

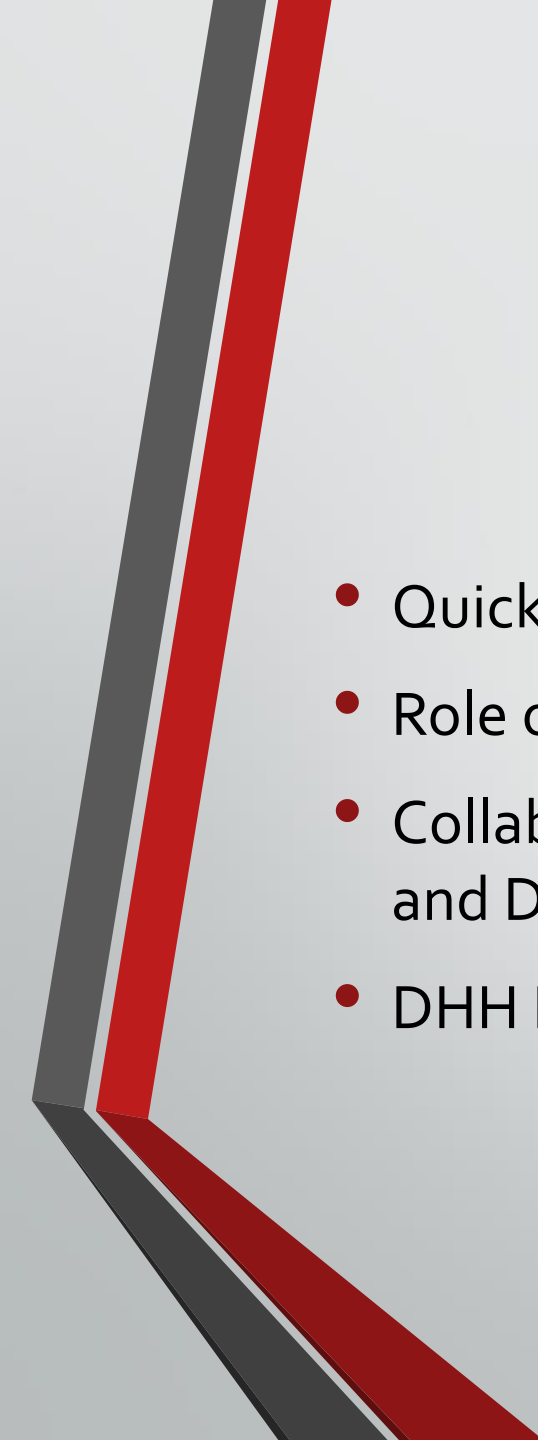
Deaf and Hard of Hearing Specialist NBRC Board of Directors Presentation

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North Bay Regional Center

Introduction

- Thank you for hosting me to give a presentation about my role at NBRC. I am thrilled to be here.
- I joined North Bay Regional Center as a Deaf and Hard of Hearing Resource Developer on February 1, 2022. I have recently celebrated my one year and I have truly enjoyed my time here and have learned a lot about my role and how I can support the community.
- My background consists of working as a Care Coordinator with Deaf clients, a DSP for Deaf+ clients, and as an Independent Living Instructor at Helen Keller National Center serving the DeafBlind community.





Agenda

- Quick DHH Training 😊
- Role of the D/HH+ Resource Developer
- Collaborative work with NBRC Case Management staff and NBRC Equity and Diversity Resource Developer
- DHH Resource Developer Goals

Definitions:

- Deaf: lacking hearing, either entirely or at a severe to profound level
- Hard of Hearing: an individual with a hearing loss, ranging from mild to severe
- DeafPlus: deaf/hard of hearing individuals who have additional disabilities (intellectual/developmental, etc.)
- **Distinction between deaf and hard of hearing depends on where the loss is on an audiogram**
- Hearing impaired: the deaf community does not consider themselves impaired. Additionally, the term is ambiguous and does not define extent of hearing loss

Deaf Culture

- Like all cultures, Deaf Culture has four components: language, behavioral norms, values, and traditions.
- Primary language is ASL
 - ASL is a recognized language with its own rules of grammar and syntax
- English and ASL are not the same thing
- Behavioral norms include: eye contact, attention getting (hand waving, tapping on floor/tables)
- Values include ASL, vision, hands and signs, Video Phones, interpreters, captioning, etc.
- Traditions reflect cultural values: face to face interaction, deaf events, and other gatherings that include deaf participants.

HE/SHE WHO?
"Who is he/she?"

DEAF YOU?
"Are you Deaf?"

I HUNGRY, WHY? EAT LUNCH NOT
"I'm hungry because I didn't eat lunch."

TODAY RAIN, GAME CANCEL
"If it rains today, the game will be cancelled."

THAT GIRL, WHO?
"Who is that girl?"

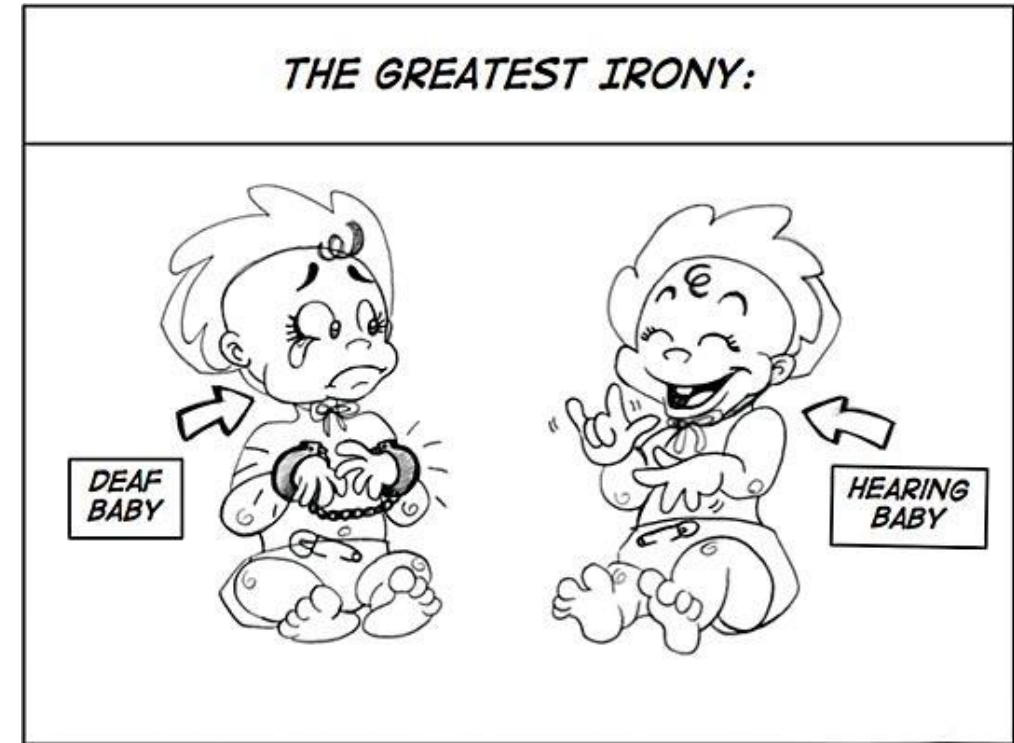
MY DAD, THAT MAN
"That man is my dad."

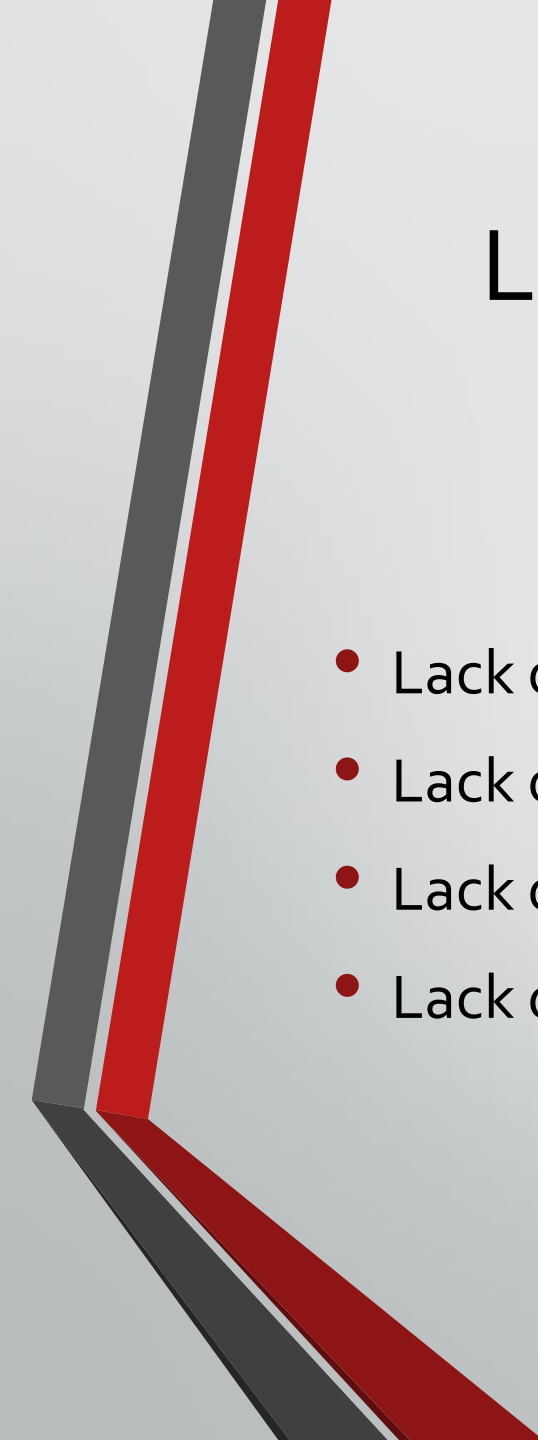
I WANT LARGE SODA
"I want a very large soda."



Types of Systemic Oppression

- **Audism:** negative stigma toward anyone who does not hear; like racism or sexism, audism judges, labels, and limits individuals based on whether a person hears and speaks
- **Language Deprivation:** lack of linguistic stimuli that are necessary for the language acquisition processes. This results when a child does not receive sufficient language input to acquire or learn any language or readily develop cognitive capabilities





Lack of Accessible/Culturally Competent Services Deaf+ Individuals

- Lack of interpreters on hand
- Lack of knowledge as to how to find an interpreter
- Lack of understanding about Deaf culture
- Lack of appropriate treatment - no signing therapists, doctors, etc.

D/HOH SPECIALIST ROLE AT NBRC

Support Service Coordinators who are currently working with D/HH+ individuals... What does this look like?

Connect directly with Deaf+ individuals with guidance from SC's to better assess their needs.. What does this look like?

Deaf+ Resource Developer GOALS:

1. Bridge the service gap that many Deaf and hard of hearing individuals with disabilities face on a constant basis.
 2. It is also a goal of mine to ensure that clients receive services that match their needs.
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D/HH+ SPECIALIST ROLE AT NBRC, Cont'D

Additional Goals + Works Tasks

- Develop and increase Deaf+ resources and coordinate with the Department of Developmental Services (DDS) on statewide efforts to strengthen relationships with the Deaf+ community.
- Develop supplemental tools and materials – brochures, PowerPoints, containing thorough education of Deaf+
- Reaching out to current vendors who are willing to accommodate the needs of Deaf+
- Aim for more vendorization opportunities that serve the Deaf+ community and attend outreach events to spread awareness of the Deaf+ role

Community Meetings

- ARCA monthly meetings with all Deaf Specialists began June 2022. Some relevant topics related to Deaf+ at ARCA meetings have included:
 - Deaf Culture & Anti-Bias Training
 - Identify barriers to analyzing current client data
 - Deaf-friendly, evidence-based communication practices when working with Deaf+
 - Language deprivation, hearing loss identification and levels

Working
Collaboratively
with NBRC's
Equity & Diversity
Resource
Developer

- Partnered on developing outreach plans and identified community events specific to each person role.
 - Attended the annual Deafopia event
 - Inclusion Festival
- Assisted the D/E Resource Developer on Health and Safety requests, for providers seeking to hire staff with ASL skills
- Provided assistance on developing a 5 year strategic plan to increase Resources which included staff members from Community Resources

Current Activities

- Deaf+ presentation given to several case management units to give an overview of the Deaf+ community, their needs, and how I can support
- Established monthly meetings with DEI and outreach team to meet outreach goals
- Presented to vendors at the Pre-Vendor Workshop about Deaf+ community and their specialized needs – and to contact me if they are interested in working with Deaf+
- Met with service coordinators and their client(s) to establish need
 - Some community visits have already occurred with clients to assess next steps for clients
- Surveys sent to service coordinators as a form of data collection on Deaf+ consumers at NBRC
 - A total of 10 questions about communication methods, types of services they are currently receiving, and overall Deaf+ knowledge
- DDS Directive to create an ADA training on Effective Communication
- Informational Session on using Health & Safety waivers to obtain staff to work with Deaf + Providers
- Support Group for Deaf+ individuals to come together and share their thoughts, perspectives, needs
 - Looking to establish this July 2023
- Vendor more ASL interpreting agencies
- Determine equipment need for clients at their group homes and day programs for communication access



QUESTIONS?