



DEPARTMENT OF HEALTH AND HUMAN SERVICES

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



APPROVED MEETING MINUTES

<i>Name of Organization:</i>	Nevada Commission for Persons who are Deaf and Hard of Hearing: Employment Subcommittee
<i>Date and Time of Meeting:</i>	Thursday, December 15, 2022 10:00AM
<i>Place of Meeting:</i>	Virtual: Zoom Meeting Materials can be found here: Home (nv.gov)

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.

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.

1. Roll Call & Opening Statement:
Laura Fink, Chair

Members: Laura Fink, Michelle Albrecht, Laura Thompson, Tim Smalley,

Guests: Nancy Herrera,

Accommodations: Becky Van Auken, Captioner, Camille Gabriel; Interpreter, Nicole Dunn;
Interpreter,

Staff: Obioma Officer; Executive Director, Lorraine Belt-Dolan; Administrative Assistant III,

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. Approval of Minutes of the September 16, 2022, meeting: (For Possible Action)
Laura Fink, Chair

- Tim Smalley made a motion to approve the minutes from the last meeting, LT seconded, motion carried.

4. Executive Director Directive(s)/Maintenance Need(s):
Obioma Officer, Executive Director

- a. Discussion and recommendations for recruitment of open seats on subcommittee (For Possible Action)

- We had someone step down from the subcommittee and we now have two available positions so if you know anybody in the community that is interested please have them email Obioma directly at Obioma@adsd.nv.gov, we'll need a resume and have to do a background check and have a panel review and discuss and then a decision will be made.

5. Discussion and Approval of Recommendations related to Employment Committee Goals and needs based on the State Plan in development of a subcommittee Strategic Plan: (For Possible Action)

Laura Fink, Chair

- We discussed the DHHC Employment Subcommittee – State Plan Recommendations document that is posted in the meeting materials, this document has each reviewed recommendation along with the issues seen and solution(s) recommended and possible partners to team up with. The following is the discussion had during the meeting.
- Recommendation 1: Inclusion of the community
 - We need employers to be aware of the need for interpreters or accommodations for things like, job interviews, training, special presentation, discussions during work, safety procedures during work and announcements, work meetings, HR meetings for example.
 - Educating the community, and government on inclusion of deaf people and what the ADA provides for and everything they have access to.
- Recommendation 2: Government accessibility
 - As an employer the State of Nevada lacks internal awareness and or regular utilization of available resources, such as the 700-hour program making sure that is would be know to all state of Nevada hiring managers and help prioritize the training for the ADA accessibility.
 - Partnering with Employ Nevada hub offices
 - Partnering with an ADA coordinator.
- Recommendation 3: Quality interpreters
 - Partnering with Vocational Rehabilitation, who partners with CAS to put on interpreter workshops.
 - Partnering with the Nevada Association of the Deaf NVAD, as well.
 - Would like to bring up the skill level of local interpreters as it relates to the staff that we work with and their jobs specifically.
 - We need to help get Certified Deaf interpreters in the state of Nevada as well.
- Recommendation 4: Emergency response and management
 - We need training for how to support individuals in terms of emergencies, possibly with an SSP (a person who is a co-navigator or who provides pro tactile information to a Deaf-Blind person)
 - The Nevada association of the Deaf has a possible list for resources and the Red Cross and AMPHL should be added as well to possible partners list. For the Deaf-Blind community Pro tactile house and bright house could be possible partners.
- Recommendation 5: Health care access
 - There needs to be more access to workplace mental health services.
- Recommendation 6: Language development
 - Partner with a speech pathologist.
 - Promote American Sign Language, ASL, in general due to many hearing parents of deaf children not knowing what to do to communicate with their children.
- Recommendation 7: Post-Secondary education transition

- Vocational Rehabilitation was mentioned quite a bit in the suggestions however we do not have the resources and staffing to provide the services needed.
 - Another was to have the Deaf Camp included in this recommendation.
 - There was suggestion of bringing the school districts and VR transition staff together to discuss the missing information and lack of access.
 - Recommendation 8: WIOA partnerships
 - WIOA stands for Workforce Innovation and Opportunity Act.
 - Communication access in the workplace and hiring environment are lacking, this is something that we can focus on improving.
 - Vocational Rehabilitation is a good resource to add as well at DETR.
 - Model State Plan 2022 – Deaf Professionals Network – Council of State Administrators of Vocational Rehabilitation <https://www.csavr.org/deafmsp>
 - Tabled till the next meeting.
6. Review, Discuss and Approval of Tentative Agenda Items for March 10, 2023, meeting:
Laura Fink, Chair
- Model State Plan 2022 – Deaf Professionals Network – Council of State Administrators of Vocational Rehabilitation <https://www.csavr.org/deafmsp>
 - Email agenda items to Laura Fink and Obioma Officer.
7. 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
8. Adjournment: 12:00 pm
Laura Fink, Chair

Accommodation Requests and Meeting Materials:

We are pleased to make reasonable accommodations for members of the public who are disabled and wish to attend the meeting. If special arrangements for the meeting are necessary, please notify Lorraine Belt-Dolan in writing at 3320 W. Sahara, Suite 100, Las Vegas, Nevada 89102, email lorrainebelt@adsd.nv.gov 5 days prior to the meeting.

Notice of this meeting was posted at the following Aging and Disability Services Office at 3208 Goni Road, Building I, Suite 181, Carson City, NV. 89706. Notice of this meeting was posted on the Internet through the Nevada Aging and Disability Services Division website at www.adsd.nv.gov and Nevada Public Notices website at www.notice.nv.gov

Supporting public material provided to Commission members for this meeting may be requested from Lorraine Belt-Dolan, Commission Administrative Support, ASDS at lorrainebelt@adsd.nv.gov and is/will be available at the meeting locations and ASDS website at [Nevada Commission for Persons Who Are Deaf Hard of Hearing or Speech Impaired \(nv.gov\)](http://Nevada Commission for Persons Who Are Deaf Hard of Hearing or Speech Impaired (nv.gov))