ADARA Conference 2017

Portland, OR

Professionals Networking for Excellence in Service Delivery with Individuals who are Deaf or Hard of Hearing
Editor’s Notes

Amy Hayes

There is an exceptional deal on new membership. It is only $25 to become a new member of ADARA until July 31! Do you enjoy being a member of ADARA? Do you know someone who would also enjoy being a member? Let your friends and colleagues who are not members to sign up NOW!

This issue of the ADARA Update focuses on the most recent ADARA Conference, which took place in Portland, Oregon. ADARA has new board members. Be sure to check out the new, modern ADARA website here.

If you or your organization are providing innovative services and want to be featured, please submit an article to newsletter@adara.org.
ADARA Update

2017, Issue 2

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Editorial Policy: ADARA Update strives to be a conduit for the voice of its members to express their ideas, opinions and share information beneficial to the membership. The views expressed by individual writers and columnists may not reflect that of ADARA as an organization or its Board of Directors.

For more information, or to submit an article/column to this newsletter, or information on how to place an advertisement, please contact Charles R. Sterling at:

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Visit us at ADARA

The ADARA Update 3 2017 Issue #3
A Call to Action!

Hello ADARAns! Welcome to my first *Up North: President’s Corner* column. I am thrilled to be your president for the next two years. As for the purview of my presidency, I have many plans for ADARA. We will focus on finalizing the transition of internal changes with the new board members and office manager at the National Office. We will have the 2018 Breakout Conference in Indianapolis, and the details are already underway. We have also started planning for the 2019 ADARA National Conference as well. Exciting times ahead!

I am also thrilled to let you know that ADARA has just launched a brand new [website](#) for ADARA in July 2017. The website has a new look, and is very user and mobile-friendly. As for our social media sites, we are currently using Twitter, Facebook and LinkedIn, and we will try to make that more inclusive of ADARA events and other related information. Some people have their own preferred way to get ADARA-related news, and we want to reach as many people as possible via the Internet. What’s more, ADARA recently added a new Facebook page for JADARA, our professional journal. Other professional journals have their own Facebook page and we want to promote our electronic journal, *JADARA* and maximize the exposure of our scholarly articles to as many people as we can via Facebook.

As of June 30, our membership includes about 214 people. We hope to at least double our membership in the next two years, and to better promote ADARA in various capacities. Charles Sterling, Office Manager, at the National Office is focusing on making sure members get the newsletter and other related information, and that we are not overlooking anyone. For membership management, we use MemberPlanet.com. They have numerous features as part of that site, and we are trying to maximize how we can use it. We also want to recruit new members and retain our current members. The new ADARA website has a new easy join process if people are [joining or renewing membership](#).

As President of ADARA, I want to ensure the overall financial health of the organization and build that up as much as possible. ADARA’s top three revenues are conferences, membership,
and subscriptions to the JADARA. When fiscally healthy, it will strengthen ADARA’s mission to facilitate excellence in human service delivery with individuals who are Deaf or Hard of Hearing. This is achieved by (1) enhancing the professional competencies of the membership through our conferences and publishing scholarly articles in our professional journal, (2) expanding opportunities for networking among ADARA colleagues and (3) supporting positive public policies for individuals who are Deaf or Hard of Hearing.

As your president, I am calling each of you to action. Here are ten ideas on how you can become a contributing member to ADARA:

1. Renew your membership every year
2. Encourage your colleagues to join ADARA
3. Write articles for the ADARA Update
4. Submit scholarly manuscripts to the JADARA for their publication consideration
5. Participate in a conference planning committee or any other ADARA ad hoc committees
6. Attend ADARA conferences and encourage others to attend as well
7. Submit presentation proposals for ADARA conferences
8. Personally seek both monetary and in-kind sponsorships to support ADARA conferences
9. Nominate yourself (or others) for the ADARA Board positions, and be an active board member
10. Post pictures and make comments often on our social media sites, particularly on our Facebook page

While the ideas are not exhaustive, doing only two of the listed above will mean you are moving a mountain for ADARA and for yourself! The success of ADARA depends on members like you, and this cannot be emphasized this enough. In closing, I look forward to having you as part of ADARA in countless ways.

ADARAlly Yours,

John Gournaris, ADARA President
Minnesota Department of Human Services
Deaf and Hard of Hearing Services Division
Mental Health Program
john.gournaris@adara.org
Communicate and Collaborate Over the Web with Incredible Clarity
OmniJoin web conferencing helps professionals, including college professors, counselors, social workers and substance abuse providers, reach individuals who are deaf or hard of hearing to achieve a “virtually” barrier-free communication environment. Many individuals who are deaf or hard of hearing could feel isolated due to lack of services in their area. OmniJoin web conferencing offers an exceptional platform for bridging the geographical gap between distance therapy professionals and those in need.

OmniJoin is Optimally Suited for Many Purposes
OmniJoin is an effective communication tool for people who serve the deaf and hard of hearing community as it encompasses a variety of features to enhance every user experience, most notably the ability to meet face-to-face with multiple people at once. Here are just a few examples of the many ways to use OmniJoin:

- **Treatment Services**
  Individuals that are deaf or hard of hearing can meet with a professional through HIPAA-friendly, online sessions.

- **Classrooms**
  Participants can become immersed in a highly interactive class, with up to 20 video faces.

- **Meetings**
  Individuals can join a variety of meeting types including discussion groups or organizational meetings from multiple locations.

- **Mobile**
  Users can have face-to-face meetings from virtually anywhere with our mobile conferencing app.
The OmniJoin Advantage

Individuals who are deaf or hard of hearing rely on the highly responsive HD video technology powered by OmniJoin. Each web conferencing experience can be tailored to adapt to the needs of every person in your audience.

- View up to 20 video feeds at the same time
- Change and adjust the layout to fit the specific needs of each user
- Tile videos around the screen to see everyone at once
- Enable our virtual Waiting room to securely manage back-to-back appointments

With OmniJoin, virtually anything accessible to a computer can be shared, such as documents, presentations and applications. Plus, the presenter has the option of showing either their entire desktop or just a portion of it.

“We use OmniJoin for our planning meetings. We couldn’t do it without their web conferencing technology!”

Deb Guthmann, Ed.D
Secretary, ADARA

Improve Versatility and Communication

OmniJoin has a feature set that is particularly useful for people within the deaf and hard of hearing community.

- The ability to increase the font size on the chat screen results in better text visibility
- A raise-hand feature draws attention to the communicator
- Robust collaboration for document and screen sharing, whiteboarding and annotation tools
- Custom portal pages let organizations brand the web conferencing experience as their own
- The recording feature allows for presentations and discussions to be saved for future use or reference
Setting Our Table of Empowerment

with John Evans
May 23, 2017

As our community faces the challenges and opportunities of an ever-changing world, how do we learn from our past, analyze the present, and plan for the future of our community together? This is a historical self-reflection, considers the current environment, and challenges us all to think about how we strategically position ourselves and our community at the “larger” table in today's world. We will explore strategies for working together to support youth and the various needs of the community-at-large through increased collaboration and partnerships with a variety of stakeholder groups.

John Evans is currently retired and mentors children with disabilities in leadership camps. Before that he was a VR counselor and a consumer of VR services. He’s been an affirmative action officer, an HR manager, a reasonable accommodation specialist, a VR supervisor, but his true love is business relations.

Evans recalled his own story of empowerment. A counselor told him he would always be a farm hand and he had enough, so he ran away from home to attend school in Vancouver, Washington. The last two years of high school was spent in Vancouver after teachers, administration and superintendents fought for him to stay. It was in 1977, while at the Junior National Association for the Deaf conference at the Berkeley School for the Deaf and witnessing the first disability rights protest, he knew he wanted to spend his own career changing the world by ending the disempowerment of folks.

He said, “When I became a VR Counselor, reality check. You ain’t gonna change the world. The best you can do is empower people on your caseload. The best you can do is learn what it takes to impact human behavior. To empower clients to make decisions for themselves.” If you do not hold a college degree, you must understand the important skills needed to be successful in a job. These skills include ethics, teamwork, and effective communication. He goes on to say that in order to empower people, one must be educated, know their resources, and be able to collaborate with others in the community, it is not enough to empower clients. “Somebody needs to go out and work with that business
community to give them the resources, the training, the technical assistance, the conflict resolution, to educate them on the potential of people with disabilities in our society.”

To be empowered, one must know the opportunities and challenges. There are many challenges in today’s society including health care, cross cultural dynamics, increasing number of caseloads, more documentation and less time, multiple agencies competing for the same funds, etc. While ADA has had a huge impact on the system and allowing for more options, that larger system is overwhelmed. They don’t know what to do or how to serve. They won’t have heard of the new technologies. Most workforce places or systems won’t know it either. Someone must be out there introducing the new information and resources, they are dependent on us.

Remember the reason you are here, why you do the work you do, why you are in this profession. Don’t forget your ethics, integrity, and responsibility to continue to learn, to collaborate, to inspire, problem-solve, and plan together. It’s your professionalism. As you prepare your table of empowerment, bring the passion. Bring your commitment. Bring it and share it and recognize others who bring it, too. Prepare your power.

**Supporting System Change Through Collaboration**

*With Heather Harker*

May 25, 2017

Although there are a variety of resources to support services for consumers who are deaf or hard of hearing, the “sticky” part is when agencies and organizations need to work together toward a common goal. Each group brings in their own expectations and protocols, and they might also have some preconceived ideas about potential partners. Once partnerships are created, what does it take to sustain efforts to lead to change? How can we learn from others who navigated a changing environment, tough political issues, and funding challenges to build a stronger foundation for programming?

Heather Harker, Chief of Staff at Gallaudet University, is involved as a process consultant, which means she looks at the process of how things happen and who makes decisions, the complex interactions, strategies and structures. Harker explained the states of change that one can face using a military acronym, VUCA; Volatility (unpredictable), Uncertainty (doubt), Complexity (complicated due to a number of factors), Ambiguity (unclear). In other words, change is wrought with complex unknowns, which make it difficult to enact changes and probably why most of us are not crazy about change.
During the Plenary Session at the ADARA Conference, she invited the attendees to consider the distinction between role and self, and how that distinction has an impact. Many reported they do not feel totally at ease with resources available to them, especially when considering the challenges working within the Deaf community.

Odyssey Magazine in 2016 “Collaboration: Definitions and Explorations of an Essential Partnership” By Mary Ann Kinsella-Meier and Nicholas M. Galashows, provides a lens of framework to look at partnership. The article states there are four levels of partnership:

1. COMMUNICATION—The most basic partnership forms when two or more individuals share information. This occurs during meetings and conferences. The work of each partner is independent and the partnership is brief.

2. COORDINATION—When individuals within two or more agencies communicate to share resources and coordinate work, often to avoid duplication, involvement deepens. This work requires more time than communication but commitments remain relatively short term.

3. COOPERATION—When individuals from multiple agencies communicate to support a common goal and use this goal to coordinate and focus their work, coordination becomes cooperation. The goals may still be short term and individuals exercise some autonomy.

4. COLLABORATION—Interactions deepen and become more complex when individuals within two or more agencies communicate to achieve common goals that are interdependent, long term, and complex. These goals often involve the development of a new service or resource that pulls together expertise across agencies; this is when less elaborate partnerships become collaborations.

See the full article here: Odyssey article 2016

Harker pointed out that equity is critical in collaboration, noting 80% of people in positions of power are white. How does that impact collaboration, how things are being run, what is shared and what is not shared. There are “multiple truths”; each person views something from various perspectives. People must share their unique visions to create the larger vision. This means each person must provide their input to have a successful collaboration.

These discussions and partnerships can lead to paradigm shifts, creating change within the communities we live and work in. What influence do you have on the rules and regulations to influence the Deaf, DeafBlind, and Hard of Hearing community? Paradigm shifts require trust building, relationships, and credibility with clients and collaborators. Change does not happen overnight, but if we can change the paradigm, it will have a great impact on the rest. For example, if we change the rule to say children must be given a first language that is successful for them, it would be a paradigm shift that would greatly impact the system.
What you will learn:
You will receive training to provide individuals who are Deaf and/or have disabilities an opportunity to live fulfilling, productive, and independent lives.

Learning outcomes:
• Develop a comprehensive understanding of the rehabilitation counseling related theories and policies through scholarly activities.
• Demonstrate competency in facilitating employment, independent living, community integration and personal adjustment for individuals who are Deaf or have disabilities and come from diverse cultural backgrounds.
• Show commitment to professional excellence and leadership through the practice of ethical behavior and integrity.

Want to start? Contact dspsinfo@wou.edu

wou.edu/grad
The Eugene W. Petersen Award

Recognizes Gene Petersen, who set the standards in serving with deaf adults across the spectrum. It is an award given to an individual who has demonstrated exemplary direct service provision to deaf adults with additional disabilities and/or language and learning challenges.

Melissa Baquis was chosen to receive the Eugene W. Petersen Award. Over the past year Ms. Baquis has been a calming force within Signing Places, both for the residents and staff alike. The home recently lost its beloved Program Coordinator who had been with this group since its inception. Under Ms. Baquis’s gentle, compassionate, empathic guidance, the staff and three individuals were able to grieve her departure with minimal disruptive behavior. Ms. Baquis has been instrumental in assisting the residents in learning how to better communicate with each other, staff, and with the community at large.

Ms. Baquis epitomizes the qualities of Eugene W. Petersen Award. She manages her many responsibilities while maintaining a steadfast commitment to excellence. She inspires all who know her to be the best possible versions of themselves.

The Legislative Award

Recognizes an individual who has demonstrated tremendous contributions related to legislative activities and public advocacy that have a profound impact on individuals who are deaf, later-deafened, hard of hearing, and deafblind.

Dr. Gabriel A. “Tony” Martin

Damara Paris accepted the award on behalf of her husband, Tony Martin. Dr. Martin received his Bachelor of Science degree in Speech and Deaf Education, and his Master of Science in Audiology/Deaf Education from Lamar University. He went on to obtain his doctorate in Educational Administration/Supervision from the University of Southern Mississippi. He had moved into a new role as Lamar University’s Executive Director of the Office of Planning and
Assessment (OPAA)/Southern Association of Colleges and Schools-Commission on Colleges (SACSCOC) almost two years before he passed in October 2016.
Dr. Martin was instrumental as an advocate for several institutions and government organizations. Concerned about the quality of doctoral leaders in Deaf Education, Dr. Martin pushed for a doctoral degree in Deaf Education/Deaf Studies to be conferred by Lamar University in 1994. Because of the quality of graduates from the Deaf Studies/Deaf Education department, the Texas Higher Education Coordinating Board designated the program as a Center of Excellence in 2012.
An area of special concern for Dr. Martin was accessibility for Deaf individuals in the court and prison system. He served as a consultant regarding language deprivation and Deaf accessibility in courtrooms across the country. He was concerned about ensuring access to Miranda Rights. He co-authored a prison handbook in ASL for Deaf inmates in Texas, and authored several publications on the issues of Deaf inmates, particularly individuals who struggled with language acquisition.

The Boyce R. Williams Award

This highest award is given to individual in recognition of a lifetime of exemplary contributions that lead to improvement in the lives of deaf people in the rehabilitation and behavioral health arenas.

Steve Sligar

Dr. Sligar served as President of ADARA. He led the ADARA board in developing a plan to become financially solvent. Steve has also served on the editorial board of JADARA for many years. Dr. Sligar has published numerous articles to enhance the field of vocational evaluation and serving persons who are deaf or hard of hearing. Steve has served as Director of two national programs that served the deaf and hard of hearing population at Southwest Center for Hearing Impaired (SCHI), now known as Methodist Mission Home, in San Antonio, TX and Georgia Sensory Rehabilitation Center in College Park, GA. Steve has also been employed with the Center for Sight and Hearing in Rockford, IL and Northern Illinois University Research and Training Center on Traditionally Underserved Persons Who are Deaf in DeKalb, IL. Dr. Sligar is currently Assistant Professor and Director of the Graduate Program in Vocational Evaluation at East Carolina University. He has presented numerous pre-conference and workshops on Vocational Evaluation at ADARA conferences and Southeast Regional Institute on Deafness (SERID). This training has provided significant support to Vocational Rehabilitation Counselors and others in the field of serving deaf and hard of hearing.
The Frederick C. Schreiber Award

_This award is given to an individual for outstanding contributions to ADARA._

**Theresa Johnson**

Theresa Johnson has been a strong supporter of ADARA’s mission and goals for many years. She served in a variety of roles on the Board 1997 – 2007; including At-Large Board Member, Vice President, and President. Over the past 25 years, she has been an active supporter and contributor to the organization, consistently promoting ADARA and encouraging colleagues to become involved, and stepping up to provide assistance.

The President’s Award

_At President’s discretion, this award recognizes an individual for excellence and reflects the highest ideals of ADARA._

**Marcia Kolvitz**

Marcia was instrumental in the long time success of PepNet as well as her enduring commitment to ADARA in multiple roles...as long time board member before becoming president of ADARA. She even fundraised for conferences through Tupperware parties and Bowl-A-Thon!

The Bellflasher Award

_The Bellflasher Award honors the most outstanding and thought provoking biennial conference presentation, as determined by the scores and comments on evaluations and “buzz” generated by breakout conference sessions._

**Melissa Anderson**

Melissa L. Anderson, a member of SPARC faculty, received this year's Bellflasher Award at the 2017 ADARA Conference for her presentation about Signs of Safety.
JADARA is a widely read publication which deals with research findings (pragmatic applications), program descriptions and articles on deafness, and the disciplines of rehabilitation, social services, mental health, and other related areas.

Current Issue: Volume 51, Number 1 (2017) Follow this Link to gain access to JADARA!

Articles

**Telemental Health Services as a Targeted Intervention for Individuals who are Deaf and Hard of Hearing**
Teresa Crowe

*Abstract*

Deaf and hard of hearing individuals who have chronic mental illness are a population that is underserved. Like their hearing counterparts with mental illness, individuals who are Deaf and hard of hearing often face medical and treatment disparities. The purpose of this paper is to propose the use of telemental health (TMH) services, or services provided via videoconferencing technology, as a targeted intervention that may provide relief to Deaf and hard of hearing individuals with mental health problems. This paper addresses several areas that are important when considering service provision to Deaf and hard of hearing individuals, including a working definition of TMH, clinical efficacy of TMH, the challenges and advantages of using TMH, and considerations for establishing a TMH service for Deaf and hard of hearing individuals.

**Interdisciplinary Collaboration to ensure the well-being of Deaf and Hard of Hearing Students with Complex Needs**
Deb S. Guthmann Ed.D; Kim Mathos D.O., M.P.H.; and Jessica Richter M.S.

*Abstract*

Compared to their hearing counterparts, students who are deaf or hard of hearing face unique challenges as they transition from high school to post high school activities. Students who have co-occurring physical, behavioral health, intellectual or autism related challenges may be at higher risk of destabilization in placement or service access when they are no longer eligible for special education services. In this exploratory study, we aim to begin to quantify how transition coordinators and schools that serve deaf or hard of hearing students collaborate with behavioral
This nine-credit, month-long summer academic certificate program is attended on the campus of Western Oregon University. The goal of the program is to improve the employment and independent living status of deaf and hard-of-hearing people by increasing the number of rehabilitation professionals and their community partners nationwide who have the necessary knowledge and communication skills to serve this population. Participants take American Sign Language, an orientation to deafness, and vocational rehabilitation service provision. The Rehabilitation Services Administration (RSA) under the US Department of Education provides funding to defray the expense of participating in the program for participants in exchange for employment in a qualifying setting.

Want to start? Contact rrcd@wou.edu
ADARA Portland: Reflections and Contemplations

Written by: Colleen Donohue

When I first learned that the 2017 ADARA Conference would be hosted in Portland, Oregon, I knew I had to grab the opportunity to attend. As a Deaf professional who attended a predominately hearing graduate program and have had limited interactions with other D/HH mental health professionals prior to ADARA, I will say that I did not initially understand the importance of ADARA and benefits associated. After attending the Breakout in Colorado Springs in 2016 & ADARA-Portland, I have become acutely aware of how essential networking is. Not only for advancing our knowledge to best serve our D/HH clients, but to connect with other professionals and to nurture our passion within our fields.

During the conference, I recalled a workshop that I attended several months prior. In that workshop, we (attendees) were asked to explore what fuels our passion for this field and how we can effectively nurture our inner fire to do the work that we do, to minimize the presence of compassion fatigue and/or burnout. The concept of ensuring that our inner fire continues to stay aflame resonated with me because as a Deaf individual, I have found that working in the mental health field sometimes becomes isolating. This is especially true if the work environment is not communication accessible and/or there are limited opportunities to consult or collaborate with other signing providers due to geographical and/or agency limitations. I find that my time at ADARA allows me the opportunity to “re-fuel” by meeting new individuals who have similar passions within this field, acquiring new techniques and resources I can bring back to my clients and my agency, and reuniting with old friends and former colleagues. I now consider ADARA conferences as a form of self-care and one that I look forward to continuing for years to come.

While my expectations of ADARA-Portland were met, I left Oregon with a burning question. I questioned why there was a disparity in the number of Deaf presenters versus hearing presenters. It was not until Dr. Jaime Wilson’s presentation, “Forging Pathways with Deaf Consumers despite Communication Barriers”, that I realized most of the presentations at ADARA were presented by hearing professionals/advocates. Please know that this is in no way meant to be critical nor dismissive of the important contributions that hearing professionals/members have made in the fields of Deaf Mental Health, Vocational Rehabilitation, or to ADARA. Nonetheless, I do believe there is a need for more D/HH professionals to become leaders. I urge reflection on what we, as ADARA members, can do individually and collectively to promote the inclusion of more Deaf presenters/professionals to reduce this noted disparity, strengthen our community and best serve the D/HH population.

Overall, ADARA-Portland has been a wonderful experiencing meeting and reuniting with new/former colleagues who have a passion for serving the D/HH community and I look forward to many more opportunities in the years to come. If you have yet to attend an ADARA conference, I strongly encourage you to do so.
Write for the ADARA *Update*

Do you enjoy reading about what is happening in the community? Do you have something interesting to share? The Update is looking for *YOU!* Tell us what you have been doing in your community or organization.

The *Update* publishing schedule is listed below. In order to meet these deadlines, copy, including advertisement, must be in hand by the deadline date.

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Requirements: Have something interesting to share with our members about service provisions for Deaf individuals. If you are interested in writing, contact:

`newsletter@adara.org`
2018 ADARA Breakout Conference

IGNITE
COMMUNITY - ACTION - PROGRESS - GROWTH

Save the date!

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Online Membership Application

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