



BOARD OF DIRECTORS MEETING

MINUTES

Monday, October 25th, 2021

(Zoom) 1545 Hotel Circle South, Suite 300, San Diego, CA 92108

ATTENDANCE

Board of Directors:

Chair:	Matt Ellis
Vice Chair:	Amrita Nat-Booter
Secretary:	Jesse Jones III (absent)
Treasurer:	Josh Jensen
Members:	Doug Sampson
	Ruth Rosas
	Tony Ronco
	Laura Preston
	Tamana Gundara

Staff Members:

Executive Director:	Allie Rice (interim)
Deputy Director:	Allie Rice
Human Resources Manager:	Lauren Gordon

Guests:

Interpreter:	Jennifer Austin
Interpreter:	Suzanne Lightbourne

MEETING

Call to Order

Ellis called the meeting to order at 6:02 PM.

Review of the Minutes

The minutes from the August 30th and September 27th meeting were not presented for review and had been tabled to next month's meeting for review and approval.

Chairperson's Report (Ellis)

Board update:

New Members on the Board

Please join me in welcoming Laura Preston and Tamana Gundara. We are thrilled to have them with us.

Revised DCS Organizational Healing Report

The report will be out in circulation today, if not tomorrow. Please remember that this report is based on several listening sessions that Innivee had with the community, clients, staff, and the board. Innivee decided that its initial report back in July was inadvertently framed as a "fact-finding" project, which diminished the focus that Innivee wanted to achieve. Their new report focuses on re-assessing their session findings and being more concise about their recommendations on the next steps. The board has not edited or filtered Innivee's report in any way. We want to take the time to respond to the report. We look at this as an opportunity. We have the opportunity to remake an agency into one we would be proud of.

Executive Director Search

Two weeks left- The application deadline is on November 5th. Time to ramp up our marketing/recruiting efforts! Would you please spread the word and email recommendations to dcsearch@innivee.com

Executive Director's Report (Rice)

COVID-19 Update: DCS is open three days a week – Tuesdays, Wednesdays, and Thursdays – from 10 am – 3 pm and will continue to meet in-person with clients/visitors by appointment only.

Administration:

DSS Quarterly Meeting: On September 21st, all sister agencies’ executive directors re-convened. Topics on deaf and hard of hearing youth within the foster care system and refugee programs, including resettlement counties, were covered. The next quarterly meeting will happen in January 2022.

NAD Leadership Training Conference (NLTC): The executive team and the admin team participated in the virtual training from Sept. 20th – 24th. Workshop topics included: “Constructing a Counternarrative through Intersectional Lens,” “Deaf Self-Advocacy Training (DSAT),” “Befriending Legislators,” “Communication Strategies,” “Maintaining Funds,” “Working Together, Not Against Each Other,” and “Self Care and Mental Health During the COVID-19 Pandemic.” It was thought-provoking and enriching!

Staffing Update: The Deaf Coach Coordinator (DCC) position has been filled. Marla Marks, one of the deaf coaches under the Deaf Mentorship program, is our new DCC and she started on October 11th. There are several vacant positions and those are as follows: Executive Director, Clinical Director, Registered Alcohol and Drug Technician, Behavioral Health Therapist, Deaf Advocate, and Interpreting Services Director.

Departments:

Behavioral Health Department:

<i>Behavioral Health Services</i>	Aug.	Sept.	YTD
Unduplicated clients (adult/child)	1	0	7
DSS cases	0	0	2
<i>Signs of Life (SOL)</i>			
Unduplicated clients	1	0	5*
SOC vacancies	2	1	1
SOC2 (SOH) vacancies	0	2	2
<i>Clubhouse</i>			
Unduplicated clients	7	1	29
Client contacts	137	124	387

**13 active cases for SOL.*

Interpreting Services:

	Aug.	Sept.	YTD
Total # of Requests	423	527	1,271
Total # of Last Minute Requests	41	33	107
# of Last Minute Requests Filled	33	27	88
Total # of Community Requests	347	416	1,063
# of Community Requests Filled	333	384	1,010
Total # of Educational Requests	108	110	245
# of Educational Requests Filled	89	93	208
# of requests canceled (Billable)	39	21	98
# of requests canceled (non-billable)	42	114	182
# of Trilingual Interpreting Requests Filled	1	4	6
# of Requests for CART Services Filled	2	3	75
# of DeafBlind Interpreting Requests Filled	13	16	46
# of Deaf Interpreter Requests Filled	6	16	36
Total Requests of Pro Bono Services Provided	3	7	13

Employment Services:

	Aug.	Sept.	YTD
Enrollment	8	8	27
Job Placements (Goal: 62 placements)	2	10	15

Adult Literacy Services:

	Aug.	Sept.	YTD
LEAD			
Unduplicated trainees (combined)	6	0	6
HQ	0	1	5
NCO	0	0	1
PVSA			

Unduplicated participants (combined)	0	1	4
HQ	0	1	4
NCO	0	0	0

**Duplicated trainees; another metric will be added to reflect duplicated trainees.*

Youth and Family Services:

<i>Deaf Mentorship Program</i>	Aug.	Sept.	YTD
Unduplicated # of families	0	2	2
Deaf coaches	0	5	5
# of families on the wait list	0	22	22
e5	n/a	n/a	n/a
<i>Family ASL</i>			
# of participants	n/a	n/a	n/a
# of families in attendance (Merry Mondays)	n/a	n/a	n/a
<i>BBBS</i>			
# of matches	0	0	0
# of Bigs on the wait list	5	5	5
# of Littles on the wait list	21	21	21
<i>Deaf Youth Literacy Camp (DYLC)</i>			
# of campers	14	0	14

Financial Report (Jensen)

Hello everyone again. We are continuing working with the DCS accounting manager, Emmanuel on getting the financial statements from both previous and current FY. We also have been continuing reviewing the budget for the current FY. Thank you.

Fundraising Committee Report (Preston)

Hello. My name is Laura Preston and I am Chair for DCS Gala Fundraiser. Please save the date for May 14, 2022 and it will be at Fairbanks Ranch County Club in Rancho Santa Fe. We are in need for volunteers to form a committee to help to make this into an

amazing successful Gala! Please e-mail me at lpreston@dcsofsd.org if you are interested. We are in process of gathering ideas to do more fundraisers throughout the year. There will be more details regarding the Gala coming soon. Thank you.

Personnel Committee (Nat-Booter)

DCS has established a Diversity, Equity, Inclusion (DEI) statement for the agency. The DEI statement is our declaration of DCS' commitment to cultivating and strengthening a diverse, equitable, and inclusive workspace at DCS. Here is our DEI statement:

At Deaf Community Services of San Diego (DCS), being diverse, equitable, and inclusive is part of who we are and strive to be. These values are central to the success of our mission, and for everyone, including clients, employees, and the community, to feel respected, valued, and empowered. Having varied perspectives promotes and generates ideas and strategies while serving our community in an ever-changing--and increasingly diverse--world.

We will also add a list of Objectives and Strategies next, as we reach a consensus on them. The objectives, strategies, and the results of DCS' efforts will be updated as the text under the DEI statement. We aim to have a living document for the DEI statement, objectives, strategies, and results on the DCS website.

The personnel committee is working on two things, the DEI objectives and strategies, and the Staff liaison role description. If you have any questions, please contact us.

Deaf Service Advisory Council (Rosas)

So everyone please join the DSAC it's open to everyone in the community, any members who would like to join us. If you have any concerns, or you want to comment on anything please join us. We have 3 vacancies if you'd like to apply to come, or you want to volunteer, we need chair, vice chair and secretary positions to be filled. So please send an application to an e-mail DSAC@DCSofSD.org. Thank you.

Board Governance Committee (Ronco)

Hello everyone. So, the committee has been doing our plan for job, for ourselves first, and then the board, so we will be looking at ourselves, and doing a good job for you. This Thursday will be the first assessment or analysis of our evaluations so we are excited to have that happen.

Old Business

None.

New Business

None.

Announcements

Next board meeting will be on Monday, November 29th, 2021.

Adjournment / Closed Session

Ellis adjourned the meeting at 6:37 PM.

~~Jan 25~~ ~~Feb 22~~ ~~Mar 29~~ ~~Apr 26~~ ~~May 24~~ ~~Jun 28~~ ~~Jul 26~~
~~Aug 30~~ ~~Sep 27~~ ~~Oct 25~~ ~~Nov 29~~ ~~Dec (no meeting)~~

Respectfully Submitted By,

A handwritten signature in blue ink that reads "Jesse Jones III". The signature is written in a cursive style with a long horizontal flourish extending to the right.

Jesse Jones III