



DEPARTMENT OF HEALTH AND HUMAN SERVICES

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



DRAFT MEETING MINUTES

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| <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> | Friday, September 16, 2022 10:00AM |
| <i>Place of Meeting:</i> | Virtual: Zoom Interpreters for this meeting: Diane Hazel Jones, Caroline Bass 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, Shelly Freed

Guests: Maria M, Hailey Cisneros, Ellen Marquez, Catherine Nielsen, Andrea, Katy Zimmerman, Dawn Lyons

Accommodations: Becky Van Auken, Captioner, Diane Hazel Jones; Interpreter, Caroline Bass;

Staff: Obioma Officer; Executive Director, Lisa Torres; Community Engagement Manager, 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.)

- Shelly Freed, wanted to get clarification on their roles on the committee and to find out specifically what we are doing with the State Plan and assigning roles to each subcommittee member.
- Lisa Torres answered that we were in Public Comment which we cannot address the issues brought up in Public Comment it's more for non-members of the committee to speak and let us know about things going on in the community. Shelly's issue would be more appropriate at a later agenda item.

- Laura received an email about issues with unemployment and not being able to communicate via sign language and the unemployment being in jeopardy.

3. Approval of Minutes of the June 9, 2022, meeting: (For Possible Action)

Laura Fink, Chair

- Tim commented on the second page first bullet he is not sure that is related to unemployment or if it should be a separate topic. This was a comment made by Laura Thompson and she clarified that it does relate to unemployment and the community not being able to reach unemployment by phone and does belong in that section.
- Shelly made a motion to approve the minutes be approved as read, Laura Thompson seconded, motion carried.

4. 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

- Recommendation 1: Inclusion of the community
 - Shelly stated that some of it relates to ADA and the employees place of business and the second one was training the employers about topics such as the ADA or Deaf persons accommodations to be able to function in their place of employment.
 - Tim believes that 1, 2 and 3 are combined, and could be related to employment.
 - Laura Thompson stated that we need diversity and inclusion of all hearing loss, and accommodations in the workplace like assistive technology.
 - Appropriate training in the workplace is needed, i.e., what to do when an interpreter comes to the workplace.
- Recommendation 2: Government accessibility
 - Tim mentioned that this could apply as people work for the state or the government and they need access. Laura Fink stated that in VR they are requesting that there be more deaf, deaf blind and hard of hearing jobs included on the 700-hour list and we are seeing that there are not a lot of people willing to hire them.
 - Contracted organizations need to be looked at as they are not serving deaf and hard of hearing people.
- Recommendation 3: Quality interpreters
 - Shelly would like to add that if it is a state meeting, we need to have quality interpreters, not ones who are just starting their career.
 - We need to include the promotion of CDIs as there are no CDIs in Nevada currently.
 - There is also a shortage of certified hearing interpreters, CHI's, and how do we encourage and improve that small supply and enhance it even further.
 - We have a desire for quality interpreters throughout the State and the support of developing pathways to hiring and retaining interpreters in the state.
 - A suggestion that could be worked on with other subcommittees was talking to the legislature about a recruiting and retention program that would possibly give a monthly stipend to encourage them to stay in a particular area.
- Recommendation 4: Emergency response and management
 - Appropriate training in the workplace, we need to make sure that access has been provided.
- Recommendation 5: Health care access
 - Lack of healthcare access has an impact on a client's ability to be employed or have access to employment.

- Employees should be provided tools and resources in their native language as English isn't always a Deaf or hard of hearing persons first language.
- The association of medical professionals who have hearing loss is a key organization, something we should be supporting with our work and work groups. Deaf people can be in these professions, focusing on job diversity, shifting the thinking of people in the medical profession to inclusion of Deaf and hard of hearing individuals.
- The University of Rochester in New York has about 90 medical students who are Deaf or hard of hearing and it would be nice to get a hospital in Nevada to partner with them to get Deaf and hard of hearing students here. And find out how many Deaf and Hard of hearing students have applied for those kinds of programs here and what the actual rate of acceptance is.
- Recommendation 6: Language development
 - Vocational Rehabilitation could help clients develop their vocabulary related to the workplace. For example, safety in the workplace. Certain terminology needs to be explained. Deaf people need to understand the meaning of the safety features and they need to understand what is required of the employee during their work hours.
 - If a person is language deprived and has a difficult time communicating with their employer or team, they need to develop those critical skills.
 - If we hire staff that are knowledgeable about Deaf-Blind and hard of hearing individuals in the schools, then the students will be able to be more successful and that will lead to more successful employment. When there's a high turnover of staff or staff that aren't qualified, they are not able to support the child from an early age, then they are going to end up not being successful in the workplace.
- Recommendation 7: Post-Secondary education transition
 - It is felt that the schools are not focusing on the ITP, individual transition plan, which is to get our students ready to transition into the employment world and would like to see how we are going to assess these students and clarify in an educational setting that the ITP is the primary concern over IEPs when we're talking about transition.
 - Developing and implementing a one semester course where students are exposed to vocabulary, interview preparation, resume preparation, etc. to prepare them for post-graduation and work development.
 - Seeing more collaboration between the schools and Vocational Rehabilitation, VR has a team that specializes in services to the youth, and a counselor that is proficient in sign language that tries to recruit Deaf ad hard of hearing students and they provide services to assist them to prepare for their transition from school to work, but there must be more students out there registered within the state.
- Recommendation 8: WIOA partnerships
 - JobConnect has a new name, it will be called employ NV hub, which is under the WIOA service and Vocational Rehab which is under the WIOA. They will be in partnership, collaboration, cross-referrals. They are not the most knowledgeable about the Deaf community and we could work to improve that.
 - We need to talk about job placement, and job fairs and how many interpreters you would need to hire for those fairs.
 - Recruiting people to seek out employer to work with the WIOA/Vocational Rehabilitation clients, maybe the chamber of commerce. We need business committee or organizations that we could go to and talk about possibilities for hiring Deaf people.
- This subcommittee is focused on employment opportunities for our community.

- SILC is having Social Security come and explain not losing your benefits while getting a job and working at their next meeting October 13 at 1:00 pm they can be reached at: <https://www.nvsilc.com/meetings>
 - Each member took a Recommendation to work on and brainstorm and bring back information and a plan for moving forward as homework, due at the December meeting.
5. Confirm Roster and Projected Future Meeting Dates:
Obioma Officer, Executive Director
- There has been a resignation on another committee and one of the members of this committee would like to switch to the other committee but will stay on until a replacement is found.
 - If you know of anyone with expertise in the field of employment, please let Laura Fink know, we would like to open the seat up to the public.
 - The next meeting is December 15th at 10:00 AM, we had to change some things due to staffing and the meeting after that will occur every three months, and that would mean the meeting after December would be March. We'll have the full calendar after the November General Meeting.
6. Review, Discuss and Approval of Tentative Agenda Items for December 15, 2022, meeting:
Laura Fink, Chair
- Model State Plan 2022 – Deaf Professionals Network – Council of State Administrators of Vocational Rehabilitation <https://www.csavr.org/deafmsp>
 - Unemployment update
 - Homework on recommendations
 - If anyone has any more recommendations, they can email Laura Fink and cc Obioma.
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.)
- Dawn Lyons the Executive Director of the NVSILC, stated that she would be the contact person if we wanted to follow up about the discussion about access and support for Deaf people through SNCIL's offices.
8. Adjournment: 11:52 am
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, ADSD at lorrainebelt@adsd.nv.gov 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))