Current Language:
Order of Georges and Georgettes status shall be conferred to individual members who maintain their membership for at least three (3) consecutive years.

Proposed Changes:
Order of Georges and Georgettes status shall be conferred to individual members who maintain their membership for at least three (3) consecutive years.

If Adopted:
(Removed)

Rationale
The NAD is committed to building and maintaining an inclusive environment where differences of opinions, beliefs, and values are sought, listened to, respected, and valued. Through inclusiveness, the NAD is committed to expanded membership, participation, and leadership that reflects the diversity of the American deaf community.

In light of this statement, the NAD board reviewed the bylaws in 2016 to ensure the gender-neutral language is clearly stated. Since that time, the section on Order of Georges and Georgettes in the bylaws and delegate manual has been constantly revisited for potential revision. In our goal of dismantling the systemic inequality that has long been rooted in the NAD history, we acknowledge that the term “Order of Georges and Georgettes” in itself has several -isms that may have long triggered individuals within the NAD. We believe that the removal of this term shall be a part of a
unified effort to break down any inequality and promote inclusiveness for all.

The NAD aims to continue its mission and values of embracing deaf and hard of hearing Americans with diverse perspectives, experiences, and abilities. The NAD also recognizes and appreciates every single member for their dedication and commitment all these years with hopes of continued support from each and every member.

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| Board/HQ Recommendation | The NAD Board/HQ supports this proposal in tandem with the next proposal regarding OGG. |