



# DEPARTMENT OF HEALTH AND HUMAN SERVICES

AGING AND DISABILITY SERVICES DIVISION  
*Helping people. It's who we are and what we do.*



## MEETING NOTICE AND MINUTES

*Name of Organization:* Nevada Commission for Persons who are Deaf and Hard of Hearing - Strategic Plan Subcommittee

*Date and Time of Meeting:* Wednesday, August 25, 2021  
12:00PM

*Place of Meeting:* Virtual: Zoom

**Note: Minutes of this meeting will be produced in summary format. Please provide the Commission administrative support with electronic or written copies of testimony and visual presentations if you wish to have complete versions included as exhibits with the minutes.**

NOTE: Items on this agenda may be taken in a different order than listed. Two or more agenda items may be combined for consideration. An item may be removed from this agenda or discussion relating to an item on this agenda may be delayed at any time.

1. Roll Call & Opening Statement:  
Eric Wilcox, Chair  
  
Members present: Eric Wilcox, Summer Wright, Laura Fink, Cheyenne Pasquale  
Guests: Maureen Fradianni, Laura Thompson, Lucie Wilcox  
ADSD Staff: Carole Hanley, Lorraine Belt  
Cart/Interpreters: (Caption) Becky Van Auken, Jamie Jaramillo, Stefanie Arciniega
2. Public Comment: (No action may be taken upon a matter raised under public comment period unless the matter itself has been specifically included on an agenda as an action item. Comments will be limited to five minutes per person. Persons making comment will be asked to begin by stating their name for the record and to spell their last name and provide the secretary with written comments.)
  - No Public Comment
3. Discusses Review and Approve Recommendations for changes to the Strategic Plan that will be presented to the Deaf Commission: (For Possible Action)  
Eric Wilcox, Chair
  - The plan is broken down into different sections the critical issues section which has the five-year strategic priorities, each priority has three sections access, engagement, and advocacy.

- Potential changes to the Strategic Plan could change it to a State Plan that will still fulfill NRS requirements.
- Critical issues are barriers or challenges that the Deaf and Hard of Hearing community faces in Nevada. Four barriers that have been identified by the commission are: deaf, hard of hearing, deaf blind and speech impaired.
- Four other critical issues are: effective communication, access to equal employment opportunities, increase collaboration among community stakeholders, increase advocacy efforts to improve the quality of services.
- Partnering with other entities to create a more inclusive sustainable environment, will pull in the law from 2014, workforce innovation and opportunities act, WIOA, which ties in well with the Vocational Rehabilitation and employment.
- Recommendation No. 1 is under access related to communication accessibility. Specifically, the legislative session accessibility, there is a recommendation to enhance education efforts regarding the topics.
- Accessibility during Governor's briefings and to the State to increase the quality of interpreters statewide.
- Reword No. 2-part to include but not limit to Department of Education and medical schools to enhance education efforts regarding topics of impact. Broaden the work topic to improve educational outcomes for Deaf and Hard of Hearing.
- A request was made to separate the Department of Education from the medical schools so that the Department of Education could focus on improving students' access to education and their educational outcomes. The medical schools and health partners have information that best serves the target population.
- Recommendation No. 2 is emergency preparedness. Clean up language so that recommendation is more of the state's responsibility not the Deaf Commissions. Work with partners within the state and local government so that our emergency personnel are better equipped to serve this population in emergency situations.
- Remove the statements of strategies and expected outcomes and increase the benchmark section so we know that we're successful, it will be decided during meetings how specifically to reach those benchmarks.
- Recommendations could have 2 or 3 benchmarks or each point within the recommendation.
- We may have to look at restructuring some as we have recommendations, strategies, benchmarks, and collaborative partners all listed under that umbrella of access, but there will be a recommendation, benchmarks, and partners for each item under that umbrella.
- The annual report is where we will summarize what progress was made.
- Under engagement we've got 2 recommendations, the first is increased public awareness and inclusion of the community.
- Government agencies are inclusive of the population in their policies and procedures and in the information that they disseminate.
- ADA accommodations should be a budget Item, that should be a part of the budgeting process.
- No 2 is cultural competence and community awareness will be crafting that into a recommendation with strategy benchmarks.
- Data is missing on how many individuals in our target population are in the state. This may fall under engagement or advocacy.

- There is value in knowing where your target population and we would need to have some idea to gauge whether you were succeeding in engaging with the target population. Therefore, it would be an element of engagement.
- It may be possible to get some organizational data from Vocational Rehabilitation Services, from JobConnect, and educational services.
- Vocational Rehabilitation has been working on getting targeted supports for the deaf and hard of hearing who have been integrated into other caseload and may not be getting support.
- With confirmed numbers from reliable sources substantial data will allow for potential grant resources and funds from various entities or federal partners.
- Communication accessibility was identified as essential.
- Emergency preparedness had 3 comments identifying it as essential and one that identified it as high priority.
  - Clear face masks for effective communication needs to be incorporated.
  - Public awareness and cultural competency priorities have been identified and essential.
- Increase employment opportunities are addressed under advocacy, recommendation 2.
- Vocational rehabilitation has made, education and opportunities available to employers to dispel the myths as well as provide etiquette training for hiring people with disabilities in general.
- The hearing loss association local chapter is doing a lot of work with technology issues or lack of comfortability that could delay and lose opportunities on job sites like indeed.
- Training providers are not readily accessible for somebody with hearing loss or deafness. JobConnect has a lot of policy and procedure to request these kinds of trainings and expend case dollars for accommodations.
- JobConnect is working on providing accommodations for the Deaf and Hard of Hearing, but due to several circumstances they are behind in the employment area.
- Laura Fink moved that the subcommittee approve the revisions that we've been discussing with some creative liberties to then disseminate for the large commission meeting September 16<sup>th</sup> for discussion and further action. Summer Wright seconded the motion, Eric Wilcox agreed making it unanimous.

6. **Public Comment:** (No action may be taken upon a matter raised under public comment period unless the matter itself has been specifically included on an agenda as an action item. Comments will be limited to five minutes per person. Persons making comment will be asked to begin by stating their name for the record and to spell their last name and provide the secretary with written comments.)

- Is it possible to include the Deaf-Blind individuals and people working with Deaf-Blind individuals such as interpreters and supports?
- The other recommendation was in terms of color, changing from the light blue font to a darker color font. Making that more accessible from a readability standpoint.
- The next comment was to include Clark County and Nevada emergency preparedness departments to potential collaborate active partners for emergency preparedness.

7. Adjournment:  
Eric Wilcox, Chair

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Notice of this meeting was posted on the Internet: <http://adsd.nv.gov> and <https://notice.nv.gov/>

Supporting public material provided for this meeting may be requested from Carole Hanley, ADSD at (702) 486-9765 and are available at the ADSD meeting webpage.

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