

KEYNOTES

- **Friday | Values in the Narratives of Deaf BIPOC Youth and their Identities**

The Friday Keynote Luncheon will focus on the narratives of BIPOC Deaf youths' identities. We will discuss how BIPOC Deaf youth can advocate for themselves while they explore their Deaf and racial identities through their peers, at school, in their communities, and at home. Attendees will learn how to provide different leadership and educational opportunities for BIPOC Deaf youth. Find out how we can ensure BIPOC Deaf youth thrive with their intersectional identities. Presenter Dominic Harrison will leave attendees with stories, tools, and inspiration to begin and continue the work.

Dominic Harrison, M.Ed., (he/him) is a Deaf Black doctorate candidate from the department of Language, Literacy, and Sociocultural Studies under the College of Education and Human Sciences at the University of New Mexico in Albuquerque, New Mexico. He is a certified secondary social studies teacher at the New Mexico School for the Deaf. He also received the graduate certificate in Race & Social Justice from the University of New Mexico. He loves to travel the world to try new food and learn various cultures.

- **Saturday | Preserving, Protecting, and Promoting Deaf Education: Our Strategies**

The Saturday Luncheon Keynote will share what has been happening with Deaf Education across the country, including different challenges that deaf schools have experienced in recent years. How can we ensure that Deaf, DeafBlind, DeafDisabled, and hard of hearing infants arrive at school with age-appropriate language acquisition? What can we do to protect deaf schools from legislative attacks? What can we do to ensure these students thrive with language acquisition? This presentation will include resources and tools for you to advocate in your states and support your state's Education Advocate!

Chris Payne-Tsoupros (she/hers) As the Education Policy Counsel, Chris advises the NAD on legal and policy issues related to education for deaf and hard of hearing children and youth. Prior to joining the NAD in 2022, Chris served as a law professor at the University of the District of Columbia David A. Clarke School of Law. She continues to teach law school courses as an adjunct professor. Before joining UDC Law, Chris practiced in the employee benefits area at the global law firm, Morgan, Lewis & Bockius LLP, and clerked for the Honorable John A. Gibney, Jr. of the U.S. District Court for the Eastern District of Virginia. She previously taught elementary school and holds a master's degree in education. She is pursuing her Ph.D. in deaf education at Gallaudet University. Chris received her J.D. from the William & Mary School of Law, M.Ed. from the University of Houston, and B.A. from Cornell University. She is licensed to practice law in the District of Columbia and Virginia (inactive). Chris has two young children who love baseball. When she is not at work, you can find her with her family on a Little League baseball

field or cheering for the Washington Nationals.

Sarah Honigfeld (she/hers) is a Deaf adult who works as a bilingual ASL-English Early Childhood Education and Early Intervention Consultant. Her preferred pronouns are she/her. Sarah lives in Colorado, where she attends the University of Colorado Denver for her doctorate in Leadership in Educational Equity. She works closely with various schools, community programs, and state agencies to provide bilingual, family-centered programming for deaf or hard of hearing infants and toddlers and their families. Her academic background includes a Masters in School Counseling from Gallaudet University and a Certificate in Infants, Toddlers and Families: Leadership, also from Gallaudet University. Sarah's special interests include family language planning, ASL/English bilingual programming for Early Childhood, and family centered practices. In her free time, Sarah enjoys exploring the mountains of Colorado with her partner and their rescue dog, Honey.

TRAINING

- **Racial Equity Training: Individuals, Workplaces, & Organizations**

What is Racial Equity? As a very broad topic, it means there are many ways to examine the concepts of racial equity as it applies to individual(s), workplace(s), and organization(s). Presenter Dominic Harrison will guide you through on how to reexamine and unpack the biases and perspectives of yourself as an individual, at work, and in your organization through a mixture of presentation, small group discussions, individual reflections, and hands-on activities. All NLTC registrants are expected to attend this opening plenary session. [[ASL VIDEO](#)]

PRESENTER: Dominic Harrison (he/him) – bio is mentioned earlier.

- **Parliamentarian Training**

Do you know how to run a board or organization meeting? What parliamentary rules should be followed to keep the meeting flowing smoothly? This two-part training by a Deaf Certified Parliamentarian, Mark Apodaca, will provide a basic introduction on how to run a great meeting. Part A will cover important principles. Part B will go deeper into each principle. Note: attendees must attend Part A to be able to attend Part B. This hands-on training will allow attendees to practice different scenarios that could happen during a meeting. After NLTC, parliamentarian training participants will be able to continue their training virtually with Mark and get experienced enough to test to become a registered parliamentarian. Note, participants are encouraged to bring two books: '[Robert's Rules of Order Newly Revised, 12th edition](#)' and '[Robert's Rules of Order Newly Revised In Brief, 3rd edition](#)' to this training. [[ASL video](#)]

Mark Apodaca (he/him) is a Professional Registered Parliamentarian (PRP) and the first

and only deaf parliamentarian to earn such credential from the National Association of Parliamentarians. He is also a member of the American Institute of Parliamentarians. Since 2018, he has served as the parliamentarian to local, state, national, and international organizations and has provided parliamentary law and procedures, and board and organizational governance training.

- **Education Advocates Training**

The NAD has a training program to ensure that each state and affiliate has an Education Advocate. We urge every state association and affiliate to send a person to this training to become their Education Advocate. Participants will attend intensive training through four workshop sessions and a Keynote Luncheon to become fully familiar with special education and disability rights laws, state and local education systems, early intervention systems, and more. Participants are required to attend all four workshop sessions and will be able to attend other sessions and events. People who are interested in education advocacy should join this important training and become part of a cohort that will preserve and protect deaf education! [[ASL VIDEO](#)]

Chris Payne-Tsoupros (she/hers) – bio is mentioned earlier.

Sarah Honigfeld (she/hers) – bio is mentioned earlier.

Laura Kim (she/hers), a Korean-American Deaf female, originally from Chicago, Illinois, has worked as a K-12 Deaf Educator for over 13 years working closely with Deaf students, professional staff, deaf and hard of hearing families and the Deaf community. She graduated from Gallaudet University with two BA degrees in Communications and Graphic Design before enrolling at the University of California at San Diego to complete her Master's in ASL-English Bilingual Education Teaching Credential Program. While a Teacher of the Deaf at San Diego Unified School District, Laura also served as a former ASL teacher for Families with Deaf and Hard of Hearing Children, partnering with the Parent Link under the California State University, Northridge (CSUN) Deaf Project for two years (2013-2015).

Milmaglyn Morales (she/ella), a native of Ponce, Puerto Rico, is a certified K-12 Educator. She graduated from the University of Hartford with a bachelor's degree in Early Childhood Education and Central Connecticut State University with a master's degree in Special Education. Currently, Milmaglyn is a Director of the Early Childhood Center at the Learning Center for the Deaf and serves on the Connecticut Association of the Deaf Legislative committee. She also serves as Chair of Interpreters Qualifications Subcommittee of the CAD Legislative Committee. From 2005-2017, Milmaglyn was heavily involved in Council de Manos, a nonprofit organization seeking to gain awareness for the Deaf Latinx community and make international strides for the minority. While she no longer serves on the Board of Council de Manos, her heart always remains with them and their cause. Her passion to end injustice amongst

members of Deaf Latinx community and her desire to ensure equal accessibility will forever reside as an underlying goal in future assignments and practices.

Michelle Cline (she/hers) has a versatile skill set of experiences in counseling; policy work; and advocacy. Michelle has served as the NAD Treasurer since 2018. When Michelle served as President of the New Jersey Association of the Deaf, she advocated for Language Acquisition for all Deaf Kids and many other important topics. Michelle obtained her Bachelor's degree in Social Work from Rochester Institute of Technology and Master's in Social Work from Syracuse University. After several different job stints, she has made Massachusetts her home. Michelle continues to volunteer her time to different organizations through advocacy. She has won several awards through her mantra of continuing to make a difference. Michelle is married to William and has three beautiful children together and is experiencing a nest that is almost empty. She enjoys spending time with her family and the little critters, Nevaeh, Stripey and Lilo.

WORKSHOPS

Accessibility within Deaf Communities

TRACK: Inclusion

PRESENTERS: Lizzie Bloom (she/hers), J. Eugenio Ravelo Mendoza (he/him), and Sammie Porter (she/hers)

We have long advocated for accessibility, but we fail to ensure accessibility for Deaf people with other disabilities, such as folks who are DeafBlind, DeafDisabled, or have other disabilities. How do we ensure that our programs and services are fully accessible to all within our communities? This session provides tools and resources for you to consider implementing for your events, communications, and overall advocacy work. This workshop is a collaborative effort between the NAD DeafBlind Section, the American Association of the DeafBlind and the NAD.

J. Eugenio Ravelo Mendoza (he/him) -- Since 1999, Eugenio has worked as a consultant, interpreter, and researcher through his company, Ravelo Group LLC. He has over 17 years of experience in research on linguistics and Deaf Education, especially in bilingualism and the contact of languages. In 2004, Eugenio received training with support from the Undergraduate Council of Universidad de Los Andes (ULA) to go into Max-Planck Institute in Nijmegen, Netherlands. In 2005, Eugenio researched new linguistic data in the possession and existential constructions of Venezuela Sign Language. He was an Ambassador and Graduate Student Council Member at large at Gallaudet University. Eugenio worked on a project for Apple creating a DeafApple community with Apple Global Accessibility from London, UK. After his passion for pursuing Education and Interpreting, he graduated from the University de Valladolid with a Master's in Teaching and Interpreting in Signed Languages as Second Languages in July 2008. Currently, Eugenio is the Vice President of the DC Association of the Deaf (2023-2025);

Co-Chair of the NAD DeafBlind Section; grant researcher for the Jewish Deaf Congress; and Board Advisor for the Refugees Council of the USA. Eugenio identifies as Jewish, DeafBlind, Hispanic, and Asylee.

Lizzie Bloom (she/hers), as the Director of Engagement, Lizzie supervises the Communications Team and is committed to ensuring the NAD's transparency by communicating updates and sharing resources. Before arriving at the NAD in 2013, Lizzie worked at Gallaudet University for five years, first as a Digital Video Specialist and then as a Video Senior Producer. She has a Bachelor's degree from the School of Film and Animation at the Rochester Institute of Technology and a Master's Degree from the Administration and Supervision program at Gallaudet University. Lizzie was born and raised in California before moving out east in 1999 and now lives in Austin, Texas.

Samantha "Sammie" Porter (she/hers) is DeafBlind, BIPOC, and queer who is originally from Milwaukee, Wisconsin. Sammie grew up mainstream and graduated from the Wisconsin School for the Deaf in 2008. She attended University of Wisconsin-Milwaukee to study Social Work. Eventually, Sammie decided to leave school and move to Seattle, Washington in 2012. She worked at the Seattle Lighthouse for the Blind as a production lead from 2013 until December 2020. Sammie has been involved with a lot of DeafBlind communities such as Seabeck Retreat and Washington State DeafBlind Citizens as a member and on the Board. She also served as a Board member for the DeafBlind Service Center. Once COVID hit, Sammie decided to move back to the Midwest to be near family and godchildren. Sammie currently lives in Minneapolis, Minnesota. She works as a DeafBlind Mentor under Family Services at Lutheran Social Services and also as a DeafBlind Community Specialist at DeafBlind Services of Minnesota. Sammie also served as the Director of Operations for DeafBlind Camp of Texas in June 2021. Last but not least, Sammie graciously accepted the President role for the American Association for DeafBlind (AADB) in July 2023.

Advocacy Letters: When and Why

TRACK: State Advocacy

PRESENTERS: Howard A. Rosenblum (he/him) and Drake Darrah (he/him)

Have you experienced being denied an interpreter for an appointment? Or did you request captioning for a meeting only to find out it wasn't approved? Too many hearing people deny our rights. It happens so often that we can't always file a lawsuit for every act of discrimination. To address this problem, the NAD developed different "advocacy letters" you can use for different situations. Sometimes those advocacy letters will help educate hearing people to do the right thing. You will leave with different print outs, pamphlets, and VRI cards to bring home to your communities.

Howard A. Rosenblum (he/him) started as the Chief Executive Officer of the NAD in April 2011 and also serves as an ex officio member of the NAD Board of Directors. He comes to the NAD after 22 years as a lawyer, focusing his practice on disability rights and special education law.

For nine years, he was a Senior Attorney at Equip for Equality, the Protection & Advocacy entity for Illinois. The previous 10 years, he worked as an associate at Monahan & Cohen, and briefly as a legal counsel at Access Living, the center for independent living in Chicago. In 1997, he founded the Midwest Center on Law and the Deaf, and served as Board Chair until 2011. In 2010 and again in 2014, President Barack Obama appointed Howard to serve on the United States Access Board. Howard has a Bachelor of Science degree in computer engineering from the University of Arizona and a Juris Doctor degree from the Illinois Institute of Technology Chicago-Kent College of Law. Born and raised in Chicago, he is a diehard fan of Chicago sports teams. Howard also enjoys traveling the world to meet deaf people in other countries and learning their sign languages.

Drake Darrah (he/him) is a Skadden Fellow with the NAD. His project focuses on advocating for access to programs and services for deaf families and deaf children in the child welfare system in the United States and thereby reducing inappropriate referrals, inaccessible services, erroneous foster placements that contribute to family dysfunction, unjustified permanent separations on the basis of disability, and discrimination against qualified deaf parents seeking to foster and/or adopt. Prior to joining the NAD, Drake worked at Sidley Austin and the Department of Justice. Drake holds a J.D. from Georgetown University Law Center. In his free time, Drake enjoys watching Netflix documentaries, trying new restaurants, and going for walks with his dog.

Advocating with Seniors

TRACK: State Advocacy

PRESENTERS: Kevin Ryan (he/him) and Dawnmarie Caggiano (she/hers)

Deaf, DeafBlind, DeafDisabled, Hard of Hearing, and Late-Deafened seniors face many barriers and challenges. We must advocate with them to overcome these problems. There are not enough accessible services for them. There are not enough caregivers that know sign language. Too many assisted living centers and nursing homes refuse to admit them or provide access. Many states don't have accessible services for seniors. This workshop will share resources for seniors and how you can ensure your golden years aren't met with discrimination.

Kevin Ryan (he/him) was born in Chicago and grew up in Wisconsin. He is from a four-generation deaf family (on his mother's side). After graduating from the Wisconsin School for the Deaf, he went to NTID to earn his AAS degree in Data Processing. After college, Kevin worked in Naperville, Illinois at Lucent, formerly known as the AT&T Bell labs for 11 years. He is now the owner of CR Construction Inc., a successful business for 20 years. Kevin loves serving the Deaf community; he's been involved in many activities as an officer of the National Softball Association of the Deaf and served on the Illinois Association of the Deaf Board. Kevin is now serving as the Region II Board member, second term. Kevin and his wife have four wonderful children and during his free time, he co-leads his son's boy scout troop.

Dawnmarie Caggiano (she/hers) currently resides in Tampa Bay, Florida and has been a long-standing resident for the last 20+ years. She graduated from Rochester Institute of Technology

(RIT/NTID) with a Bachelor's degree in Social Work. Dawnmarie has been with ZVRS and Purple Communications (ZP) since 2008 and currently serves as a Marketing Operations Manager. Prior to joining ZP, she worked in various positions in the non-profit sector from 1998 – 2008. She has served in various roles on the board of numerous organizations over the years including Florida Association of the Deaf (FAD), NTID Alumni Association, St. Petersburg College's SLIP, FRID Board, and Family Center on Deafness. Dawnmarie also served as a Delegate for the NAD Conference twice and is a former Jr. NAD Advisor. Since 2008, she has never missed a NAD conference and looks forward to attending every two years! During her leisure time, Dawnmarie loves doing arts and crafts, watching movies, and spending time with her sister, Elizabeth, her close friends, and two dogs, Abby and Bella.

ASLizing Sport Venues

TRACK: State Advocacy

PRESENTER: Howard A. Rosenblum (he/him)

Most, if not all, sport teams and/or venues often begin their event with the National Anthem. Whether you prefer football, basketball, baseball, hockey, soccer, or other sports, there are ways that your organization can work with your local sports team and/or venues to bring in ASL performers! We will share ideas and ways to build a relationship which will lead to more ASL access at these home games!

Howard A. Rosenblum (he/him) – bio is mentioned earlier.

Befriending Legislators

TRACK: State Advocacy

PRESENTER: Jacob Salem (he/him)

State laws can help us but they also can hurt us. We have seen an increasing number of oppressive bills being proposed (and passed). We must watch for them and block them. You will learn how to convince legislators to pass better laws. This requires a relationship with your legislators so you can effectively block bad bills and promote good state laws.

Jacob Salem (he/him) a driven entrepreneur, business owner, and consultant, is passionate about expanding the Deaf workforce. With a strong love for finding solutions to complex problems, he also actively engages in policymaking, recognizing the long-term impact of well-written policies. He holds Political Science and MPA degrees from the University of Central Florida and Gallaudet University, respectively. Jacob has developed a strong appreciation for board management and government administration through his years of experience working in political capacities and serving on leadership, non-profit, and state boards. As the NAD State Legislation Manager, Jacob is dedicated to supporting State Associations to become informed, formulate strategies, and advocate to their state legislators; from writing a bill to oppose or support a bill and educating legislators. He is committed to preserving the NAD mission by working collaboratively across the political spectrum with constructive approach and well-planned tactics, to ensure equitable access to information and resources for the Deaf

community. Jacob's message to readers is that it's okay to challenge the system. Aside from his professional endeavors, Jacob is also deeply involved in the Jewish Deaf community. As the Director of Hillel at Gallaudet University for five years, he transformed college life for Jewish students! A food lover, he enjoys indulging in different cuisines in his spare time. A secret to winning him over is to bring him a box of chocolate rugelach. Jacob believes the NAD should be a safe space for exchanging knowledge and ideas. With you, Jacob trusts we all can work together towards improved access and empowerment for our Deaf community and beyond.

Build a Dynamic Team

TRACK: Leadership

PRESENTERS: Milmaglyn Morales (she/ella) and Laura Kim (she/hers)

Each of us brings a different set of skills to our organization or the workplace. Sometimes the differences can cause friction or conflict. It is possible to merge all these skills into a strong collaborative, dynamic team! You'll learn the best ways to build a strong relationship between different people. After this workshop, you'll understand how to bring people together through team building activities, interpersonal dialogue, and joint projects.

Milmaglyn Morales (she/ella) – bio is mentioned earlier.

Laura Kim (she/hers) – bio is mentioned earlier

Child Welfare System Reform

TRACK: State Advocacy

PRESENTERS: Drake Darrah (he/him), Michelle Cline (she/hers), and James 'Dino' Christianson Jr. (he/him)

Every state has a child welfare system that is not accessible to deaf parents and deaf children. Too often, they take away children from deaf parents simply because they are deaf. Deaf parents and deaf children are not given appropriate services. It's also reported that there are not enough deaf foster parents. What are the challenges to changing this? Find out the ways to advocate for a more accessible child welfare system in your state.

Drake Darrah (he/him) – bio is mentioned earlier.

Michelle Cline (she/hers) – bio is mentioned earlier.

James 'Dino' Christianson Jr. (he/him) was raised in San Luis Obispo county in California and graduated at California School for the Deaf in Fremont. He obtained his degree in Industrial Design at Rochester Institute of Technology in Rochester, New York. Dino currently resides in the northwestern corner of Washington State with his wife, Maria, and their two beloved daughters. He has been a Client Advocate at Hearing, Speech & Deaf Center in Bellingham, Washington State since 2004. Dino was involved in Deaf Teen Leadership Camp in Randle, Washington in various roles and currently is one of the co-directors. Between 2007 and 2017,

he has served as a board member for different organizations: Washington State Association of the Deaf as president and treasurer and Northwest Washington Community of the Deaf in various executive and committee roles. Dino has been a board member of Salish Sea Deaf School located in Burlington, Washington since 2015. Being involved in these organizations have brought Dino's passion into politics as one of his main interests.

Collaboration = Great Team

TRACK: Leadership

PRESENTER: Meena Mann (she/hers), New Mexico Association of the Deaf

Join this interactive workshop which will use a combination of a presentation, hands-on activities with real-life scenarios, and self-evaluation with a personality profile assessment! With the personality assessment, you will better understand your leadership style and find the right tools and resources for you to engage with others. There will also be a discussion of different ways and techniques to engage with other board or team members to get the most productive results and best teamwork.

Meena Mann (she/hers) was born and raised in Vancouver, BC, Canada. Her Canadian-born mother was raised in a traditional family where they practice Sikhism. Her mother speaks Punjabi and English fluently. She has been always supportive of Meena's education and career. Meena has been in the educational field for more than 20 years. Currently, she works as Educational Consultant at the New Mexico School for the Deaf. Meena and her husband reside in Santa Fe, New Mexico. They enjoy hiking, biking, and traveling.

Creating a Brand

TRACK: Professional

PRESENTER: Dawnmarie Caggiano (she/hers)

A brand is not only dependent on a name but also the work and actions behind that name. The best way to advance our work or advocacy is to ensure that everyone knows your services and what you do. This requires different branding strategies in order to communicate effectively. Learn about the different tools, techniques, and technologies you can use to raise awareness which leads to your brand.

Dawnmarie Caggiano (she/hers) – bio is mentioned earlier.

Creating a Leadership Pipeline

TRACK: Organizational

PRESENTER: Lindsay Darnall Jr. (he/him)

Being a great leader means preparing new leaders to take your place. This requires time and investing in people (especially deaf youth) to put their skills to use! Pipelines help people grow into becoming more ready to help organizations thrive. What kind of things contribute to a good pipeline? Is it creating mentorship opportunities? Does it include giving new people a role

on the Board? Creating a pipeline depends on having tools and support from your communities. Not all pipelines look the same – this workshop will share ideas on how you can develop pipelines for your organization.

Linsay Darnall, Jr. (he/him) was born to deaf parents and, along with his brother, attended his parents' alma mater, the Nebraska School for the Deaf where he graduated in 1988. He then studied government at Gallaudet University. Linsay Jr. has served local and state-level organizations in various capacities. He has served as the Region II board member of the National Association of the Deaf in the 2006-2008 term and was reelected to the same position in 2016. Linsay Jr. co-founded and is the board member of the Nebraska Deaf Heritage Museum and Cultural Center dedicated to preserving Nebraska Deaf heritage and ASL for posterity. Linsay Jr. has performed, coached, wrote scripts, and directed plays in various places and has starred in several video productions. Linsay Jr. is the film director of The Book of Job, which was produced by the Deaf Missions. He was also the director of ASL for the film The Silent Natural. He is currently involved in other movie projects. Linsay Jr. served as a chair of Deaf Education Taskforce subcommittee with the Nebraska Commission for the Deaf and Hard of Hearing. He was the chair of the Nebraska Early Hearing Detection and Intervention advisory committee. He is an advisor to the Jr. NAD Nebraska/Iowa Chapter and has been volunteering at the Youth Leadership Camp since 2006. Linsay Jr. has received The James Sowell Appreciation Award from the Nebraska Association of the Deaf, The Spirit of NAD Award from the National Association of the Deaf, and Admiralship from the Governor of Nebraska. His work with deaf youth and theatre was featured in the Omaha World-Herald. Linsay Jr. founded Darnall Consulting LLC to work with various entities in education, advocacy, historical preservation and training. He is committed to developing training tools in leadership development across the nation.

Deaf Self Advocacy (DSAT)

TRACK: Leadership

PRESENTER: Corina Gutiérrez, New Mexico Commission for the Deaf and Hard of Hearing
You can be your own best advocate with the right training and tools. This training is a short version of a program developed by Northeastern University to empower Deaf, DeafBlind, DeafDisabled, Hard of Hearing, and Late-Deafened people to self-advocate. The program is called Deaf Self Advocacy Training (DSAT). The program requires training over several days, but this session provides some training necessary to become a self-advocate. If you like this self-advocacy session, you can follow up and take the full DSAT training.

Corina Gutiérrez (she/hers) currently works as a Director of Community Advocacy at the State of New Mexico Commission for Deaf and Hard of Hearing Persons. Corina is one of the DSAT Master Trainers and conduct train-the-trainer trainings. Her passion is to empower and educate the Deaf, DeafBlind, and Hard of Hearing communities in advocating for communication access. She attended and graduated from the New Mexico School for the Deaf and received her Bachelor of Science Degree from Gallaudet University.

Dismantling Racism Curriculum

TRACK: Inclusion

PRESENTERS: Stephanie Hakulin (she/hers), Vyron Kinson (he/him), and Alan Wilding (he/him)
Our communities cannot expand and thrive if we ignore racism. We know it is important to dismantle racism but how? Is it even possible? The NAD Dismantling Racism Committee developed a curriculum to help all of us learn how to identify individual and systemic racism, how to address racism, and how to work together towards dismantling it. Come and learn how to use this curriculum in your communities!

Stephanie Hauklin (she/hers) works as a Deaf Interpreter in Massachusetts. She was the President of the Massachusetts State Association of the Deaf and is currently a loyal member of MSAD. Stephanie was an Appointed NAD Board member in the previous term to focus on dismantling racism within the organization. She has been involved in advocacy organizations such as Deaf Women of Massachusetts, National Deaf People of Color Conference (as Co-Chair), Massachusetts Commission on the Deaf (as an Advisory Board Member) and more. She has two lovely kids and loves sports!

Vyron Kinson (he/him) lives in Atlanta, Georgia. He owns a business, ASL Diagnostic Service LLC. Currently, Vyron works full-time at the Howard School as an ASL Teacher. Vyron also works part-time with Georgia State University as an adjunct ASL Instructor. He also works for other interpreting agencies as a Deaf Interpreter/Language Expert. Vyron has a Bachelor's Degree in Social Work (2009) and a Master's Degree in Sign Language Education (2020) from Gallaudet University in Washington, DC. Besides working and studying, Vyron contributes his time and energy to volunteering with the Georgia Registry of Interpreters for the Deaf as a President and taking care of his home.

Alan Wilding, M.S. Deaf Ed; ECE, BA English, Education; Journalism (he/him) is a true bilingualist with a strong whole-language and bilingual-bicultural background. In addition to teaching for 18 years, he has presented workshops and taught courses on LGBTQIA Issues, diversity, multiculturalism, White privilege, Hearing privilege, and eradicating racism. Currently, he is the co-chair of the Dismantling Racism Committee and an Educational Advocate in Idaho, under the NAD.

Ensuring Well-Being for Deaf Youth

TRACK: Inclusion

PRESENTERS: Kimberly Thornsberry (she/hers) and Jen Harbaugh (she/hers)

In the last few years, it has been challenging for our Deaf youth who experienced a lack of in-person opportunities to learn important skills such as problem solving strategies and teamwork challenges. Having such opportunities may help boost their confidence to lead their peers and maintain their well being at the same time. There are several factors that challenge our Deaf youth – during this session, we will share and discuss such challenges and how we can offer accessible and inclusive resources for them.

Kimberly Thornsberry (she/hers) joins the Board as an appointed member to focus on the Deaf Youth Well Being priority. She is currently a School Counselor with the Utah Schools of the Deaf in Ogden and Salt Lake City, Utah. Prior to working for USDB, Kim was employed as a Regional 1 Mental Health Therapist for the Deaf with the Alabama Department of Mental Health Office of Deaf Services in Huntsville, Alabama during 2014-2022. Kim also worked as a case manager at the Sanderson Community Center of the Deaf and Hard of Hearing in Taylorsville, Utah during 2007-2014.

Jen Harbaugh (she/hers) – bio coming soon.

Financial Management & FUNdraising

TRACK: Organizational

PRESENTER: Michelle Cline (she/hers)

Organizations depend on bringing in more money than they spend. How do you keep track of this? What are nonprofits required to report? This workshop will give you information and forms that organizations need to track revenue and expenses. Once organizations are set with their reports, they will need creative ways to raise money. Raising money can be fun! You will leave with a list of great ideas on how to create revenue for your organization.

Michelle Cline (she/hers) – bio is mentioned earlier.

HOW TO: Bylaws and Minutes

TRACK: Organizational

PRESENTERS: James ‘Dino’ Christianson Jr. (he/him) and Jacob Leffler (he/him)

Nonprofit organizations have to create and follow its bylaws and keep minutes of board meetings. For those who are new to being on the board, it can be overwhelming to understand how bylaws work, how to follow them, and how to create good minutes. If you are trying to understand your bylaws, or about to revamp your organization’s bylaws or you are responsible for creating minutes, this workshop is for you!

James ‘Dino’ Christianson Jr. (he/him) – bio is mentioned earlier.

Jacob Leffler (he/him) currently works for the Federal Government and lives in Baltimore, Maryland. He is originally from Buffalo, New York. He is a graduate of the St. Mary’s School for the Deaf and Gallaudet University, BA in Government and Masters in Public Administration. He was involved with different organizations including the Maryland Association of the Deaf, Baltimore City Association of the Deaf, and Deaf in Government in various capacities. He was involved with Jr. NAD when he was a student at the St. Mary’s School for the Deaf. Jacob also enjoys cruising and traveling around the world.

Is it JUST Social Media?

TRACK: Professional, Organizational

PRESENTERS: Emily Addison (she/hers) and Lizzie Bloom (she/hers)

You may be maximizing social media to share your organization's updates, events, and hard work – but each platform has a different purpose. Learn when you should post a TikTok, share an Instagram story, or do a Facebook livestream. Also, it's just as important to ensure your content is accessible! Find out more about different platforms, when to use them, and how to provide accessible content! The NAD Communications Team will also share tips to consider when communicating with your stakeholders outside of social media.

Emily Addison (she/hers) is a proud alumna of Clemson University (Go Tigers!), she graduated in 2019 with a Bachelor of Arts in Communication. A degree in Communication prepared Emily to explore various industries (such as Higher Education, Non-Profit, and Social Media), which she has done so far in her career. Those experiences provided the opportunity to engage with different groups of people and learn how to interact accordingly. However, her true passion is using social media to raise awareness in the deaf community. Through the accessibility of social media, she is aware of current trends and the latest happenings. That level of connection has proven to be very helpful for content creation. Emily is excited to work at the NAD to blend her passion and profession.

Lizzie Bloom (she/hers) – bio is mentioned earlier.

Leadership Redefined: Youth's Changing Needs

TRACK: Leadership and Inclusion

PRESENTERS: Claudia Giordano (she/hers)

This will be an innovative workshop recognizing and promoting the unique qualities of Deaf young leaders. You will learn how to bridge the gap between the traditional leadership model and the changes happening within the Deaf youth of today. Come prepared to have thought-provoking discussions, engage in hands-on activities, and gain insights to challenge norms and foster growth.

Claudia Giordano (she/hers) is a dedicated and passionate professional who is driven by unwavering enthusiasm and a strong commitment to positively impacting the lives of young individuals. With a Bachelor of Arts in Communication Studies and a minor in Family and Child Studies from Gallaudet University, Claudia's journey began with an internship working with the Educational Policy Counsel at the NAD, where her passion for volunteering and community service took root. She coordinated conferences such as the National Deaf Education Conference and the National Deaf People of Color Conference while advocating for deaf students in K-12 and Higher Education. Claudia's dedication to making a difference led her to earn a Master's degree in Early Language Advocacy. Beyond her professional pursuits, Claudia finds joy in watching TV shows, bouldering, trying new recipes, and caring for her plants. She also cherishes the company of her beloved cat, Theon. Claudia eagerly looks forward to collaborating with everyone involved in the NAD Youth Programs, empowering deaf youth leaders, and leveraging her diverse experiences and dedicated passion to create a lasting impact.

LGBTQIA2S+ Rights Under Attack

TRACK: Inclusion

PRESENTER: Blake Culley (they/them)

This workshop will cover basic LGBTQIA2S+ terminology, appropriate signs, the different stages of gender identity, understanding the concept of transitioning (both from Blake's personal journey and from the journey of other trans folks), and proper etiquette when interacting with gender expansive people. This will all be tied together with an emphasis on best practices and techniques regarding support provision, including anti-transgender and anti-LGBTQIA2S+ proposed bills in the US. This workshop will cover basic LGBTQIA2S+ terminology, appropriate signs, the different stages of gender identity, understanding the concept of transitioning (both from Blake's personal journey and from the journey of other trans folks), and proper etiquette when interacting with gender expansive people. This will all be tied together with an emphasis on best practices and techniques regarding support provision, including anti-transgender and anti-LGBTQIA2S+ proposed bills in the US.

Blake Culley (they/them) is a Deaf, transgender, non-binary person. Blake was born and raised in California by their hearing family, in a spoken language environment. Blake chose a very fulfilling career as a School Psychologist, specifically with a focused passion for support in the Deaf School system, for the past six years. Currently, Blake is on a sabbatical to focus on their other passion: providing educational workshops on Supporting Deaf LGBTQIA2S communities.

Online Training Platforms

TRACK: Organizational

PRESENTERS: Lisa Rose (she/hers) and Nicholas Lalanne (he/him)

Remote learning has become more available for anyone who wants to learn, as it provides more flexibility allowing individuals to continue their learning at their own schedule and pace. Organizations can choose from many online platforms to offer their own training, which can be used internally, for the Board, its members, or the community. We will discuss the most important features you should look for when determining which training platforms and approaches for you to consider.

Lisa Rose (she/hers) currently works as an American Sign Language Lecturer at the Appalachian State University. Lisa became involved with the NAD since middle school, starting with Pee Wee NAD, Jr. NAD and the NAD. She also worked at the Youth Leadership Camp during the summers of 1990-1994 as a camp counselor and Business Manager. She is a Past President of the Florida Association of the Deaf (2017-2019). Lisa received her Master's Degree in Deaf Education: Secondary Education in Social Studies and Bachelor's degree in Government and Secondary Education from Gallaudet University. Lisa is a hardcore fan of the Baltimore Ravens football team.

Nicholas Lalanne (he/him) attended Gallaudet University and received his Bachelor of Science degree in Computer Information Systems and Master of Arts degree in Sign Language Education. While he was an undergraduate student, Nicholas met his wife, Rebecca. They have four children. His career has included working at Austine School for the Deaf and teaching American Sign Language and Deaf Studies at different colleges. Nicholas is currently a lecturer at the University of Vermont, and has been since 2018. Besides teaching, Nicholas serves as a co-director of the Association of Sign Language Vermonters, to promote and build awareness of sign language as a linguistic human right in Vermont. He is also involved in different committees at the local, state, and national levels.

Putting Youth in Leadership Roles

TRACK: Leadership

PRESENTERS: Tyese Wright (she/hers), Michael Deuel (he/him), and Ari Latino (he/him)

NAD Youth Section (NADYS) and Generation Z: who are they? How can we secure our communities' future? This workshop will discuss Generation Z and their cultural norms, social media preferences, and how to include deaf youth in real-world opportunities such as serving on boards, leading projects, and joining committees. Attendees will learn ways to ensure their growth and allow opportunities for deaf youth to gain different leadership experiences for the advancement of the social, educational, and economic well-being of Deaf, Hard of Hearing, DeafBlind, DeafDisabled, and Late-Deafened folks.

Tyese Wright (she/hers) graduated from Gallaudet University with a degree in Elementary Education. She earned her master's degree in Counseling from Trinity University in 2005. Her career has included teaching students enrolled in kindergarten and pre-kindergarten programs and serving as a Family Educator/Counselor for students in grades 1-8 at Kendall Demonstration Elementary School. She is currently the Transition Specialist for the Model Secondary School for the Deaf. She also serves on the District of Columbia Area Black Deaf Advocates, Inc as a Board member. Tyese is a proud sports fan of the Commanders!

Michael Deuel (he/him) is currently President of the Alabama Association of the Deaf. He works as an Outreach Coordinator and serves 12 states in the Southeast region with the Alabama Institute for the Deaf and Blind (AIDB) Special Projects located in Decatur, Alabama. He has worked as a Case Manager for the Deaf since 2015 with AIDB's Regional Center in Huntsville, Alabama. Michael is a native Alabamian and alumni of the Alabama School for the Deaf 1996. He received a BA in Recreation Leadership from Jacksonville State University with a focus in community organization and leadership and pursued his Master's degree in Rehabilitation Counseling at Auburn University in 2019.

Ari Latino (he/him) is a Deaf photographer, social media manager, and content creator from Louisiana. He is passionate about using his skills to promote the Deaf community and make a difference in the world. He's a member of several Deaf organizations and currently serves as Vice President of the NAD Youth Section. He's known for his educational content in ASL as his

alter ego, “Dr. Pah!” which has reached as many as 500,000 people on Deaf Focus’ social media platforms.

Using Data for Advocacy

TRACK: Organizational

PRESENTER: Carrie Lou Bloom (she/hers), National Deaf Center

Learn how to strengthen data-driven decision making by using resources offered by the National Deaf Center on Postsecondary Outcomes. This workshop will equip you with tools and knowledge to use data to improve organizational efficiency, address disparities, promote equity, enhance outcomes for marginalized populations, and advocate for increased services. Discover how to make better informed decisions through utilizing an interactive data dashboard, self-assessment tools, and online training modules.

Carrie Lou Bloom, PhD, (she/hers) is an Assistant Professor of Practice in the Department of Educational Leadership and Policy at the University of Texas at Austin and co-directs the National Deaf Center on Postsecondary Outcomes. Her research focuses on the psychological factors involved with transition, and strategies for mitigating systemic disparities that affect deaf communities. Carrie Lou advocates for examining the deficits within systems, then changing the systems — not deaf people.