Title: Collaboration with BIPOC Organizations

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Author: Stephanie Hakulin
Seconded by: BJ Wood

Problem to be addressed:
Racial justice needs to be addressed through collaboration with BIPOC organizations due to systemic oppression. We are facing the issues that impact the deaf, hard of hearing and DeafBlind community due to current events (Black Lives Matter (BLM), fraternities, and school/service organizations).

Proposed Solution:
To create and implement a racial justice action plan related to state associations, educational institutions, service organizations, state agencies and other institutions that serve the Deaf, DeafBlind, Hard of Hearing and Late Deafened communities.

Rationale:
The Racial Justice Task Force should include BIPOC members to address the issues and to reach out to BIPOC organizations/communities to dismantle the system.

Fiscal Impact:
1. Use of NAD zoom meeting for Racial Justice Task Force
2. A small stipend for Staff/Committee or NAD staff to cover the cost for traveling if required.

NAD Board/HQ Response:
The NAD has been collaborating with BIPOC organizations, has had a Diversity Strategy Team, and is in support of this proposal.