Problem to be addressed:
Throughout the country from deaf schools, to nonprofits to state associations and other service based entities, the longstanding problem of racism has been prevalent for a long time. It is time for NAD to develop toolkits that would be utilized as mechanisms to address diversity equity and inclusion issues within entities serving deaf, deaf-blind, and hard of hearing communities.

Proposed Solution:
NAD would set up a task force to develop virtual toolkits and continue anti racism efforts. These toolkits would be used for State Associations and other deaf entities to help them to build a diverse membership base and to provide safe space where diversity equity and inclusion strategies will help eradicate racism within the deaf community and strengthen the deaf ecosystem for all.

Rationale:
The Black Lives Matter movement motivated this country to make positive change and tackle racism in all of its forms. The deaf community needs to maximize tools that will help and grow the organizations, the schools and other service based entities.

Fiscal Impact:
No Impact.

NAD Board/HQ Response:
The NAD is in support of this proposal, which requires collaboration with BIPOC organization and should be merged with the Racial Justice Task Force priority.