

Steve Sisolak  
Governor

Richard Whitley, MS  
Director



# DEPARTMENT OF HEALTH AND HUMAN SERVICES

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



Dena Schmidt  
Administrator

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## 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, June 9, 2022 10:00AM
<i>Place of Meeting:</i>	Virtual: Zoom Interpreters for this meeting: <a href="#">Kim Ryan and Jamie Jaramillo</a> Meeting Materials can be found here: <a href="#">Home (nv.gov)</a>

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**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, Shelly Freed

Guests: Shannon Sprout, Lance Ledet, Kristin Sullivan, Sarah Horsman-Ploeger, Erika Minaberry, Ace Patrick, Eric Wilcox, Becky Van Auken, Captioner, Jamie Jaramillo, Interpreter Kim Ryan Interpreter

Staff: Obioma Officer, Executive Director, Lisa Torres, Lorraine Belt-Dolan

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 administrative assistant with written comments.)

- No Public Comment

3. Approval of Minutes of the January 10, 2020, meeting: (For Possible Action)  
Laura Fink, Chair

- Laura Thompson made the motion to approve the minutes as posted, Tim Smalley seconded, motion carried. Shelly abstained as she was not at that meeting.

4. Discussion and Approval of Recommendations related to Community/Committee Concerns: (For Possible Action)  
Laura Fink, Chair

- Access to Unemployment still delayed/challenging – suggestions for how to provide input/education for resolution.

- Many of the deaf and hard of hearing community have said they cannot get through on the phone due to long wait times and disconnections and not understanding the spoken English language.
- The Deaf and hard of hearing community also feel like they have no where to go to get letters interpreted into ASL and do not understand written English.
- During the pandemic Unemployment did have one user of ASL assigned to help the community which helped with understanding unemployment, but it did not help with the being able to reach unemployment on the phone, this service is no longer available. We would like to see a Deaf or hard of hearing, or Deaf-blind ASL user who is familiar with the unemployment system be available to the community.
- Eric Wilcox mentioned that the full commission had sent a letter to DETR and gotten a response that mentioned Laura Fink and the service she was providing during the pandemic and said that they can reach out to vocational rehab. He offered that the full commission could request a clarification to that letter as to what they mean by reach out to vocational rehabilitation and what they plan to do to make access easier.

5. Discussion and Approval of Recommendations related to Commission Directive Topics (For Possible Action):

Laura Fink, Chair

Obioma Officer, Executive Director

Shannon Sprout, ADSD Language Access Coordinator

- Department of Employment and Training, Unemployment status update
  - This was tabled to the next meeting.
- SB318 Limited English Proficiency Language Access Plan related to employment
  - Shannon Sprout reached out to Obioma to be at the next full commission meeting regarding an update on the SB318 plan developed by ADSD. We would like to get the commissions feedback.
  - This has been a large undertaking and the written materials will be available on the website shortly along with a survey link to solicit public comment.
  - Tim Smalley asked what the role of the subcommittee is, the answer is within the subcommittee we would look to the overall commission as well as the deaf, hard of hearing, speech impaired or deaf-blind community to support the language access for employment, for all Nevadans. The role of this subcommittee is to share and understand what SB318 is and use that information on how it relates to the subcommittee and how it applies to employment. We must filter the information and see if there are solutions or barriers or challenges that are present. Then we can bring those to Shannon, and she can document those barriers or challenges and maybe make suggestions based on what we come up with.
  - Shelly felt she was going to need to research SB318 for the next meeting, she is concerned for the high school students that are language delayed and not ready for employment upon transition from school.
  - We mentioned high school students and within SB318 we would look for what supports can be provided and what supports are needed in employment such as communicating with other employees and how do they interact with staff and customers, we want to confirm that they have access.
  - Under Section 7 of SB318 in Nevada Revised Statute Chapter 232 requires that the head of every agency must designate an employee that is going to be responsible to develop the language access plan and revise it for each legislative session.
  - The language access plan is intended to evaluate existing needs of persons served by the agency for language services for individuals that are limited English proficient. The language access plan is intended to evaluate existing

needs of persons served by the agency and we are doing that by taking a needs assessment. Then there must be an inventory of language services that the agency and programs currently provide, and any barriers to those services. We need to know how many staff we have that can provide those services. Build relationships with community-based organizations to ensure we have access to resources. Then provide an inventory of training and resources and how we're going to improve those so that individuals can obtain the language services they need.

- Shannon will make sure we get a copy of SB318 as enacted and that will be shared with the members of the subcommittee and the public.
- The question was asked if there might be push-back that Deaf and hard of hearing visual access wasn't defined in this law as it states oral language, and the answer was that while it doesn't specify visual language, ADSD is taking ASL, cart, braille and all forms of communication into account and we wont know what other agencies are doing until they publish their documents, the Office of New Americans has provided templates and they do include sign language and all forms of written communication as well.
- It was asked if there were any mechanisms in place to provide coordination among the executive branch agencies so each agency isn't reinventing this from scratch separately but advocacy groups like ours could provide input that would be heard by the lead person in multiple agencies. The agencies have had meetings with one another and have some collaborative work, but each agency is unique and the services and programs they provide and so their language access plan may look different in some respects.
- There was discussion about including visual language as well as written and oral.
- There was also discussion about the need to make the law more exact.

6. Review and Discuss proposed Bylaws applicable to Subcommittees and Subcommittee Recruitment:

Laura Fink, Chair

Obioma Officer, Executive Director

- It has been asked that all subcommittee members send in their contact information, and we will update our records.
- The bylaws currently state that the subcommittee membership is currently three years and one of the changes we are looking for is changing that to a one-year term.
- At the full commission meeting on July 14, 2022, meeting we will be reviewing the bylaws and voting on those changes. This is in response to the community asking for new faces in the meetings and our hope is with this change we will allow more community participation.
- Looking forward to your participation in this subcommittee and encourage you to engage in the meetings and work we are doing and with the community.
- Thank you for your service.

7. Approval of Roster, and contact information updates (For Possible Action)

Laura Fink, Chair

- Laura Fink, Chair,
- Laura Thompson "LT"
- Michelle Albrecht
- Tim Smalley
- Shelly Freed
- Tim makes a motion to accept the roster with the names as given, Shelly Freed seconded, motion carried.

- This is the first time the subcommittee has met, and we are glad you are here and thank you for your willingness to join and be a part of this subcommittee.
- We are going to focus on developing and supporting the efforts to development of employment within the community.

8. Discussion and Possible Recommendations for subject matter: (For Possible Action)

Laura Fink, Chair

- Model State Plan 2022 – Deaf Professionals Network – Council of State Administrators of Vocational Rehabilitation <https://www.csavr.org/deafmsp>
  - There are ten different points to the MSP.
  - First point is the prioritization of designated staff for Deaf and hard of hearing.
  - Second point is increase eligibility of services.
  - Third point is recognizing ableism.
  - Fourth point is investing in current technology.
  - Fifth point is prioritizing direct communication.
  - Sixth point is strengthening business partnerships.
  - Seventh point is expanding professional development.
  - Eighth point is value, ongoing community engagement.
  - Ninth point is Embed Pre-ETS funding opportunities, funding opportunities for Deaf and hard of hearing people
  - Tenth point is Leverage the new Model State Plan for agency improvement.
  - Most of the subcommittee did not get a chance to review the document prior to the meeting so it was decided to table the discussion until the next meeting.
  - Subcommittee members asked what their role in the subcommittee is and discussion ensued.
  - We encourage the members of the subcommittee to review the documents prior to the meeting we do post them in advance on the website, all meeting materials can be found here: [Nevada Commission for Persons Who Are Deaf Hard of Hearing or Speech Impaired \(nv.gov\)](https://www.nv.gov/NebraskaCommissionforPersonsWhoAreDeafHardofHearingorSpeechImpaired)
  - We also encourage members to send in topics they would like to see discussed at meetings to the chair or executive director.
  - This committee is focused on employment and the model state plan is designed for organizations that do assist Deaf and hard of hearing obtain employment.
  - In the subcommittee we would set an action plan like what will need to be done, who will do it and then the timeline to get it done.

9. Review, Discuss and Approval of Tentative Agenda Items for December 8, 2022, meeting:

Laura Fink, Chair

- Model State Plan 2022 – Deaf Professionals Network – Council of State Administrators of Vocational Rehabilitation
- Look at the State plan to set an action plan for the subcommittee to see how they can influence the community.
- Suggestion to add another meeting prior to the December date.
- Having a town hall related to employment to have it documented what the community experience is.

10. 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.)

- Erika Minaberry she is the new deaf and hard of hearing program manager at NVCC up in the North and she wants to introduce herself and let us know she will be in touch.

- Ace Patrick is the chair of the NV SILC and wants to invite everyone to the next NV SILC meeting Wednesday and Thursday July 13<sup>th</sup> and 14<sup>th</sup> from 1 pm to 3 pm both days. If we need help with any support of legislative bills SILC is happy to help. Contact Ace or Dawn Lyons. She let us know that the deaf and hard of hearing community is underrepresented at the State Independent Living Council. Their website is [nvsilc.com](http://nvsilc.com) and membership applications can be found there and meeting information.
- Laura Thompson let us know that Nevada VR services has a Deaf/Hard of Hearing specialty counselor team looking to register more Deaf, hard of hearing and DeafBlind clients for services related to employment. She provided direct contact information for application questions or other follow up.

11. 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](mailto:lorrainebelt@adsd.nv.gov) or call at (702) 486-4307 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](http://www.adsd.nv.gov) and Nevada Public Notices website at [www.notice.nv.gov](http://www.notice.nv.gov)

Supporting public material provided to Commission members for this meeting may be requested from Lorraine Belt-Dolan, Commission Administrative Support, ADSD at (702)486-4307 and is/will be available at the meeting locations and ADSD 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))