

FLORIDA COORDINATING COUNCIL
FOR THE DEAF AND HARD OF HEARING
Quarterly Meeting
St. Augustine, Florida
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Brandi Kent, RPR, CRC, CRR, RSA

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>> SEAN: This is the Florida Coordinating Council for the Deaf and Hard of Hearing. Please do not put your phones on mute, otherwise we might experience some music in the background. I'm sorry, let me correct that statement. Place your phone on mute. Don't place it on hold because if you place it on hold, then we will hear some background music. And we'll start our morning meeting dancing instead of getting business done. So thank you very much. I'll turn it over to the Chair.

>> GLENNA: Good morning. Welcome to the Florida Coordinating Council for the Deaf and Hard of Hearing. And first I'd like to really appreciate you all making an effort to come to the meeting in person and to connect on the conference call this week. It was the first time in-person in two years. I appreciate you coming, all of you.

We'll start the Roll Call. Sean?

>> SEAN: Sean Issac with the Florida Department of Health.

>> DEBBE: Good morning. This is Debbe Hagner, representing HLAA, Florida and I'm from Port Richey, Florida.

>> GLENNA: Glenna Ashton representing Florida Association of the Deaf from Boca Raton.

>> CHRIS: Good morning. This is Chris Littlewood representing the Association for Late-Deafened Adults, Seminole, Florida. I work for St. Petersburg College.

>> GINA: Good morning. This is Gina Halliburton representing FRID from Jacksonville, Florida.

>> JOHN: Good morning. This is John Jackson from the Florida Coordinating Council - - goodness. Start over, please. This is John Jackson from the Department of Children and Families, Tallahassee, Florida.

>> GLENNA: And I want to recognize our wonderful service providers, Lashay Lewis, Brandi Kent, Donna Flanders, Carrie Moore, Chris Costa and George Costa. Thank you all. Before we start and respond to public comments, two things. If you're considering to stay on the Council, which I hope you will, you might want to fill out the Florida Department of Health Appointment questionnaire and give it to Sean before leaving.

Be aware that checkout time is 11:00. They will only delay until 12:00 because the hotel is already booked for the weekend. So if you haven't checked out, I recommend do you that during the break.

And before we start the public comments, I'd like to talk about the FSDB tour so that it's on the record in the minutes. Yesterday we stopped at 9:45 and carpooled to the School for the Deaf. And we had to the line up to go through security, go out, and then met Tracie Snow, the President of FSDB and Nancy Block, the Director of Public Relations, and one other person that was the driver. And we got on two golf carts and rode around the entire campus and stopped at different buildings. Tracie would explain about the different buildings and programs.

We could not go into the classroom because of the COVID. I'm sorry, we were not able to see the classrooms because they have a lot of cool technology. I mean they really are using the latest technology as soon as possible and a lot of material, and of course it's so great to meet the children. I would like to know what your reactions and thoughts are about seeing the beautiful campus of FSDB.

>> DEBBE: One thing I want to recognize is that Mary is in the chat. Is there anybody else on the phone or in the chat?

>> GLENNA: So Mary is on the chat. She represents the Department of Elderly Affairs.

>> DEBBE: Correct.

>> GLENNA: I'm sure you had some reactions and thoughts about visiting the campus yesterday. I think for most of you, it was the first time. John, do you want to start?

>> JOHN: This is John. It was actually my second time taking a tour. It was really neat. I mean the whole thing was really great. I enjoyed it. I just had no idea how close to the water they were and how pretty the campus was. We didn't tour as much of the campus last time and I think there are more buildings now than the last tour I took. But I really almost wish it was mandatory that all legislators, not only take a tour of it, but have to take a tour of museum itself and get a history of the place, because that was really neat. Otherwise, I really think they should find a way to give all clear public access to the DB Designs because I don't know, maybe they have a shop somewhere. You can't just go on campus and go shopping at DB Designs, can you? So I was thinking I'd like to go back at some point and take my kids back as well. It was a great experience. I really think it's an incredible campus and hope it continues to be successful for another century or so.

>> GLENNA: The first time you went, you were just on campus for a meeting? So you didn't get to tour or what?

>> JOHN: It was a short tour and it was also in the evening, towards the end of a - -

>> GLENNA: So you didn't see the classrooms or - -

>> JOHN: Honestly I can't remember much of the specific buildings from the first tour I took. I know we did not see as much as we saw yesterday and I don't know if that is because there is more now than 14 years ago, or what.

>> GLENNA: Okay.

>> JOHN: It was towards the very beginning of when I got on the Council. So long time ago.

>> GLENNA: Gina?

>> GINA: I have been there several times. I agree with Glenna that everybody should go when they have the opportunity to see the actual classrooms because the technology and teaching

modalities are phenomenal. And you get a chance to see the students in action. But it's a great experience. We should do it at least once a year.

>> CHRIS: It was a pleasure. I really enjoyed it. It was my first time. I thought the campus was beautiful and a lot of things were very impressive. Tracie did a great job of sharing the tour information with us. I also talked about her doing a virtual tour for us with ALDA for one of our monthly meetings and she was really receptive to that. So that was great. The only disappointment I had in the tour was, as a career educator, I would have liked to have seen the kids a little bit more, maybe peek in the classroom. I know we couldn't take pictures or anything but it would have been nice to again see things in action, so to speak, especially since we were there during a school day. But maybe for whatever reason, that just couldn't happen, especially during COVID. So it is what it is. It was outstanding tour and everything about it was great.

>> DEBBE: I thought -- I enjoyed the tour very much. It is always interesting to see how things have changed over the years. How much things improved. Where they are going for the future. I enjoyed it very much.

>> SEAN: I too was struck by the campus. And also, Chris, I would have loved to see some of the technology in the classrooms, that they have to offer. I think everyone should take a tour of that school. Taxpayers are paying for it and it's a great service to our state. I was struck by the museum and the history of that school being opened since 1885. Pretty incredible. I was struck by some of the stories that they told me about some of the things people did while there. Also how they actually handled integration back in the 60s. I didn't know that the campus was split between African- Americans and whites to a certain degree. And I guess in the 1920s they had their first African- American student to be admitted. A lot of history in that school. It was very eye- opening. I appreciate the tour and the opportunity and hopefully we can do it again.

>> DEBBE: I hope that the museum will become more virtual. I asked them to make sure that all of their photos become digitalized and make it available on line. It would be nice to see -- I don't know if they have a backup from what I understand, they don't have a backup of all those photos and I would say, please get them scanned and preserve them.

>> GLENNA: I would like to ask the service providers to step out of their role because they had a chance to visit the campus. So I'm curious to see what you thought.

>> INTERPRETER: Maybe during the break we could discuss that?

>> GLENNA: We will move on to the public comment and there were a lot of public comments made --

>> GLENNA: I think Sean has a few announcements to make. About the bill.

>> SEAN: I want to remind us since it's been a while since any of us have traveled, especially for the Council Members to submit your bill to me today or as soon as you can so you can get reimbursed for that travel. There should be no parking on your bill. That was complementary. And then if you have any questions regarding anything on that, please let me know. Certainly you have the opportunity to ask the hotel to split your calls between personal and then just the room and/or tax itself. If you have any questions, please let me know. Basically --

>> DEBBE: There was a form about tax exemption. Did you ever get that figured out?

>> SEAN: Yes, some of you may have tax exempt forms. Still answering the question regarding The Department of Health using its tax exempt. My understanding is if you're paying with your personal card or agency card then if you are paying with your personal card and you have a way to use that tax exempt, that's appropriate. If you're paying with any other way, you may not

be able to use your tax exemption. Sort of depends on you and what capacity you're here today. That's my understanding. I won't, as far as The Department of Health, be sharing my tax exempt with you all. I don't think that's the way we can do it if you're paying with your personal information. Any other questions regarding that?

>> CHRIS: Thank you, Sean. I haven't done my full checkout. I will on the break so I will give you my form before I leave. Obviously, we've had issues in the past long before you, about the length of reimbursement for travel. So anything we can do to keep it under 30 days is sure appreciated, especially with the holidays approaching. So, and as far as the question related to tax exempt, which is basically why I raised my hand. It's my understanding that travel for me with the college is tax exempt but I have to use the college's credit card which this is travel for the State first. So I'm not tax exempt so I didn't even bring the form. So I'm assuming that is okay.

>> SEAN: That's my understanding as well.

>> CHRIS: I would assume the only people that are tax exempt - - I would assume that the only people that are tax exempt are John or other state reps.

>> SEAN: If you're representing yourself you wouldn't be technically tax exempt, correct?

>> GLENNA: But if our organization that we are representing, they have the wrong tax exemption and we are representing them, could we use theirs? I mean we're still paying for ourselves but use our organization?

>> CHRIS: It's still all personal. It's not related. Like I'm here as an ALDA representative but ALDA doesn't pay for my travel or do anything for my travel. So it wouldn't qualify. And we are under the National Umbrella, the National Tax exempt which wouldn't apply to Florida tax exempt rules anyway. Or it's out of Illinois actually.

>> GLENNA: My organization is Florida Association of the Deaf and we have a Florida tax exemption. So just wondering if from the new leaders that will be elected later this month, I'm wondering if we could use that. I will still pay for everything myself but will just save on the taxes, that's all.

>> SEAN: Maybe it's different for state agencies because we are not - - you may not be representing that state agency but some of you on the Council are representing an organization. And so I think perhaps in that situation, depending on your local organization's rules, maybe you can use it in that situation. I don't know. I can speak for myself and my situation. You may want to get some clarification on that as a Council.

>> DEBBE: I appreciate you following up on the clarification for that.

>> GLENNA: I remember before when Shay was on the board, she gave us a letter to accept tax on car rentals only. We had to show that. No, not - - not tax accepted but to get the State rate on the car rental. That included, I guess, tax exemption because it was a State- rate kind of thing. That was an old letter.

>> SEAN: And that could have been the case, just like this instance where you had a rate for the hotel. That may well have been the case with the rental for car as well so we can work on that for next time.

In addition, I will say that next time we will have your TARs completed soon. And that will give you a little bit more time to organize and estimate the cost and submit it to the department so we can get it approved.

>> GLENNA: Are we ready?

>> JOHN: So Sean, we just give you - - we have a paper print out of the bill, just give you the Bill?

>> SEAN: Correct.

>> JOHN: I'm not going to sweat the tax. Whatever happens, happens. As long as I get the rate back. That's great. Because I don't have a clue. This is the first trip I've taken in 14 years that I had to handle my own travel so I don't know anything about the tax rules or anything like that. My assistant is on a cruise. Hopefully she is nowhere near this area right now.

>> SEAN: I appreciate that. And I appreciate everybody's flexibility. This is the first time we've traveled - - first time I traveled for the Council and so I'm learning a lot as well. I think some of these issues will be taken care of by the next time we travel.

>> GLENNA: Sean, it just occurred to me we should write a handbook ready with all the information to hand to the new person.

>> SEAN: That will be very helpful. I think that person would love that. I am working on that, by the way.

>> GLENNA: Are we ready to move on to public comment? Yesterday, Donna Drake was the first one and she mentioned about the VRI getting better but she noticed that Deaf client or customers or patience need to know more about their right to control, or have appropriate communication in terms of having the best fit, whether a man or woman interpreter, style of interpreting, so forth. Any response to that?

>> DEBBE: When I got my first COVID shot, I had to go to St. Joseph's hospital to get the shot. They had provided me with a VRI interpreter, which was totally impressed, and they made sure to explain what is going to happen and all that. They stayed with me for 15 minutes while I was waiting after I got the shot to make sure I was all right. So the VRI - - and I also had a physical and they provided me with a VRI interpreter too. I didn't tell the doctor that I wanted an interpreter but she said, oh, I know that you're Deaf, I'm going to provide you with a VRI.

>> GLENNA: Was that your first experience with the VRI both times? And you had no technical problems? And no interpreting problems? You're very lucky.

>> DEBBE: Yes.

>> GLENNA: I have noticed, I mentioned that yesterday. I noticed that when you call through the VP - - did you call through VP?

>> DEBBE: No.

>> GLENNA: How did they know you were Deaf?

>> DEBBE: Because I told them.

>> GLENNA: You tell them or you call through VP and they are more and more starting to ask if you want an interpreter or they have something ready. So hopefully that continues to happen more so somebody somewhere is educating them.

Next was Trisha Kidd. She talked about her experience with trying to get out of talking with the stuck gate. In general talking about technologies that include voice and - - I mean that more often happens when you go through a drive through for fast- food and it's becoming more are and more to control and everything and we mentioned that there is an emergency phone number to call in some situations like that. I noticed that there was a number on the parking machine. Fast- food is still a problem because you get the person behind that voice machine and they still, it's a problem, I still see stories about people being denied service or being rude to them. That continues to happen.

On the other hand, with modern technology, there are some places, not many, but there is a few, I think McDonald's started it. You walk in and you have a kiosk, a screen, and there are pictures and words and buttons and you just click on what you want. You order which food you want, which drink you want and you just click on it and there is no voice communication required. Just click, click, click and you go up, pick up your order and that was really cool. Not good for the blind people. Not good for people who can't read, but if they could follow the picture, which button to click on, it would help with them. Modern technology is not fully - - universal access code- type of thing and not everyone follow that is from the beginning where they design the technology. Sometimes it's an afterthought.

Any thoughts or response? Mary, her basic question is where are the ANTOR - - and we gave her a lot of information, especially with from Mary about the Elderly Affairs Services. There is a lot available there on line. And so later on, I mentioned how they could become more proactive with networking and reaching out to people locally with letters and visits and so forth to make them aware there is a sizeable Deaf community here.

>> CHRIS: I neglected to share yesterday because that's when we were moving on kind of quickly. But one of the things that is important to share with people is that in a lot of cases where we used to have Deaf and Hard of Hearing Service centers around the State, at one time we used to have like over 20 of them. Now there is way less than a handful. I think 3- 4, maybe. A lot of the Deaf and Hard of Hearing Services have moved to independent living centers and are part of Independent Living Centers. That is one place to always direct people aside from Elder Affairs to the Independent Living Center in their community.

>> GLENNA: Yes, CIL now has several programs for the Deaf and Hard of Hearing with Deaf leaders running those programs. And we have them present a few meetings ago and they seem to be really enthusiastic and very active. So yes, they are definitely a resource.

>> DEBBE: Mary says, thank you, Glenna. I will follow- up with the Elder Source to make them more aware.

>> GLENNA: Thank you, Mary. And I think we really need to push this statewide for all the Deaf and Hard of Hearing, DeafBlind, Late- Deafened and senior citizens. And I'm guessing that the Deaf and Hard of Hearing spectrum of hearing loss population is probably heavily senior citizen more than other age groups because they are all moving here.

Kelly was talking about another experience with providing services for senior citizens also making sure that they have access to interpreters at the same time too.

Eddie Laird, he suggested to not only just talk about the need for accessibility, but to show what accessibility looks like, a lot of people really have no idea what it looks like. And I think we do that when we go visit Tallahassee and we visit legislators, we always have an interpreter with us. And so they see that in action, or if we don't have an interpreter and they see that, one Deaf, one hard of hearing, we are sharing - - what are you saying? Okay. And then they see that we have to really work at communication.

Eddie also suggested that maybe we should add somebody representing the interpreting agencies directly. FRID is represents interpreters - - I mean it does include interpreting agencies but not as businesses. FRID. Focused on certification advocacy. So to have somebody represent interpreting as a business, and there are many of those, and so that is something to consider.

Chris?

>> CHRIS: Of course it would require a change to the Statute - - that would require a change to the Statute, if not the by laws alone. I believe it's directly in the statute, which organizations are represented. In addition to that, I think FRID represents the interpreting agencies and I don't see how we can make a change beyond that.

>> GLENNA: It's just something for us to consider. Gina?

>> GINA: That was my question. I was trying to clarify the issue, lack of availability or lack of quality? And I didn't want to prolong it but, who was it reported to? You know, if the interpreter quality was not there, like for example, AQI sends a bunch of lousy interpreters, not that they do - - but if they did, then what would be the recourse? I mean, I'm not sure if they are going to FRID and they say we don't want AQI. I'm not sure how that would work. That's why I was asking for clarity.

>> DEBBE: Mary said, I agree. And will raise that issue to the Florida Association of Area Agencies on Elderly. - - Agency - - sorry.

>> GLENNA: You talk about providing Communication Access. That's you're talking about, right?

>> DEBBE: Mary said, that's correct.

>> GLENNA: Eloise said that networking is really important to, write letters to visit different people and to get stories into the newspaper, public relations- type of thing. It's something for us to consider.

Andy Lange had a question about, we were not able to get state licensing for interpreters, then what about the idea if a business or an agency or medical practice or whatever, whomever hired the interpreter, if the interpreter turned out to have done a poor job that it harmed the Deaf client in some way, is that business or person liable for what happened afterwards? I don't know if that's possible.

Does anyone have anything specific or in general related to public comment yesterday? Chris?

>> CHRIS: I was just curious if we're going to, any time this morning, discuss - - I know it's not really on the agenda, but the letter that was submitted, I believe by Eloise either directly to the Governor or Council and also to the Governor about different issues and changes that need to happen with the Council; because there was a lot in that letter and I think we should almost take it line by line and discuss it and see if there is any thoughts on it. If we don't plan on doing that this meeting, maybe not, I think it needs to come up again, even the way it was shared to us in e-mail before this meeting. It was like bit convoluted the way it came out. It doesn't matter. I mean, it's all good but does everybody know of the letter I'm talking about? Are we going to discuss it or - - ever in the future or are we just going to kind of let it be?

>> GLENNA: Gina.

>> GINA: You said a letter was sent before the meeting? Because the only letter - - what was the subject line? I don't remember a letter like that. I got Glenna's letter but I didn't get a letter.

>> GLENNA: There are a lot of things that Eloise sent to Sean to share with the Council. She sent it as a member of the public. Honestly I was not comfortable with her sending so much material, especially because she is new to the State of Florida, and what she did in Wisconsin does not apply to Florida. And what she assumed about Florida was not true. And I was just not comfortable with the things that she said. I mean, I did look at the things she had and - -

she was acting like she was a member of the Council and she's not. So I'm just not comfortable with the things that she said. I don't know how you feel.

>> CHRIS: Sean, if you could resend the letter to refresh everybody after this meeting, it would be appreciated. I absolutely agree with Glenna. Mostly in the fact that there was some pretty strong language and there is some difference between Wisconsin and Florida. I think she had some excellent points and that's why I think we need to discuss it as a Council. And obviously if she sends us a letter and we have no response to her at all about the letter, that's kind of our fault. So we need to reply to her, at least, even if it's to say thanks for your thoughts. But we need to say something. We can't just leave it as it is. So the first step will be, and obviously we can't do it this morning. It would be to share the letter again with the Council so we can review it and again, I think Glenna already said there was some pretty strong language in there and some things that are - - and some things that are not necessarily applicable and I don't agree with 100% and I think we all need to discuss them again in the future.

>> GLENNA: I did look - - I wanted to discuss the possibility of change in the Bylaws. I did look at that. There was only maybe one or two things that were applicable. The rest - - I think we need to really read the letters and discuss it another time. She sent it just a couple of weeks before this meeting. So it was like wow.

[Eloise has joined the conference]

Eloise, welcome to the Council meeting. I want to mention that we - - the Council, the materials you sent to Sean, and he sent it to the Council, we did receive your material and suggestion on the Bylaws and the letters you wrote and we want to thank you for sharing your information and thoughts about improving things in Florida.

>> ELOISE: You're very welcome. Since I spent a lot of time in Wisconsin working on the Council up there, I thought I'd share my information here in Florida. And pursue great things for the Deaf and Hard of Hearing, because I worked on behalf of the Deaf and Hard of Hearing in Wisconsin. So I thought I would do the same here in Florida - - I would do the same in Florida. Since I worked with the legislators and the Governor in Wisconsin, I would do the same here. I'm still not - - I still haven't had the chance to meet with Governor DeSantis yet but that doesn't preclude me from looking at what we have in the Bylaws and what you have for governing your work. And I'm a little bit dissatisfied that the Governor hasn't stepped up to the plate for helping you be active. And so, my constant letters to the legislators and to the Governor, I'm hoping is moving him to help you become very active and a part of this state. Because we have a lot of older folks and a lot of decentralization that I have noticed. And I think this can be improved.

When I looked at your Bylaws, which are quite old - - they need to be updated - - so I took the liberty to rewrite them and update them so that they present a better focus. And you can look at them and agree with them so that when you look at them and agree or disagree with them, they at least have - - they are, according to the ADA, they have right wording and they have information that can be used to help you work with the Governor to say that these are what we'd like to work with.

I think, though, you need to have legislators that are backing you up, because I know our Council in Wisconsin, we had at least four different legislators that were helping us work on getting our different laws passed. We passed the interpreters laws. We passed the hearing aids for kids. Because they could get their Cochlear implants and hearing aids. We had lots of different legislations that passed while I was on the Council. And I think we have the

momentum right now because of the different laws that possibly were passed in Congress, that this is a great time now to really put a lot of pressure on our legislation and our Governor, that you can speak up with the full Council. That this is what we already have prepared for you. And you could read through it and have -- like you were talking about yesterday, get your full Council in place with good people that can fill all of your positions. Get your letter writing going and put time and dates that you can get this -- so it shows to all of them in the houses and the Governor that you are really very active and you want to make a statement. Because this shows you are actually doing that. That you want to centralize things. You want to be making an action. Because if you're not doing anything, they are assuming that nothing is being done. Even though you have the biennial reports done, they need to know that there is actions being taken. That you have the communication cards going out. That you have the 911 being taken care of. That you mean what you're doing.

When they see that -- I don't want to have any part of my name there --

>> GLENNA: Eloise -- please. Thank you for your comments and you're repeating what you said yesterday, already. And we need to move on with our agenda. Okay? Thank you.

>> ELOISE: You're welcome.

>> GLENNA: Chris.

>> CHRIS: Because Eloise is on the phone, I want to make mention of a couple of things.

Number 1, you are our ally and we appreciate your comments. Please share your thoughts with us and with the Council through Sean in e-mail. We do have limitations. We cannot lobby to legislators or the Governor as a Council. That's important to note. We provide advisory information on training information. It will go on there. Also with our agenda, we have specific times where we are allowed to have public comment. This morning is not one of them. So, please share your comments via e-mail with Sean and we will definitely get back with you in the future.

Thank you, Eloise.

>> GLENNA: Gina.

>> GINA: I'm not sure if this is a question for Glenna or for Sean, but are we allowed to have like a shared docs place where we can put in our input? Like if you have a subject that is coming up and you want everybody's input on it? We are not allowed to do that? Have a shared document. We post it and everybody puts in their feedback?

>> GLENNA: I think meg an tried to set up a Google doc shared thing and most of the people didn't know how to use it.

>> GINA: Okay. But it is allowed if we can figure out how to use it?

>> GLENNA: Apparently, yes.

>> GINA: I'll help and you it will save us time.

>> SEAN: You're asking for the State of Florida to create this and set this up? Or is this something that the Council would like to have on its own?

>> GINA: I think it's a Council thing.

>> GLENNA: I remember meg an tried to set up a Google Doc. A lot of people didn't know how to use this so we didn't really follow-through using it. So do you want to use the Google Doc for the letter? To set up letters that we can change and make copies of? And we could use that for the biennial report too. We could have the office person set it up maybe, Sean.

>> GINA: That would work for the biennial report, the letters that we are doing. That would be such an easy way to get it all done quickly because the challenge has always been things took so long. And if we did Google Drive or DropBox, they have a business section where you can share files and it's private. Just within the Council. And then we could just get feedback on it and then the final product is ready before the next meeting. That's what I'm thinking.

>> GLENNA: Chris.

>> CHRIS: This is Chris. The reason I was shaking my head, no, is only because if we didn't have defined times for everybody to be looking at it, I didn't know how Google Docs or anything would be affected by the Sunshine Law if anything came up in any of the documents where we were going to vote on them in the future.

>> GLENNA: I guess we'll have to figure out how to make technology work for us in some way as a Council.

>> SEAN: I think Debbe sent the PowerPoint that you all had presented to you regarding the Sunshine Law. So I can re- send that out if that is helpful.

>> GLENNA: Thank you. I don't think the Sunshine Law is up- to- date when it comes to technology.

Okay, I would like to move on to the Bylaws. The reason I added the Bylaws is because Eloise sent the Bylaws and I went through it - - only one or two things, but also the last time it was revised was 2013. And so that has been a long time. So we will do quick review. You all have a copy of your Bylaws in your packet.

The legal authority that the actual full statute that sets up the Council. And it's pretty general. Really the Bylaws make it more specific like who is on the Council and so forth. I only thought of two things. Where it says provide services pertaining to Interpreting Services, computer-aided realtime captioning services and Assistive Listening Devices. Wondering if we should include, and other evolving technologies. We get to include other technology like for example, it doesn't mention Cochlear implant T doesn't mention a lot of the Apps that are developing and so forth. Wondering if we could add the phrase - - and other evolving - - we should add Cochlear implants and other evolving technologies.

>> GINA: Are those definitions or titles? Where were you going to insert that?

>> GLENNA: That's the thing. If we want to make changes in the statute, we have to get a legislative response to the changes in there and then the Bylaws, I think we can change the Bylaws ourselves. And we just have to submit it for The Department of Health for approval. If I'm right that's the way we did it in 2013, Chris?

>> CHRIS: We can make changes to the Bylaws, however, any change that we're making we need to make sure that it's not a conflict of the statute.

That's what I'm doing right now is bringing up the statute. Specifically what Eloise said in her e-mail, some of it was conflicting with the requirements of the setup and the administration of the Council that are set up by the statute. So we have to make sure that we continue to follow that.

This is a very old statute. I think 15 plus years old. So I would encourage Eloise or other people to find a Champion in their local area to get the law updated and do some of the things we're talking about beyond just changes in our Bylaws. But we do absolutely need a review of the Bylaws and to see where we could improve upon them.

>> GLENNA: So, should we consider working on the statute itself? Any way we can update it and maybe expand it a little bit? I'm wonder figure we could try to get - - where it says

including hearing aids, which doesn't make sense because it says - - excluding hearing aids. We have audiologists, we have Hearing Aid Specialist on the Council.

>> CHRIS: We can't make changes to the Statute. We can only make changes to the Bylaws.

>> GLENNA: Can we make suggestions and then get our legislators be a Champion for us?

>> CHRIS: That would be lobbying, wouldn't it?

>> On the phone: No.

>> JOHN: We should probably have a meeting with The Department of Health folks because I also see, envision something where we go to the Department of Health and say, the statute needs to be updated because of - - it's just not accurate or up- to- date, blah, blah, blah. And talk with Department of Health and see if for starters if it's something that they would be willing to put forward. I think everything would have to go through Department of Health anyway. So we can propose it but the way legislative affairs works in the state agencies are a little different than your typical lobbying. But we'd probably need to have a meeting with Department of Health and bring it to their attention because they are the agency behind the statute, or at least who administer the statute. And let them know that we are still operating but we are operating under a statute that is not up- to- date or isn't fully - - doesn't fully appreciate all the things that the Council does or all the people that Council represents.

>> GLENNA: This was '04. In 2013 the last time we changed the Bylaws. Even if we meet somebody with legal, we need to be ready and why we want to update. We still need to be ready. We can't just say we need this changed. Okay, what do you want? So we still need to discuss what we want to see happening in the statute. So that's not lobbying. It's just giving them information.

So do we want to focus on what we would like to see in the statute only and then worry about the Bylaws later? Or do we want to discuss only the Bylaws? Let me share with you what I thought. First thing would be to look at the Council Members should there be any changes, deletions or additions. We have 17 members and it's been rare that we have a full Council. And there has been some changes. Like some of this is wording. Like for example, on Article 2, Section 1, the conversation of the Council, on the third page. Number 2 says, "Two members representing the Hearing Loss Association of Florida" - - blah, blah, blah. So I was just saying that Hearing Loss Association of Florida period. And then the rest of it drop. We don't need to say it used to be SHHH and all of that.

Number 4 says, "An individual who is Deaf and blind" - - we do have a Florida Association of the DeafBlind so we should recognize that association and put that name of the association there. Chris?

>> CHRIS: Are these members that are required and that's the reason the SHHH information is in the Bylaws now, is because they are all directly in the statute. I agree that there should be some information as far as what we want for updating but under Section 2B in the Statute, it lists all the different members that are required to serve on the Council under those 17 members. And it doesn't mention HLA at all because at the time HLA didn't exist. It was still SHHH. So that's the reason our Bylaws mentions both. Until the Statute is changed, that's kind of the way it is grandfathered in. But everything from SHHH has now become Hearing Loss Association.

>> GLENNA: The Statute does not mention organizations at all. It only says the role of the Council to serve as - - in coordinating - - this one. And it just says it recommends policies to

address the Deaf, Hard of Hearing and Late- Deafened and did not mention DeafBlind. We added that in the Bylaws.

>> CHRIS: I'm looking at the Statute.

>> GLENNA: The legal authority is just one paragraph there, that's it. The rest is all Bylaws.

>> DEBBE: Chris is looking at the actual - - not the Bylaws but the Statute.

>> CHRIS: The State Statute under 413.271 of the Florida State Statute. All the information is here as far as the membership representation.

>> GLENNA: Okay.

>> CHRIS: Everything you're looking at there is where it is expanded on for the Bylaws. But this is the actual statute.

>> GLENNA: So we really need to change the Statute because it is old and needs updating.

>> CHRIS: Yes, we need to but again we can't. We can give the information and share where updates are needed.

>> GLENNA: Okay. Thank you for the clarification. Okay. It shows that the stat suit more specific than I remembered and so we really need to update it. We need to make suggestions, provide information so that they can get the right people to make the change for us on a legal level.

Back to the Council members. The DeafBlind, we do have an organization that represents DeafBlind so we should mention that organization - - parents of a child with hearing loss. I'm wondering about replacing that with, representative from Hands & Voices.

>> CHRIS: It would be wonderful to have a representative that is part of Hands & Voices, but the Statute is kind of in line with the way it should be for a parent of a child with hearing loss, because that is what it says. Actually it says, "A parent of an individual who is Deaf." And as far as an individual that is DeafBlind, that's what it says in the Statute. An individual that is DeafBlind. So those are okay. I think the ones that need changed are like two members representing the Florida Association of the Self Help for Hard of Hearing People. Because that organization doesn't exist anymore.

We have changed it to HLA through our Bylaws because that's what SHHH has become. So we just need to make sure that we are doing everything we can to align the two. And we need to make sure that legislators know that that is where the updates need to be made. So they match.

>> GLENNA: And then the other one is, number of representative Deaf Service Centers Association. And as we all know, that really dwindled down to very small numbers and I'm wondering if we should either add or change to the Center for Independent Living with a Deaf and Hard of Hearing program. And I try to word it so we make sure it's not just anybody from CIL, but one of the Directors or Leader or Coordinator or Program Coordinator of actual Deaf and Hard of Hearing program, like the ones that presented to us a few meetings ago.

>> CHRIS: That's kind of along the same lines where it's general enough. Stow could be somebody from a CIL or could be somebody from one of the remaining Deaf Service Centers just so long as they represent an organization that supports people with hearing loss and living independently.

>> GLENNA: With the definition, they had definition for, like CART but they didn't have a definition for interpreter, right? So we need to add that. I mean that was a definition for CART

but not for interpreter. Interpreter means provider of accessible - - and effective communication. Again, you're looking at the Bylaws and I'm looking in statute.

>> GLENNA: So for some reason, the stat suit there but in the Bylaws it's not there. We have to put that back in.

>> GINA: [Inaudible]
Number 7.

>> GLENNA: On my paper Number 7 and DeafBlind and CART.

>> DEBBE: Gina, are you looking at the Statute or Bylaws?

>> GINA: The Bylaws.

>> SEAN: It looks like Number 7 under Article 2 is what Gina is referring to. But I don't see the definition of interpreter in the Bylaws.

>> GINA: Article 2 Section 1 composition on the line I'm looking at that was sent, it is Number 7. It says a nationally certified member representing the Florida Registry of Interpreters of the Deaf. That's what is on my paper.

>> GLENNA: I still don't see it.

>> GINA: Interesting.

>> GLENNA: I'm looking at Section 3 definitions.

>> GINA: Section 2. Composition.

>> GLENNA: Let's just talk about the member on the Council. I'm talking about the section 3, definition where it explains what does advocacy mean? Who is the Council? Who is the Council Member? What does Deaf mean? What does Hard of Hearing mean? What does Late- Deafened mean? What does Deaf mean? What does Deaf CART mean? It doesn't say what Interpreter means.

>> GINA: I got you. Thank you.

>> GLENNA: It's two different places you're talking about. Section 3 - - Section 1, Legal Authority. Section 2, Title and Scope. Section 3, Definition. And it has a definition and there is no Interpreter there. There is CART there but no Interpreter.

>> DEBBE: Lashay, is it possible you can set up and project the Statute or the Bylaws on the screen?

>> Lashay: Do we have it on a laptop?

>> SEAN: I do.

>> GLENNA: Maybe we can follow somebody's laptop and connect it and project it.

>> GINA: Do you want the Bylaws or the Statute? He has the Statute and I have the Bylaws. Which one do you want?

>> DEBBE: Right now we are talking about the Bylaws itself.

>> GINA: Go ahead, you can use mine.

>> LASHAY: If you have it on a computer, I can hook it up.

>> GINA: It's on here.

>> LASHAY: Do you need HDMI or VGA? Do want a cable or a - -

>> DEBBE: We need a cable.

>> LASHAY: You keep going and I'll get the cable real quick.

>> GLENNA: I only have - - those were the two main changes with the definition and the Council Members. The only other two things I had was - - it says - - first time it shows up is in Section 6, Responsibilities of Council Members. And it's Number 3 that says, Assistant to the

Council. We don't call them assistants anymore. Liaison or whatever they are called now. That's just a wording to change. Section 2, Standing Committees. We need to change the title from Education, Medical, Outreach and Technology Committee. And that's all. Gina?

>> GINA: This is Gina. When you talk about the definition of Interpreter, are we going to go by the ADA's definition under Qualified Interpreter or Certified Interpreters? We have to decide which one we are going to accept.

>> GLENNA: Open for discussion what we want to put in there. And what we think the legislators will accept.

>> GINA: It's pretty sure they will accept ADA. The ADA definition is probably what the legislators are going to want to follow.

>> GLENNA: The ADA is more general than what we would not, right?

>> GINA: Exactly.

>> GLENNA: The only thing is, Article III meeting, Section 4, Quorum. It says, a simple majority. Nine members. And we never had a full Council, rarely. So I'm wonder figure we should drop the number of nine members and leave it as a simple majority of the active Council Members? Or appointed Council Members. So that way the numbers can change.

>> LASHAY: It's nasty outside!

>> GLENNA: When I look at the legal authority about what we are supposed to advise on, things that the emphasis and focus is on, providing accessibility services. So I guess that that is the reason for hearing aids. It's not like providing accessible services. Hearing aids and Cochlear implants, because all the other things that are mentioned are services provided by other people, not devices you have. You understand? Or we should say hearing aids and Cochlear implant services. The Council does not do anything with the actual devices itself. It's a provision have been services. So I think that is probably why they said including hearing aids. We can change that to say hearing aids and Cochlear implant services. Keyword being services. Does that make sense?

>> GINA: I'm trying to find it.

>> GLENNA: The legal authority, Section 1, very first paragraph.

>> GINA: Where do you want - -

>> GLENNA: Where it recommends policy to address the needs of Deaf hard of hearing, Late-Deafened, and we need to add DeafBlind. Recommend methods that improve the coordination of services among the - - and provide services pertaining to Interpreting Services, CART Captioned Services, Assistive Listening Devices. We should add services with hearing aids and add hearing aids and Cochlear implant services. And any other evolving technology - - other evolving technological services. The whole thing is focused on accessible services or improving of like services. Everybody understand what I'm getting at?

>> DEBBE: So Gina is typing it into her Word.

>> GLENNA: Did you include DeafBlind?

>> GINA: Let me make it bigger.

>> GLENNA: Add DeafBlind.

>> DEBBE: We need to highlight that differently so that - -

>> GINA: When I show revision itself will show.

>> GLENNA: Highlight for revision.

And then Assistive Listening Device services. Like the movie theater providing it. And Loop System services. And then hearing aids and Cochlear implants services. I think services means we can cover a lot more. John?

>> JOHN: Are you inputting this stuff because this is where you're putting suggested changes to the Statute?

>> GLENNA: The whole thing, yes.

>> JOHN: Okay.

>> GLENNA: Just making suggestions. You need to highlight where we are making changes.

>> DEBBE: We are making suggestions to changes in the Bylaws right now. Not in the Statute.

>> JOHN: That much I understood. But what we are doing is adding to legislative language that already exists, are we not? I mean that's a quote from the statute. Or from the legislative history of the statute. And we are just adding words to it.

I guess that's why I was wondering, if you want to change that part of the statute. That's why I'm asking. Are you making those suggestive changes in the Bylaws with the idea of us going in to change the Statute. I mean just us changing it on here was confusing to me because we are changing law, not Bylaws. That's a quote from the legislation.

So you know what I mean? I'm wondering - - I know we have been talking about trying to get the Statute amended. So it was confusing to me that - - are we putting suggested statutory amendments in our Bylaws? It's going to be kind of confusing down the road. You see what I mean?

That paragraph you were just adding words to, that is legislation that already exists. So just the fact that you were putting them in the Bylaws as opposed to a copy of the Statute was throwing me off. Because that is - - if anyone sees the Bylaws separate and apart from the Statute, they might think that is our language as opposed to statutory language and now it's different. It's just confusing. Sorry, I'm used to doing these things in a different way.

>> GLENNA: Do you have a suggestion of which way we should approach this?

>> JOHN: Kind of the same thing that we are doing with our Bylaws. But the Statute there and put a Word version of the Statute on there and then use the Word technology - - what's it called? Gina? Track changes, if are how we want the Statute changed. But my concern is that with adding this stuff on this, when that is a quote from the law that we put into the Bylaws. So it's no longer an accurate quote now of the law because we just put this into our Bylaws. It was just throwing me off.

>> GLENNA: She is doing a highlight now to show the changes that we are going to suggest to them. Because it doesn't make sense to go to them and say we want to change this and we need to have this updated. We have to tell them - - give them the information to do it. So we'll highlight what we would suggest. So this could be our copy.

Chris?

>> CHRIS: I think what John is saying, correct me if I'm wrong, is this appears to be a little confusing because we are putting the cart before the horse because we can change whatever we want in the Bylaws, but we can't change anything - - if you go to the top, Gina, it lists right there 413.271. That's the Statute. We can't change anything in the Statute.

That's what I'm looking at right here. So we can highlight that number for the Statute and we can say where we need to make suggestions to update the Statute. And anything that we change in the Bylaws we just need to make sure it doesn't conflict with that statute.

>> GLENNA: Thank you, Chris. My idea -- my thought about Bylaws came from when I saw this Bill, HB55 -- SB418, Assistive Technology Advisory Council. And that Bill is all about changing the Council Statute. Because it says it revises provisions related to membership and appointments and re- appointment to the Assistive Technology Advisory Council. Requires Council Members to select Chair from among the Council members. Revises provisions related to committees appointed to perform the Council function. Expands the Council function to include fundraising activities. So this is what I'm thinking.

That we can make suggestions and change the Statute and the Bylaws. Because they look like they did all that and then we find somebody to Champion for us.

So the other councils are doing that.

>> CHRIS: The Bill that exists, if I'm not mistaken, that's no longer an active Bill. I don't know whether it died in committee or what happened, but it will need to be re- activated in the next Legislative Session.

What you're talking about, fundraising and stuff is already in the Statute as it exists under Section 4 where it session the Council may and then A- C talks about " -- Apply for and accept grants, funds, gifts and services from local or state government or the Federal Government or any of their agencies. And use funds for the purpose of the purpose of the authorization of this section." That's where it is already covered in the Statute that exists. So we can still do that. If we want to write it differently in the Bylaws, that's fine. But again, we just need to make sure that one does not conflict against the other.

>> GLENNA: My point why can't we do the whole thing, as a whole package? Make suggestions, change the Statute to update it and then make the Bylaws match our suggested updated Statute so it all comes together as one package. And then we refer to the Department of Health and they will say yes or no and we bring it to the legislators with our suggestions for the changes and make it a whole package changing Statute, change the Bylaws and have it all fit together. Why do it piecemeal instead of doing the whole thing?

>> GINA: Question. Do legislators have to approve the Bylaws? Because if we could do all the changes together, and then submit this change the to the Statute that are already done that match the Bylaws. So we would just give them the statutes and they would approve it and then we would already be done with the Bylaws.

>> GLENNA: The Bylaws individual to follow the current Statute and if we want to make changes or updates and names of organizations, that is already in the Statute. We have to change the Statute anyway. So if we only change the Bylaws, we are limiting how much we can change because of the Statute.

>> JOHN: Maybe the best way then on the Bylaws is to do a two- part process. Figure out the change that is aren't impacted by statutory law and let's get those changes worked out. Figure out what changes we want made to the Statute, go forward with that because -- and then all we are doing is updating Bylaws, if we happen to get the changes to the Statute we want, that will be a very simple process to take care of. I think that the greater debate is going to be on the stuff that is not related to statute in the Bylaws as well as us deciding how we want to change the Statute. So in a way, we are putting the cart before the horse for the changes to the Bylaws that are going to be based simply on the statute that we are changing. Some of that stuff in the Bylaws, we have no choice. We might not have to have it in the bylaw but if we put it in the bylaw we can't change it. So the stuff we can change on our own, let's do that and get it to the

Department of Health. I guess that they had to approve it. I wasn't aware of that. If it is, so be it. But otherwise it's kind of two different tracks we are talking about. So again, when we change or get the statutory changes we want, adjusting the Bylaws to those statutes will be no problem. It will be 20- minute affair at most.

>> GLENNA: To change the Bylaws that would not conflict with the Statute would be very minor changes. The only thing changing the word assistant to liaison.

>> GINA: Where is that.

>> GLENNA: And adding Legislative Committee. That is it. Everything else - - like the name of organizations for the members and the definition of the interpreter - - and then the legal authority, adding the DeafBlind. So that would be a good place for a Google Doc to put in Bylaws and people - - and the Statute. Put in the Statute and Bylaws. They are pretty much the same. And each member can make suggestions on the changes and see if we can, by December or early January, have a final copy so that we can send it to The Department of Health and look for legislators visit them in February.

>> DEBBE: I was wondering also if we can add something about the appointments or the Commission of Ethics, that those who are vol tears should not be - - volunteers should not be fine - - or something in that nature?

>> GLENNA: You have to find out from legally if that is possible. If not, I don't know.

>> DEBBE: I don't know what the Statute - - if there is a section in the Statute that says that those who are - - the Commission of Ethics can find us for not filling out the financial disclosure - - can fine us - -

>> GLENNA: Sean, John, know anything about that? Dot commission on ethics, or whom after makes the distinction between all volunteer Council and paid Council? And conflict of interest or whatever?

>> JOHN: I can't speak for the commission but if I had to throw a guess, I'd say no that it doesn't make a difference. I think from the Commission's standpoint, when you volunteer to be on this Council, you become a Council Member and thus you become kind of an employee of the state, at least where the Council is concerned. You have to look at definitions in there. The Council is considered an agency by statutory definition. So if we get on this Council as an agented, which is an agency by the definition within - - if you're a volunteer, you're still on the Council. And I just don't think they would frankly be willing to do it because this is - - not all volunteers are the same. And most councils are not paid. They don't get paid a thing for what they do. I mean, people want to be on councils that deal with technology, deal with commerce and whatever because they want the influence and they want to be able to influence policy and things like that.

I think that a person who is involved in a Deaf or Hard of Hearing organization is not the same as someone who is representing major business interests and works with the Chamber of Commerce. They are just not the same. What I see is, if it was across- the- board, quote/unquote if you were a volunteer, I mean, almost everybody is a volunteer. So what is left on our Statute, that is not a volunteer, are the four secretaries of the four agencies that are being named. And they are not volunteers because by law, they or a delegate has to be put on this Council. So I see people are already under the rules of the commission or most of them, certainly the ones that would be involved in a lot of these organizations. So I mean, I know personally where Debby is coming from. There is no question that the Commission really could

adjust the way they do things. Not treat everyone the same but the problem is, when you're government, purposely not treating everybody the same becomes a problem as well. So, I mean, I don't think it's our - - as a Council, I don't think it's anything within our job description to lobby for changes to ethics laws.

That's how I feel about it. And some of us on the Council who do work for state agencies could be crossing some conflict lines by reaching out to the Commission or certain things that we would lobby for or against at the commission on behalf of the Council. But the conflict is that I also am touched by the Commission, so to speak, because of my state agency job. And so to say, okay, I'm on the Council as a representative, this state agency and lobbying for these changes to the Ethics Commission and their rules, but I have a conflict because those same rules apply to me as John, the State agency employee. And do you see that? It looks like yes, I'm trying to change things better for the Council but it might also just happen to help me, John the employee at DCF.

There is a conflict there. But I don't see anything in the council's powers or anything like that that would put us in a position to lobby or suggest changes or anything along those lines to the ethics code or anything like that.

Believe me, personally, there is so much I would like to change in the ethics code because it's antiquated. It makes no sense. It's not - - a lot is not wrapped up in reality, frankly. And that is why you have people that have resources, get out of ethics fines and people that don't are the few that end up having to pay fines. It is ridiculous. It really is. Some of the way you see people skate out of fines. So the Commission put themselves in a position sometime maybe in the past 10- 15 years where they had a reputation for not collecting fines for people that were fined or not imposing fines when they should have. So they kind of jump on the, okay, we're not going to do that anymore. We are going to enforce this stuff. But as things have it, the most success they have at enforcing is against people who are not necessarily the power brokers in the State of Florida, the people who have the influence and resources and what it comes down to, if you put out a number, yes, we fined 17 people this year. The Ethics Commission is doing our job. But then you look at the 17 people, and 14 are volunteers. Or 14 of them are people that just somehow got into a job or involved in something. And this is not just me. This is me speaking from personal experience. It's a little bit weird.

It's definitely points to it that are unfair. But it's not something for the Council to necessarily be leading the charge on. And in fact, that could also bring us some negative repercussions, I would suspect as well. So just want to throw that out there for y'all.

>> GINA: I appreciate what you're saying, John, because as I was listening, I was hearing that it seems like the State wants to have their cake and eat it too. Meaning when you're a volunteer, you can be fined for whatever reason because you're considered part of the state. But you're not considered part of the state when it comes to getting your taxes off. So you know, it's kind of like on one hand, yes, I'm with the state and so you can fine me, but on the other hand, you're not with the State, you pay your own tax. So that sucks.

Sorry.

>> CHRIS: The Ethics Commission is totally separate issue from what we are talking about with the Bylaws and the Statute, Number 1. Number 2, I have to go and agree with what John said that volunteer or not, we are still bound by whatever the Commission requires. It's the same as like what I have done with the Federal Government. As soon as you sign on as a volunteer,

you're considered what is called an SGE, a Special Government Employee. And you have to abide by whatever they ask you to do. The issue that I see that is problematic is, we do not have an on-boarding procedure with the Council. Something that Debbe may not have experienced or other people may have never experienced as newer members of Council. And what I had is orientation with the Council, may greatly differ from what Debbe had or other members of the Council may have had. That to me, is the responsibility of the agency that provides our support, which will be the Department of Health, and it has to be shared consistently.

With regard to the fines, there were several years, and John can share what his opinion or recollection is where we were just told when we got letters from the commission on the ethics years ago on just -- ignore that, that doesn't apply to you. And then in recent years, they said, we got to pay attention to that. But we never received any direct information from the Council as far as what we are supposed to do related to the Commission on Ethics. When I signed on with another Council for the State of Florida, I had to sign something saying that I accepted the position. I don't know that I ever signed anything saying I accepted the position for the Coordinating Council for the Deaf and Hard of Hearing. So some of the things we need to do for orientation and on-boarding may need to be updated for the Department of Health.

>> JOHN: I take one step further. What we need is an exit process. The problem is, that the exit process is, given that we meet four times a year and we are constrained somewhat by sunshine, but that actually that probably doesn't apply because you will be communicating with health. We need an exit process. And we don't have normal exit. Like I leave Department of Children and Families and all these HR people come into my office and whether I'm leaving voluntarily or otherwise, there is an exit process. And you're told about things. You're given information or you're given resources. And I think that some sort of exit process for our Council Members, especially those that don't represent state agencies -- because I have been having to deal with the ethics stuff before I ever got on this Council. And so in fact sometimes I get two forms the same year, one from DCF and one for the Council and all I have to do is fill out one. It's odd. But for one thing, my time is up, I'm not going to volunteer anymore. Okay, your time is up. You're quitting. All right. You still have to file a ethics form for the following -- for this year and that form won't come out until the end of the fiscal year next year or whatever.

Sean I'm not putting you on the spot, hardly. This is something that is, this is something that is hard to think about for Council Members. But there should be an Exit Policy. If you're leaving and you're not going to volunteer to stay on, then you should still be told that hey, keep an eye out for this because you're probably going to get this in the Ethics Commission and even though you haven't been on the Council for six months, you were on the Council for the first six months of that reporting period. And if you're like, my term is up but they asked me to stay on the Council until someone's spot can be filled, then health should say, okay, understand that you still have to fill these things out and whenever you do finally leave, we'll have to figure out where you are on the year to let you know that if you're going to have another one coming in the mail, that you're going to have to fill out.

And that's just -- there are probably a few other exit-type things that we might as a Council, want Health to give our members when they leave. I mean, that's something to discuss. But I think what we are on. I think on-boarding is good but if an exit process, especially for people who haven't dealt with state government would be a really good thing. It

was only fair as far as I'm saying. All of our volunteers have been probably put at a slight amount of risk for what happened to one of our people. It could very easily have happened to several of our people over the years.

So I agree with a much better on- boarding and consistent on- boarding as Chris suggests but I believe we need an exit process as well, even if it's really small.

>> GLENNA: Thank you, John. That's a lot of information. Chris and then we need to go to break.

>> CHRIS: Exit process is absolutely fine, but I'm just saying you can't have an exit process without having an on- boarding process. So we need to make sure that we have both. And again, that is something that I think the agency that is supporting us is responsible for. Wouldn't you agree.

>> JOHN: Absolutely. The Statute says that the Department of Health administers us. So there would be no one else responsible for it than them.

>> GLENNA: We need to go to break. If you have not checked out yet, you need to do this before 11:00. If you want to be re- appointed for the Council, take the time to fill out the form. Throw your stuff in the car. Go to the bathroom and be back at 10:30.

[Break]

>> GLENNA: So Bylaws and Statutes. That's another homework assignment. The first homework assignment is to write on a chosen issue to use with the template letter. That is the first. Second one is homework assignment to look over the Statute and Bylaws and see what suggestions you would make to update it, expand it, and then share your suggestions. And all of that, the letters on the issues and Statute and Bylaws, suggestions, share it with Sean and he will share with the council. I'm going to put a homework deadline on and imply a whip so I can come out to you to get it done. Maybe deadline will be the end of December. No, middle of December. So you have a month and a half to go home and think about it and type whatever, send it. Sean?

>> SEAN: I just wanted to remind the Council that you all - - we have a budget that can be used to do some of the things that we are talking about before the break. If there is straining, specific training that you all want us to ask to provide to you all, please let me know. But the Department will support you in any way possible. So just keep that in mind. I don't know what has been done as far as a budget in the past, but you may want to consider that an annual task that you do. Because some of that training could be worked into the budget.

>> GLENNA: In addition, we can do Committee Meetings on line. So like Gina already set up one for December 9. So let's make that the deadline. December 9, to send in all your issues, letters and Statute Bylaws. Send them in by December 9. December 8.

So that will fit in well.

Anything else? Our next meeting will be in Tallahassee February 3 and 4. And that includes also Wednesday for legislative visitors. Do I have any volunteers who wanted to come on Wednesday to visit legislators?

>> GINA: I will.

>> GLENNA: So Gina and me. You don't know?

>> DEBBE: No.

>> GLENNA: So Gina and me. We'll visit legislators Wednesday and again, I will take care of setting up appointments and we'll visit legislators from your area and my area and any

legislators that seem to have supporting our related issues. The Governor's Appointments Office should be wanting to invite the new guy to come or something? Can we do something with the Appointment Office, meet the guy, March into the office or something.

>> SEAN: Like I said before, when I conversated with him earlier this week, he said now his calendar say lot more open than it will be at the beginning of the year, because during the Legislative Session, she working on behalf of the department, so he is extremely busy going back- and- forth between the Department and the legislature. But you can always ask.

>> GLENNA: Okay. We'll try that. The Ethics Commission, we already discussed that issue. So I think - - and perhaps - - hopefully we have a full council. Hopefully maybe we should have the orientation Sunshine Law, turn it in again? And we'll include that in the agenda and then that will be a time to try to invite legislators now. It will be easier to invite legislators. And if you visit your home legislators to develop a relationship with them so they get to know your name, your face, and the Council, before starting now, then by the time we are in our meetings, they know about us or know you, it might be easier to convince them to come visit.

>> GINA: On the agenda, can we have Sean present a draft of what the on- boarding and exiting process would be for the council?

>> GLENNA: Can you do that, Sean?

>> SEAN: I don't mind the process of that, but would the Council want to determine what their process would be? Wouldn't you want to have some type of input in the process?

>> GLENNA: John was talking about - - maybe you can clarify. Do other councils have something like that?

>> JOHN: I'm not certain about other councils or anything like that. But I agree with Sean. If we're going to have an on- boarding and exiting process, then it should be a collaboration between you guys as members, what you need and what Health can do as well as what Health can suggest.

>> DEBBE: The only concerns I have is I want clarification as about the financial disclosure. I understood or my thinking was, that I thought I had to be re- appointed first before I do the financial disclosure, not the other way around. That was my thinking. That's how I got the fine, even though I was expired. So I just want clarification on that expectation. A better understanding. So if I choose not to continue for next year, I want to know so when I get the paperwork, there is a checklist that says, I no longer on the Council. I just want that clarified or something.

>> GINA: Because I was concerned when John was talking about other members who have left. I'm thinking of Debbe and Rose. If they didn't know, if they don't know they are supposed to still fill that out, they could end up with trouble too. So I think it's very important, like you said, that there is something that let's people know you may get this paper and you need to fill it out. I'm sure they don't know. I know I wouldn't have known. And so that is very important. So maybe like you said, we could do a draft of what we think is important then submit it to either Glenna or Sean for review and then when we get- together at the next meeting we can finalize it.

>> SEAN: And has the Council ever had anybody from the Office of Ethics or anybody do any type of training on council ethics or anything like that? That may be something to consider.

>> GLENNA: Somebody from the Ethics Commission in February? Invite?

>> JOHN: That's a very good idea.

>> GLENNA: Debbe and I are driving to Kissimmee for the DeafNation Expo. That's tomorrow from 9- 5 and Sean already gave us two boxes of things and banners and tablecloths and all of that. We'll be setting up tonight. Ours happens to be next to the stage. So it will be interesting to see how that works out. And we are staying overnight and will be able to drive home Sunday morning. By the time we are finished all day, we are tired. In the past years, about the average 3000 Deaf and Hard of Hearing people come to the expo. It will be interesting to see how many show up despite COVID and rain.

Next will be we have to discuss where we want to meet in May. May I suggest we meet either the Villages - - we can't meet inside the Villages. We have to meet outside of the villages. But in that area. Or meet in Tampa Bay area. Both have large Deaf senior citizen populations - -

>> CHRIS: We recently met in Ocala to accommodate requests for the villages to join us and we didn't have anybody show up from the Villages. Tampa Bay area, I'm not sure when the last time we were in Tampa, but I think that was pretty recent as well. But we could probably set that up again. It's easy to get in and out of for everybody.

>> GLENNA: Can anyone think of an area we have not been to for a while?

>> CHRIS: Key West.

>> GLENNA: That's a long- standing joke. We used to have a parent of a Deaf child lived in the keys and it was like we were aiming to go there but it never worked out. I'm thinking maybe Daytona Beach? Or Palm Coast?

>> GINA: Clearwater.

>> GLENNA: Clearwater? Where are most of the Deaf, in Tampa Bay? Brandon? Clearwater? St. Petersburg?

>> DEBBE: Clearwater is considered part of Tampa Bay area.

>> CHRIS: I preach on this every so often but I think the bigger issue than where we go is making sure that we advertise to the local area to let them know we are coming and in a very timely manner. That we give more than 2- 3 weeks notice. Absolutely make sure that FAD distributes the information over their e- mail list. Sarah Harris retired and she is out of state. She used to be the person who managed that. But she said to contact Tim wood to make sure that he knows and gets it distributed for the people from FAD. Same with several people from the HLAA. I think it's absolutely the Department of Health's responsibility to help us let everybody know. But Sean doesn't know who he needs to let know. So that's where Sean needs to ask us. Who do I need to contact from the local area? And then like if they come to Clearwater, that's my backyard. I'm going to be able to tell everybody that you need to contact in Pinellas County and I will certainly do that. But like I'm at a loss when we come up here to St. Augustine and I don't know this area as well.

We all need to pitch in more and make sure that everybody knows we are coming to whatever area we choose.

>> GLENNA: I want to add on, I want to thank Andy Lange, really helped me a lot to get the word out to the local people. Because I posted on Facebook. I e- mailed to Andy. I e- mailed to anybody I knew in this area and Andy really followed up and kept reminding people. So I want to thank Andy Lange for getting people out here and to find a local person that is as good at recruiting people to come to the meetings. So I know a few people there and we have two

people from the Tampa Bay area. So I would like to pick where we have a chance of getting people to come to the public comments.

The Villages, the last time I heard they now have over 150 people living there - - Deaf people living there. Tampa Bay has what? The Villages is pretty much mostly signing Deaf. Tampa Bay has more variety of people. You have the ALDA and HLAA, Sean?

>> SEAN: So thank you for the comments and the Department of Health will certainly help you to reach out to local communities. It seems to me, that the turnout that the meeting was more substantial than it has been in the past. Even though we only had a couple of weeks to plan for it, some of that due to COVID, and we didn't know where we were going. It may be something that you want to do every meeting is to reach out to the local community, perhaps the business community or whatever worked this time so that you will have that ongoing interest from the local community, if that is something you're interested in.

>> GLENNA: One of the problems is that we don't know the hotel until almost last minute and that's a real problem because people will decide if they want to come if it's convenient for them to come to the hotel. If it doesn't involve tolls and parking and stuff. That is a real problem. Chris?

>> CHRIS: We don't need a full-blown announcement. We could just have save the date. We are coming to Daytona on February 2 or 3 or whatever it is. Details to follow. Contact and an e-mail address or whatever if you have any questions. And then if it comes up where we get everything in place, only a week or so in advance, that's okay because people already know that we are coming to a specific area. I think we should do that. We don't need to make sure that we have all the contacts in place for a hotel and a meeting room and everything. Just let people know what area we are going to.

>> DEBBE: Another area that has a large number of hearing loss in Sarasota- Manatee, Venice, Florida, that area.

>> GLENNA: We were there. We had a meeting there before, right?

>> DEBBE: We should have a list of all the areas somewhere in the file with all the places we visit.

>> GLENNA: We can look at the old minutes and should say where. Another area would be Kissimmee because there is a very active interpreting agency there and last meeting we had that center that was from that advocacy agency. Maybe they could really help pull people to come to the meetings. Kissimmee is central also.

>> GINA: I have a couple of friends that recently moved, Deaf, that recently moved to the villages that are very active and mouthy. So maybe if we do go to the village, that might be an opportunity to pull folks in. If we decide. But like you said, we have to know in advance.

>> GLENNA: I think it's a good idea to look over the past 2021,2020, 2019, 2018.

>> CHRIS: Because of COVID we haven't been any where in two years anyway so that doesn't matter.

>> GLENNA: That's why I say 2019, 2018. 2017, for the past three years of in-person meetings.

>> SEAN: As a matter of technical and administrative consideration, it does take the Department a few weeks to negotiate with the hotel and they don't like us to announce the location until that process is finished. So the Council may consider determining locations well in advance and then perhaps the Department will be able to negotiate the contracts a little bit

quicker and that way have you it on your calendar. And then you can make notices available to your partners a lot easier and faster.

>> GLENNA: In the past, we have set up meeting locations in a full- year ahead. So the Department of Health knew where we were meeting for the full- year. And they still didn't move any quicker.

>> SEAN: Can't speak to the past. I'm just saying that I believe our process is one that we could do it quicker if we had some warning. And I'm not addressing the past. I wasn't here. And the past is the past. But I will certainly work hard to make sure you guys get that negotiated location of the hotel quicker. That will be helpful, I think.

>> DEBBE: I think in May, the dates are - - let me look up my calendar - - May and then the next time we meet is August, right?

>> GLENNA: Yes.

>> DEBBE: And then November.

So in May we meet on the second week. So that would be may 12- 13. Of 2022.

And then August is 11- 12, 2022.

Then in November it would be - - we moved it up because November 10- 11 is veteran's day. So we moved it to November 3- 4, 2022. So you now have the dates for all of them for the rest of the year. And now it's a question of eenie minie minie mo.

Picking the date and place.

>> GLENNA: So I will look at the old minutes because I save everything. The old minutes, to see where we met. Or I can look at my old calendar and look at where we met. And then suggest to Sean, and you can agree whether - - we already mentioned Daytona Beach, Kissimmee, Villages, Tampa Bay. We have four places. So I guess we can use those four places for 2022.

>> DEBBE: If we are going to meet near - - in the Villages, we need to meet outside. So my suggestion would be Leesburg. Leesburg is the town nearby the Villages.

>> GLENNA: I think there is areas even more closer we can meet. Because I went to a FAD meeting that was closer than the Villages. It was closer than Leesburg. I'll find out where it was.

I have one announcement. Kind of related to FAD. Donna Drake asked me to make the announcement that the fourth Tri- Florida Chapter of Gallaudet University Alumni Association will have a luncheon to be held at Otters on the Water restaurant here in St. Augustine. And they will send out a Save The Date flyer. It's on March 19, 2022.

And a huge majority of the Deaf senior citizens that move here, many of them are Gallaudet Alumni.

FAD will be holding the general meeting and election on line November 13th, Saturday morning. So hopefully the new leadership will work with us to appoint a second person for the Council.

Any other announcements from your organization or information?

>> DEBBE: Next year, HLAA will have hosting their convention in Tampa. Since I am the President of HLA- FL, I would like to see as many people with hearing loss, regardless of what organization they are a member of, to come to this convention. We are looking for volunteers. We are looking for - - we will have a Walk4Hearing in Tampa. So we would love to have a bunch of walkers so we can raise some money. And each of the organization that is become part of the team alliance will get some money as well.

So, anything you can do to help to make this HLAA- Tampa successful, I would be a happy camper. The dates will be June 23- 25.

>> GLENNA: Because we have been talking about accessible service for Deaf senior citizens it reminded me that the national Deaf senior association, DSA, will have their National Conference in Fort Lauderdale the end of June. That would be 2023. And that will be a nice goal if you start working on getting more access to Deaf services. We have something to show up for, the State of Florida. That we are accomplishing something in three years.

>> DEBBE: Since there is going to be three major organizations that will be having their convention in Florida, you have NAD and DSA and HLAA. I think that we should - - right, four.

>> GLENNA: ASLTA is the fourth one.

>> DEBBE: Four of them will be in Florida. They think FCCDHH should have their booth at all of those organizations.

>> GLENNA: That would depend on how many people from Florida go to these conferences because we are very much a state- oriented council. So like for example, I would ask that HLAA, DSA, those who have a lot of Deaf senior citizens going, ASLTA and DSA, I don't know.

>> GINA: This is Gina. The DSA, their Registration is open and the early bird closes in March. So if you want to save money, you have to register before March.

>> GLENNA: I probably will be volunteering at all, DSA - - close to my home, Fort Lauderdale - - NAD and ASLTA. HLAA, I think you have enough people.

Do we have anything more to discuss or anything you want to revisit back again? Or do you want to take out the time to fill out the appointment papers or whatever?

>> CHRIS: Everybody is saying talk about the ALDA convention. So I will talk about the ALDA convention. We just finished the first in- person ALDI- CON for 2021 that was delayed because we didn't have one in 2020 due to COVID. Great conferences always just letting you know that the next one, 2022 will be in San Diego, California. That is at the national level. So we always try to go East Coast, West Coast, central and back- and- forth. So, I keep everybody posted that when it gets closer next year for 2022. As far as what is going on with Sun Coast, we have our monthly meetings. The remainder of this year for November next week. Next Tuesday evening we have our meeting that is on Zoom. So the Pinellas county family Center for Deafness, Executive Director will be our speaker. So if you want more information for that, go to ALDA Sun Coast.com or check Facebook and we can certainly make sure you get information to join us as a guest you're not already a member.

Becoming a member is the best way to make sure you're updated about whatever meetings we have. Also, like I was sharing with Gina, if you become a member of ALDA Sun Coast, your dues pays both local and national membership. So it is 40 dollars a year to take care of that and we encourage people to do that. That way it takes care of their Florida membership and their national membership all in one shot. People appreciate that.

December we'll just probably have our holiday party. A lot of get- togethers for social activity. If we can find safe ways to do that. Then I talked yesterday, with Tracie, about the possibility of doing a virtual tour of FSDB so that some local people in the Tampa Bay area can see what is going on there. And that would be really cool. So hopefully, yes, I can get that to come together at the beginning of next year. So that's about it for ALDA for now. And we'll keep you posted more next year.

>> DEBBE: I forgot to mention that I host five Zoom meetings a month for HLAA different chapters. Since a lot of them are not familiar with how to use Zoom or talented with computers. So I host one for Sarasota manatee, one for Sun City Center, one for Treasure Coast, and the HLAA State of Florida and we also have happy hour. So you're more than welcome to come and join us. We have speakers from all over the United States as well as local, as well as Canada. So we have different topics for each of these meetings and so. Yesterday I had a speaker talk about how to be kind. We had Dale - - Dr. Dale Atkins who is a psychiatrist who talked about how kindness is important and it starts with us. And it was very good presentation. And all of our meetings are recorded so you're more than welcome to look at the old recording.

>> GLENNA: Anyone else have anymore news to share or information to share? Because it's bad weather out there, I would move to adjourn early at 11:12, instead of 11:30. Do you agree?

>> JOHN: Second.

>> GLENNA: You second. Agree to adjourn early? 11:13?

>> GINA: Unanimous.

>> GLENNA: Meeting is adjourned. See you in February. Remember your homework deadline, December 8 for letters on issues, statutes and bylaw changes and EMOT Committee Meeting on December 9 and make plans for February meeting. Thank you all again for coming in person. Thank you to the service providers. Great job as always. Thank you. Safe drive home. Stay dry!

[End of meeting]

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