing-people/>

Board/HQ Response:

The NAD has been working on the 2018 Justice Priority regarding first responders and has made some progress. The NAD is working with the National Association of State Agencies of the Deaf and Hard of Hearing (NASADHH) to develop a model training program for law enforcement. While the NAD can add training for firefighters and EMS, it must be understood that those industries do not have nationalized training programs. Each municipality decides what kind of training will be offered, so any training we develop may not be used. Nevertheless, the least we can do is to provide these training options.

The NAD supports this proposal.

Video Remote Interpreting (VRI) Guidelines

2022-FL-PUB-11

[YOUTUBE VIDEO](#)

Author: Tina Joyner

Seconded by: Vikki Porter

Problem to be addressed:

The hospitals do not have any guideline to follow through when they need to use VRI to communicate with deaf/HoH patients.

Proposed Solution:

NAD and DSA developed VRI Guidelines several years ago and NAD needs to implement the guidelines with all hospitals through the Joint Commission.

Rationale:

Medical Facilities are becoming dependent on VRI without guidelines which causing unnecessary harmful consequences.

Fiscal Impact:

None.

Board/HQ Response:

The NAD has shared the NAD/DSA VRI Guidelines with numerous hospitals as well as with the U.S. Department of Health and Human Services (HHS) and the U.S. Department of Justice (DOJ). In addition, where the NAD has sued hospitals, their settlements require the hospitals to adopt the NAD/DSA VRI Guidelines. However, despite these efforts by the NAD, most hospitals have refused to adopt and will not consider adopting the Guidelines without legal mandate (such as through the NAD lawsuits or through requirements imposed by either HHS or DOJ or both). The NAD has been focused on convincing the Joint Commission (which certifies most hospitals in the USA) to include the NAD/DSA VRI Guidelines in their hospital accreditation requirements. This is the best means to achieve our goal.

The NAD supports the goal of this priority, but asks for flexibility to pursue the goal with the best possible strategies based on the realities of hospitals refusing to voluntarily adopt the VRI Guidelines.

Addressing Mental Health Crisis Among Deaf Youth

2022-FL-PUB-12

[YOUTUBE VIDEO](#)

Author: Demarco Pittman

Seconded By: Morgan Jericho

Problem to be addressed:

Deaf youth's mental health has taken a toll over the past several years including COVID-19 disrupting their sense of youthhood. Given the decreasing number of members across organizations, it is critical to uplift deaf youth's self-esteem and confidence year-round through mentorship, skills training, and life coaching. When people are in survival mode, they are less

likely to volunteer for social causes. This means needing to create a safe space throughout the mentorship programs, events, and professional development.

Proposed Solution:

Through a nationwide online survey among deaf youth, the data will justify developing and designing an inclusive mental health mentorship program for peer-to-peer learning and advocacy. They are encouraged to volunteer for 2-4 events hosted by a deaf organization as part of their emotional intelligence development.

Rationale:

This focuses on the connection between young leaders in navigating an uncertain world. This opens them up to building confidence and networking through professional development.

Fiscal Impact:

We don't anticipate any fiscal expenses other than conducting surveys and physical space/accommodations if programming requires in-person engagement.

Board/HQ Response:

The NAD supports this proposal.

Deaf-Led Emergency Preparedness

2022-FL-PUB-13

[YOUTUBE VIDEO](#)

Author: Morgan Jericho

Seconded By: DT Bruno

Problem to be addressed:

One of the results of climate change is extreme weather conditions that also will lead to higher frequency and intensity of severe storms. Climate scientists have warned us that there will be a tipping point where the world will be hotter, drier or wetter, and more unpredictable. This will force major human migration, and more difficult access to food, water, and shelter, thus reducing people's quality of life when their basic needs aren't being met. We have passed that tipping point. This means we need to start planning for the deaf community's resilience to natural storms in the preparation, management, and recovery phases.

Proposed Solution:

Partner with institutions that can provide professional training to Deaf leaders in all forms of emergency disaster planning and management. Reach out to state associations, FEMA, and other local organizations to collaborate on those pieces of training.

Rationale:

Deaf people will be more impacted by extreme weather than other groups of people. With more leaders taking the initiative with their communities, there will be a better chance of survival and resiliency during and after storms pass through their communities. NOTE:

<https://www.nad.org/about-us/position-statements/position-statement-on-accessible-emergency-management-for-deaf-and-hard-of-hearing-people/>

Fiscal Impact:

Funding for workshops and certification

Board/HQ Response:

The NAD supports this proposal.

Bylaws Amendment Proposals

22-01: Article IV Section 3 - Region III

President Draganac-Hawk called for a vote on Bylaws Amendment Proposal 22-01. **CARRIED.**

Milmaglyn Morales, Region I Board Member and Credentials Chair, reported that there were 96 delegates present.

22-02: Article IV Section 3.4 - Region IV Article III Section 2.1 Regular Members

Amendment: Gennie Ott (WSD - Washington), moved to amend the proposal to replace Northern Mariana Islands with “the Commonwealth of the Northern Mariana Islands.” Seconded by Martina Moore (NCAD). **CARRIED.**

Amendment: Scott Cohen (GAD) moved to remove “and Midway Atoll.” Second by Brien Nakamoto (ASAD). **DEFEATED.**

Motion: Isidore Niyongabo (NBDA) moved to revote on the amendment regarding inserting “Commonwealth of the Northern Mariana Islands.” **CARRIED.**

Revote: Amend the proposal to replace Northern Mariana Islands with “the Commonwealth of the Northern Mariana Islands.” **DEFEATED.**

President Draganac-Hawk called for a vote on Bylaws Amendment Proposal 22-02 as originally proposed. **CARRIED.**

22-03: Article V Section 1.5.iii - Non-Profit Organizational Affiliates

President Draganac-Hawk called for a vote on Bylaws Amendment Proposal 22-03. **CARRIED.**

22-04: Article VI Section 1 - Standing Committees

President Draganac-Hawk called for a vote on Bylaws Amendment Proposal 22-04. **CARRIED.**

President Draganac-Hawk suspended voting on the Bylaws Amendment Proposals for a report from the Elections Committee.

Elections Committee

The Elections Committee presented the final slate of candidates for the 2022-2024 NAD Board of Directors positions. Each of the candidates for officers positions were given the opportunity to do a 3-minute presentation. Candidates for the Regional Board Member positions were given the opportunity to do their 3-minute presentations during the caucuses on Friday, July 1st in the evening.

President Candidates: Jenny Buechner and Lisa Rose

Vice President Candidates: Kevin Ryan, Jenny Buechner, and Stephanie Hakulin

Secretary Candidate: Milmaglyn Morales

Treasurer Candidate: Michelle Cline

Region 1 Candidate: Stephanie Hakulin

Region 2 Candidates: Christopher Ludvigsen and Kevin Ryan

Region 3 Candidates: Jason Isch and Michael Deuel

Region 4 Candidates: Brien Nakamoto and Laura Kim

President Draganac-Hawk called for a recess at 10:58 a.m. EDT.

Saturday, July 2, 2022

COR Session III

President Draganac-Hawk called COR Session III to order at 8:10 a.m. EDT.

Lisa Rose, in her role as the COR Co-Chair reminded the delegates on some housekeeping rules.

Milmaglyn Morales, Region I Board Member and Credentials Chair, reported that there were 96 delegates present.

President Draganac-Hawk called for a resumption of voting on the Bylaws Amendment proposals.

Motion: Alan Wilding (IAD - Idaho) moved to approve all Bylaws Amendment Proposals as recommended by the Bylaws committee with the exception of 2022-11. Seconded by Karen Atwood (WSAD). **DEFEATED.**

Milmaglyn Morales, Region I Board Member and Credentials Chair, reported that there were 100 delegates present.

22-05: Article IX Section 1 - Dissolution of Assets

Amendment: Tommy Minch (LGBT Section) moved to remove “Advancement and preservation of sign languages and cultural collectivism of the Deaf community” and insert “to advocacy on behalf of deaf and hard of hearing people including the advancement and preservation of sign languages and Deaf Culture.” Seconded by Tar Burt (RAD).

Amendment: Tawny Holmes-Hlibok (NDEC Section) moved to insert after “Deaf”, insert “DeafBlind, Deaf Disabled, BIPOC, LGBTQIA2S+”. Seconded by Stephanie Clark (Interpreter Section). **CARRIED.**

The motion to amend 22-05 by inserting “to advocacy on behalf of Deaf, DeafBlind, DeafDisabled, BIPOC, LGBTQIA2S+” was voted on. **CARRIED.**

Amendment: Chris Haulmark (KAD - Kansas) moved to remove “ including” and replace with “dedicated to”. Seconded by Beth Yaste (IAD - Indiana). The motion was withdrawn.

President Draganac-Hawk called for a vote on Bylaws Amendment Proposal 22-05. **CARRIED.**

22-06: Article III Section 1.3 - Non-Profit Affiliates

President Draganac-Hawk called for a vote on Bylaws Amendment Proposal 22-06. **CARRIED.**

22-07: Article IV Section 6.4 - Membership-Based Board Members

Milmaglyn Morales, Region I Board Member and Credentials Chair, reported that there were 94 delegates present.

President Draganac-Hawk called for a vote on Bylaws Amendment Proposal 22-07. **CARRIED.**

22-08: Article IV Section 10.7 - Membership-Based Board Members

President Draganac-Hawk called for a vote on Bylaws Amendment Proposal 22-08. **CARRIED.**

22-09: Article III, Section 2.3 - Individual Membership Fees

President Draganac-Hawk called for a vote on Bylaws Amendment Proposal 22-09. **CARRIED.**

22-10: Article III, Section 2.1 - Deaf and Hard of Hearing Members

Amendment: Barry Segal (DeafBlind Section) moved to insert “DeafBlind” after “Deaf”.
Seconded by Martina Moore.

Amendment: Jeff Bravin (CEASD) moved to insert “DeafDisabled” and “Late Deafened”.
Seconded by Thelma Schoreder (GUAA). **CARRIED.**

The amendment to insert “DeafBlind”, “DeafDisabled” and “Late Deafened” was voted upon and was **DEFEATED.**

President Draganac-Hawk called for a vote on Bylaws Amendment Proposal 22-10. **CARRIED.**

President Draganac-Hawk paused the Bylaws Amendment proposals voting, and called for the Board Elections process to begin.

Elections

President Draganac-Hawk invited Past Presidents Chris Wagner and Bobbie Beth Scoggins to begin the election process.

Milmaglyn Morales, Region I Board Member and Credentials Chair, reported that there were 98 delegates present.

Past Presidents Chris Wagner and Bobbie Beth Scoggins began the election proceeding, starting with the office of the NAD President.

Election result for the office of NAD President: Jenny Buechner was elected by ballot.

Election result for the office of NAD Vice President: Stephanie Hakulin was elected by ballot.

Election result for the office of NAD Secretary: Milmaglyn Morales was elected by acclamation with Secretary Jenny Buechner casting the vote.

Election result for the office of NAD Treasurer: Michelle Cline was elected by acclamation with Secretary Jenny Buechner casting the vote.

Milmaglyn Morales, Region I Board Member and Credentials Chair, reported that there were 101 delegates present.

Election result for the Region II Board Member: Kevin Ryan was elected by ballot.

Election result for the Region III Board Member: Michael Deuel was elected by ballot.

Prior to the election results for Region III Board Member, Milmaglyn Morales, Region I Board Member and Credentials Chair, reported that there were 103 delegates present.

Election result for the Region IV Board Member: Laura Kim was elected by ballot.

Prior to the election results for Region IV Board Member, Milmaglyn Morales, Region I Board Member and Credentials Chair, reported that there were 102 delegates present.

Awards

The NAD Board of Directors presented the State Association and Affiliate Awards. They were presented to:

District of Columbia Association of the Deaf (Region I)

Kansas Association of the Deaf (Region II)

Georgia Association of the Deaf (Region III)

Washington Association of the Deaf (Region IV)

Bridges Oregon (Affiliates)

President Draganac-Hawk called for a recess at 11:23 a.m. EDT.

July 3, 2022

COR Session IV

President Draganac-Hawk called COR Session IV to order at 8:16 a.m. EDT.

Lisa Rose, in her role as the COR Co-Chair reminded the delegates on some housekeeping rules, and shared that there are hand sanitizers available in the room.

Milmaglyn Morales, Region I Board Member and Credentials Chair, reported that there were 92 delegates present.

President Draganac-Hawk called for voting on Bylaws Amendments to resume.

Bylaws Amendments

22-11: Article III, Section 2.2 - Regular Members

Amendment: Tommy Minch (LGBT Section) moved to insert “and the U.S. Territories” after “United States,”. Seconded by Verne Bonse (ESAD). **CARRIED.**

Milmaglyn Morales, Region I Board Member and Credentials Chair, reported that there were 95 delegates present.

President Draganac-Hawk called for a vote on Bylaws Amendment Proposal 22-11. **CARRIED.**

22-12: Article III, Section 2.2 - Associate Member

President Draganac-Hawk called for a vote on Bylaws Amendment Proposal 22-12. **CARRIED.**

22-13: Article III, Section 2.1.iv - Order of Georges and Georgettes

President Draganac-Hawk called for a vote on Bylaws Amendment Proposal 22-13. **CARRIED.**

22-14: Article V, Section 1.5.v - Order of Georges and Georgettes

President Draganac-Hawk inquired if there were any objections to Bylaws Amendment Proposal 22-14 and there were none, effectively carrying the proposal.

President Draganac-Hawk concluded the Bylaws Amendment proposals, and turned to presenting awards.

Awards

President Draganac-Hawk presented the Michael Berger Awards. It was presented to Alicia Lane-Outlaw and Holly Ketchum.

President Draganac-Hawk announced the beginning of the Priority Proposals review, discussion, and vote.

Priority Proposals

Steering Committee Co-Chairs reported that the Forums have decided on their top 8 proposed priorities from each track, which are as follows:

2022-FL-EDU-01 - Achieving Equity in Deaf Education
2022-FL-PUB-04 - ASL Resources for Deaf Babies

2022-FL-PUB-05 - Deaf Seniors Issues
2022-FL-PUB-06 - Dismantling Racism in the Deaf Community
2022-FL-PUB-08 - To Increase and Maximize Civic Engagement
2022-FL-PUB-10 - Trained First Responders
2022-FL-PUB-11 - Video Remote Interpreting (VRI) Guidelines
2022-FL-PUB-12 - Addressing Mental Health Crisis Among Deaf Youth

Amendment: Kellynette Gomez (MSAD) moved to rename the title to “Addressing the Well-Being Crisis Among Deaf Youth”. Seconded by Raymond Francini (IAD - Illinois).
CARRIED.

Milmaglyn Morales, Region I Board Member and Credentials Chair, reported that there were 97 delegates present.

After reviewing debating on all of the proposed priorities, a motion was made to discuss 2022-FL-PUB-06.

Motion: Jessica Brown (MoAD) moved to reopen discussion on Dismantling Racism proposal. Seconded by Brianne Burger (DIG). **DEFEATED.**

Announcement

Amy Gomme, Vice President, shared that harmful comments were made during the Dismantling Racism proposed priority, and that kind of conduct is not tolerated here. The person who made those comments has been asked to leave the Council of Representatives as well as the Conference.

Milmaglyn Morales, Region I Board Member and Credentials Chair, reported that there were 97 delegates present.

A vote was called, and delegates engaged in the voting process to select the top 5 priorities. However there were technical difficulties. After a few minutes and some troubleshooting, the issue was resolved.

Milmaglyn Morales, Region I Board Member and Credentials Chair, reported that there were 95 delegates present.

Delegates engaged in the voting process to select the top 5 priorities.

After tallying the votes, it was determined that the top 5 Priorities for 2022-2024 are:

2022-FL-PUB-12: Addressing the Well-Being Crisis Among Deaf Youth
2022-FL-EDU-01: Achieving Equity in Deaf Education
2022-FL-PUB-04: ASL Resources for Deaf Babies
2022-FL-PUB-05: Deaf Seniors Issues

2022-FL-PUB-06: Dismantling Racism in the Deaf Community

Oath of Office

President Draganac-Hawk called Past President Bobbie Beth Scoggins, who led the oath of office and swore into the 2022-2024 NAD Board of Directors.

Resolutions

President Draganac-Hawk announced there is one Resolution which was added during COR sessions I-IV.

Recognition of NAD Board Service

2022-FL-RES-01

Author: Steve Lovi

Seconded by: Hunta Williams

Resolution:

Whereas; each board member has committed two years of their time volunteering to support the mission of NAD distinctly, especially during current times of the pandemic and social unrest.

Whereas; we members appreciate and value your contributions towards progress and success.

Whereas; we members celebrate the accomplishments achieved from 2020-2022, including impacting the lives of deaf and hard of hearing children, promoting the well-being of the deaf community as a whole, and practicing inclusion.

NAD shall recognize the outstanding efforts the NAD board, NAD staff, and volunteers in ensuring that our Orlando conference was made possible and that it efficiently enabled us to proceed to honor the bylaws of our organization.

Whereas, Melissa Draganac-Hawk has served with distinction as President for 6 years;

Whereas, Amy Gomme has served as Vice President for 2 years;

Whereas, Jenny Buechner has served as Secretary for 6 years;

Whereas, Michelle Cline has served as Treasurer for 4 years;

Whereas, Jacob Leffler has served as Region I Board Representative for 2 years;

Whereas, Milmaglyn Morales has served as Region I Board Representative for 3.5 years;
Whereas, Kevin Ryan has served as Region II Board Representative for 4 years;
Whereas, Linsay Darnall, Jr. has served as Region II Board Representative for 6 years;
Whereas, Steve Hamerdinger has served as Region III Board Representative for 3.5 years;
Whereas, Lisa Rose has served as Region III Board Representative for 2 years;
Whereas, Laura Kim has served as Region IV Board Member for 2 years;
Whereas, James Christianson has served as Region IV Board Member for 2 years;
Whereas, Tyese Wright has served as Affiliate Board Member for 2 years;
Whereas, Justin Cha has served as Affiliate Board Member for 2 years;
Whereas, Kirsten Poston has served as Appointed Board Member for 2 years;
Whereas, Stephanie Hakulin has served as Appointed Board Member for 2 years;

Resolved, that the Council of Representatives, along with the members of the NAD community, expresses their sincere appreciation and recognition to the outgoing board members for their dedication, perseverance and loyalty to the NAD as well as to those who will continue their work.

Rationale:

NAD members elected and appointed to serve on the board delegate their time voluntarily and often do not get recognized for their work. To recognize their work is to also recognize that we are all in this together, and that their work and accomplishments for the NAD community as a whole; as well as Deaf and Hard of Hearing individuals all over the map, are appreciated.

President Draganac-Hawk asked for any objections to the resolution. There were none. The resolution was therefore **CARRIED**.

President Draganac-Hawk shared appreciation for all of the delegates, board members, the Parliamentarian, interpreters, captioners, and NAD staff.

President Draganac-Hawk declared the Council of Representative session adjourned at 11:29 a.m. EDT.

Respectfully submitted,

Jenny Buechner
Secretary