



*Governor's Office of the
Deaf and Hard of Hearing*

2004 Annual Report

(January 1, 2004 – December 31, 2004)

State of Maryland

Robert L. Ehrlich, Jr., Governor
Michael S. Steele, Lt. Governor
Yvonne M. Dunkle, Director



State of Maryland

ODHH

Office of the Deaf and Hard of Hearing

217 E. Redwood Street • Suite 1300 • Baltimore, MD 21202

Robert L. Ehrlich Jr., *Governor* • Michael S. Steele, *Lt. Governor* • Yvonne M. Dunkle, *Director*

Dear Governor Ehrlich, President Miller and Speaker Busch:

I am pleased to present the Office of the Deaf and Hard of Hearing's second annual report. The report highlights our activities, progress and objectives for the period of January 1, 2004 through December 31, 2004.

The Office of the Deaf and Hard of Hearing (ODHH) reviewed its goals and developed a clearer definition of its purpose and responsibilities to better serve constituents. Accordingly, ODHH is now organized into three programs: (1) Awareness Training and Technical Assistance, (2) Constituent Services, and (3) Community Outreach and Education.

I am proud of our outreach efforts to promote ODHH across the State of Maryland by participating in many conferences, events, and activities. We have reached over three thousand people who were not familiar with ODHH and its role in State government and local communities. The staff conducted an outreach event that included 14 different workshops for adults and children, activities for children and 58 exhibits with many State agencies participating. This event alone attracted over 550 participants, which is the major accomplishment of our outreach efforts.

The information provided in this report will help assess the activities and the progress made for each of ODHH's three major programs and to ensure sound planning to address the issues already identified in the five-year strategic plan.

Sincerely,

Yvonne M. Dunkle
Director

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ABOUT THE OFFICE OF THE DEAF AND HARD OF HEARING

The Office of the Deaf and Hard of Hearing (ODHH) was established in October 2001 through enabling legislation (Chapter 537 of the Acts of the 2001 General Assembly). In accordance to the State Government Article, section 9-2407 of the Annotated Code of Maryland, the Governor's ODHH was created to promote the general welfare of deaf and hard of hearing individuals in the State.

ODHH was charged with 12 responsibilities that include: (1) providing, advocating and coordinating the adoption of public policies, regulations and programs that will benefit deaf and hard of hearing individuals; (2) improving access to communication and to existing services and programs for deaf and hard of hearing individuals; (3) providing direct services to deaf and hard of hearing individuals as appropriate; (4) increasing public awareness of the needs and issues affecting deaf and hard of hearing individuals; (5) working with State and local agencies to ensure access for deaf and hard of hearing individuals to safety and emergency services, including the acquisition and distribution of visual smoke detectors; (6) developing a referral service for deaf and hard of hearing individuals; (7) serving as an information clearinghouse on the needs and issues affecting deaf and hard of hearing individuals; (8) working to increase access for deaf and hard of hearing individuals to educational, health and social opportunities; (9) working with private organizations, the federal government and other units of State government to promote economic development for deaf and hard of hearing individuals; (10) working to eliminate underemployment and unemployment of deaf and had of hearing individuals; (11) providing a network through which services provided by State and federal programs serving deaf and hard of hearing individuals can be channeled; and (12) promoting compliance with State, local and federal laws and policies protecting and serving deaf and hard of hearing individuals.

In addition to the responsibilities above, ODHH is mandated to hold at least two public town hall meetings each year to receive public comments on the quality of state services and programs affecting deaf and hard of hearing individuals; ODHH-related functions and operations; and any other issues that affect deaf and hard of hearing individuals.

Furthermore, ODHH shall (1) help facilitate the appropriate delivery of State, local and other public services to deaf and hard of hearing individuals; (2) to advise other units of State government and the General Assembly on the needs of deaf and hard of hearing individuals; (3) subject to appropriations in the State budget, provide any reasonable resources that any other unit of State government requests to serve or assist deaf and hard of hearing individuals; and (4) to the greatest extent possible, in order to avoid any duplication of effort, coordinate with other units of the State and the federal government the services provided to deaf and hard of hearing individuals.

ODHH serves as a coordinating agency that reports directly to the Governor's Office.

Mission

The Office of the Deaf and Hard of Hearing exists to provide expertise related to deaf and hard of hearing issues to Maryland citizens and to facilitate their ability to access resources and service.

Vision

ODHH believes that all Maryland citizens who are deaf or hard of hearing should have equal and full access to resources, services and opportunities for participation in all aspects of community life through the provision of appropriate accommodations.

MANAGING FOR RESULTS (MFR)

The MFR was developed based on ODHH's responsibilities in the enabling statute and office operations that serve its main mission. The MFR outlines the key goals, objectives, performance measures and strategies, which have provided the ODHH staff the framework to assess and track the progress made for quality assurance measures.

The MFR is designed for every fiscal year from July 1 to June 30. This report focuses on the 2004 calendar year; therefore, these actual numbers are calculated first half of 2005 fiscal year numbers – July 1, 2004 to December 31, 2004.

Goal 1. Evaluate and identify gaps in state programs and services for deaf and hard of hearing individuals.

Objective 1.1 Collaborate with state and local agencies providing social services to deaf and hard of hearing individuals to identify actions needed to improved accessibility and ensure effectiveness and compliance of existing services and programs for deaf and hard of hearing individuals.

Performance Measures		2004 Actual
Input:	Number of requests for information received	12
Output:	Number of respondents to ODHH satisfaction surveys *	*
	Number of contacts with public and private entities	32
	Instances of technical assistance provided	11
	Number of awareness & sensitivity training sessions conducted	5
	Number of participants at awareness & sensitivity training sessions	92

Strategies:

- a. Provide State and local agencies information about the needs and issues of deaf and hard of hearing individuals.
- b. Review state agencies' policies and practices to determine if effective communication access and appropriate services to deaf and hard of hearing in their programs and services are in place, or in need of attention.
- c. Educate state agencies about diverse communication needs through awareness sensitivity training.
- d. Provide State agencies with technical assistance in the development of policies, regulations and programs designed to expand access to services by deaf and hard of hearing individuals.
- e. Recommend policy changes to State agencies as appropriate.
- f. Collect baseline data on public and private agencies within the state currently serving clients who are deaf, hard of hearing, and with additional disabilities.

Objective 1.2 Promote access to smoke detectors specially designed for deaf, hard of hearing, and deaf-blind individuals.

Performance Measures		2004 Actual
Input:	Number of requests for information received	10
	Number of applications for visual smoke detectors received	4
Output:	Number of requests for information provided	10
	Number of applications for visual smoke detectors verified	4
	Number of outreach activities conducted *	*

Strategies:

- a. Meet with the Governor's Smoke Detector Program Committee to review the systematic process as well as to increase funds and publicity for the smoke detector distribution program.
- b. Promote and develop outreach plan to educate deaf and hard of hearing people about the availability of the smoke detector distribution program as well as to promote company donors participation in the program.
- c. Participate on the Emergency Preparedness & Response for Individuals with Disabilities and Other Unique Needs Statewide Advisory Committee and advise on issues related to deaf and hard of hearing individuals.

Since this is a new office, data for its performance measures are not available for periods prior to FY2004.

Objective 1.3 Increase representation from the deaf and hard of hearing community on advisory and policy-making entities at all levels.

Performance Measures	2004 Actual
Output: Number of advisory and policy-making entities with deaf or hard of hearing representatives	11
Number of deaf and hard of hearing representatives serving on advisory and policy-making entities	21
Number of training sessions provided *	*
Number of participants in these training sessions *	*

Strategies:

- a. Compile baseline data on the number of deaf and hard of hearing representation on state advisory and policy-making boards, committees, task forces, and related entities.
- b. Collaborate with state, county, and local agencies in creating opportunities for the inclusion of individuals who are deaf, hard of hearing, and deaf and hard of hearing with additional disabilities in advisory and policy-making roles.
- c. Develop a resource list of potential qualified deaf and hard of hearing individuals.
- d. Develop a resource list of individuals willing to mentor interested deaf and hard of hearing individuals to serve on advisory bodies, particularly for rural areas.
- e. Conduct community outreach activities to inform deaf and hard of hearing individuals of opportunities to serve on available advisory and policy-making boards as appropriate.
- f. Provide training to deaf and hard of hearing individuals on how to effectively serve in an advisory role.

***Goal 2.** Promote awareness of ODHH as state resource for information and referral on issues affecting deaf and hard of hearing individuals.

Objective 2.1 Increase awareness of the information and referral service provided by ODHH.

Performance Measures	2004 Actual
Input: Number of requests for assistance received	154
Output: Instances of assistance provided	111
Instances of community outreach activities conducted	1
Number of contacts developed at these outreach activities	53
Number of ODHH website hits	N/A

Strategies:

- a. Develop video-based and print-based information materials on ODHH.
- b. Conduct community outreach efforts to inform deaf and hard of hearing individuals about ODHH.
- c. Participate in various statewide committees, advisory groups, task force groups, and workgroups regarding deaf and hard of hearing issues.
- d. Develop a statewide referral directory of services listing organizations and agencies that provide services for deaf and hard of hearing individuals.
- e. Design and launch a website functioning as a one-stop resource providing information on State programs and services available to deaf and hard of hearing individuals.

Note: * New measure starting FY2005

Objective 2.2 Ensure timely responses to requests for information.

		2004
Performance Measures		Actual
Input:	Number of email and phone inquires received	147
	Number of written inquiries received	5
	Number of written inquiries received through the Governor's Office	2
Output:	Percentage of email/phone inquiries responded to within one business day at 85% rate	71%
	Percentage of written inquiries responded to within 10 business days at 85% rate	100%
	Percentage of letters received through the Governor's Office responded to within a three-week period at 85% rate	100%

Strategies:

- a. Design a database to track inquiries and responses.
- b. Monitor the effectiveness and efficiency of staff responses.

***Goal 3.** Provide pertinent information about issues and developments within the state.

Objective 3.1 Strengthen communication between the Governor's ODHH and stakeholder communities.

		2004
Performance Measures		Actual
Output:	Number of community activities/meetings participated in	23
	Number of ODHH town hall meetings hosted	3

Strategies:

- a. Coordinate regular ODHH town hall forums.
- b. Develop public relations mechanisms for ODHH communication with stakeholder communities and individual constituents.
- c. Create a town hall schedule ensuring a minimum of two town hall meetings a year and a site rotational plan across the State of Maryland.
- d. Develop and maintain an email listserv and a database of addresses for the dissemination of notices and publications.
- e. Attend consumer group meetings on a regular basis for the purpose of obtaining feedback on the progress of the ODHH and other State agencies.
- f. Collaborate with appropriate State agencies in disseminating news and notices to the deaf and hard of hearing community.
- g. Cultivate relationships with State legislators.

Objective 3.2 Promote public awareness of and access to information by participating in the community outreach projects.

		2004
Performance Measures		Actual
Output:	Number of outreach activities participated in	7
	Number of contacts developed at these outreach activities	320
	Number of training sessions conducted	*

Strategies:

- a. Attend conferences, events and meetings for the purpose of presenting information about ODHH.
- b. Target events that attract the highest concentration of members of the deaf and hard of hearing community.
- c. Conduct at least one project in each of the four major regions of the State.
- d. Conduct site visits of service providers serving deaf and hard of hearing individuals.
- e. Disseminate written materials to the deaf and hard of hearing community at meetings and conferences and via email.

Note: * New measure starting FY2005

2004 HIGHLIGHTS

The following sections highlight ODHH's three programs and their activities. These responsibilities in the enabling statute are identified with the activities outlined in this report.

- ODHH has co-located with the Maryland Department of Disabilities in a new office location for the purpose of better coordination of resources and information sharing.
- The Maryland Advisory Council for the Deaf and Hard of Hearing has added the public forum as part of its quarterly meetings and the council has set aside an hour in its agenda to give the public an opportunity to share issues and concerns with the members of the advisory council and the ODHH staff. Appropriately, eight state agency representatives have responded to the ODHH director's letter of invitation to attend the public forum to learn of issues faced by deaf and hard of hearing individuals that may be applicable to their agency responsibilities.
- The Governor has appointed two new members from the public to serve three-year term on Maryland Advisory Council for the Deaf and Hard of Hearing.
- The ODHH director has provided the testimonies and coordinated testimonies from deaf and hard of hearing Marylanders as well as monitored several legislative bills pertaining to issues relevant to individuals who are deaf and hard of hearing.
- The new ODHH website is already in the development stage and it will be launched during the 2005 calendar year.
- ODHH has released its first annual report delineating its activities for 2003 with newly revised five-year strategic plan.

These activities fall under the mandates #1 and #4 and mandate #2 under the relation to other government agencies as well as met the mandate to hold at least two town hall meetings. The public forum is the equivalent to town hall meeting.

PROGRAMS

ODHH staff members serve as statewide resources on issues concerning the deaf and hard of hearing individuals. Three service programs were created during the 2004 calendar year including: (1) Awareness Training and Technical Assistance, (2) Constituent Services, and (3) Community Outreach and Education.

(1) AWARENESS TRAINING AND TECHNICAL ASSISTANCE

The Office of the Deaf and Hard of Hearing (ODHH) provides awareness training and technical assistance and consulting services to all levels of Maryland government.

Awareness training is designed to educate Maryland government about the diverse communication needs of deaf and hard of hearing individuals by providing information about their specific needs. ODHH identifies the actions needed to improve accessibility and to ensure effectiveness and compliance of existing services and programs for deaf and hard of hearing individuals.

Technical assistance can include communication accessibility assessments and the review of policies, procedures and practices in comparison with effective services for deaf and hard of hearing individuals.

Under this program, ODHH made 43 contacts to the other government agencies and private entities for education, technical assistance, training and information sharing of issues and concerns shared by deaf and hard of hearing individuals.

Collaboration and Partnership Work with other Government Agencies:

Collaborations and partnerships were made with the following state agencies: Department of Public Safety and Correctional Services/Division of Corrections (DPSCS/DOC), Maryland Department of Transportation/Motor Vehicle Administration (MDOT/MVA) and Maryland School for the Deaf (MSD), Maryland Department of Transportation/Maryland Transit Administration (MDOT/MTA), Maryland Department of Disabilities (MDOD,) Maryland State Department of Education (MSDE) and private entities, Department of Health and Mental Hygiene (DHMH), Division of Rehabilitation Services (DORS) within MSDE and Legislative Services. These following meetings fall under mandates #2, #4, #5, #8 and #12 and #1 and #2 under relation to other government agencies.

Highlights

- Met with Assistant Commissioner of the Division of Corrections (DOC) within the Department of Public Safety and Correctional Services (DPSCS) and shared specific issues related to accessibility, treatment and civil rights that were raised by deaf and hard of hearing inmates that are outstanding at Maryland Corrections Institute in Jessup (MCI-J). Many of outstanding issues have been corrected with only a few issues remaining in review. As a result, the lawsuit has been thwarted.
- Continued to communicate with several MDOT and MVA staff in regards to drivers' education issues, the new development of policy guidelines and sensitivity awareness training for MVA staff. ODHH will team with a MVA contractor to provide awareness sensitivity trainings in two different locations in January of 2005. Monitored the MVA plans for setting up the trainings for driver's education instruction for deaf and hard of hearing individuals as well as hearing people with sign language skills.
- Attended a meeting with an ADA compliance officer regarding MTA facilities, to address the issues of telecommunications device for the deaf (TTY), not working in 11 of 14 metro stations around Baltimore and training needed for MTA front line staff. The engineering facilities special projects manager will make it an active project to address these issues.
- Assisted the MDOD to publicize the Maryland Regional Conferences on Emergency Preparedness & Response for Individuals with Disabilities sponsored by MDOD to the deaf and hard of hearing community.

Recruited facilitators from deaf and hard of hearing community for all four regional conferences. Educated MDOD staff as to the importance of making all regional conferences fully communication accessibility by including Assistive Listening Devices (ALDs) offered on a loan from ODHH.

- Coordinated a meeting between Maryland State Department of Education (MSDE), ODHH, Maryland Association of the Deaf (MDAD), a statewide non-profit advocacy organization and the Maryland State Steering Committee for the Deaf and Hard of Hearing Students (MSSCDHHS), comprised of professionals working with deaf and hard of hearing students in their counties which is a statewide non-profit organization serving the interest of deaf and hard of hearing students in the mainstreamed education programs, to discuss issues and concerns about access to quality education for deaf and hard of hearing children in Maryland. The concern about the Maryland Quality Assurance Screening (MQAS) program for educational interpreters administered by the MSDE. The MQAS is a proficiency screening instrument designed to assess the knowledge and skills of educational interpreters who use American Sign Language (ASL) or an English-based sign system to facilitate communication between deaf or hard of hearing persons in educational settings. The MQAS program is a voluntary program, therefore, not all educational interpreters take the evaluation nor do all school systems use the program to assess interpreters' skills and qualifications prior to hiring them. There is no requirement that all interpreters take or pass the evaluation as a condition of their employment. Talks were underway about the transfer of the MQAS program to ODHH from MSDE, and MSDE has asked ODHH to submit a proposal outlining the specifications how the program would be implemented upon the transfer. The plan has been put on hold citing limited information and staff resources.
- Participated in the Human Service Article Review meeting coordinated by Maryland Legislative Services to review the drafts for revisions on the wording usages and definitions for deaf and hard of hearing.
- Gave an overview presentation on ODHH and its activities as well as shared issues related to employment and services that ODHH received from deaf and hard of hearing constituents to all Rehabilitation Counselors for the Deaf (RCDs), their supervisors and administration staff at DORS.

Training Sessions

As per its mandate #4, ODHH is responsible to increase public awareness of the needs and issues affecting deaf and hard of hearing individuals. To meet this responsibility, the staff has conducted 5 trainings. Of the 5 trainings, 4 were provided to state elections officials in the following locations: Catonsville, Glen Burnie, Denton and LaPlata. The other training was given to the students at the Park School in Baltimore. Ninety-two individuals were trained.

Technical Assistance

ODHH staff provided technical assistance to different public and private entities ranging from consultation and support on communication accessibility to research information on deaf and hard of hearing to recruitment of deaf or hard of hearing candidates. This activity falls under mandates #2, #7, #8 and #12 as well as #1 and #2 under the relations to the other government agencies.

The technical assistance was provided to the following entities:

- Division of Corrections with the Department of Public Safety and Correctional Services
- Department of Juvenile Services
- Department of Transportation/Motor Vehicle Administration
- Department of Disabilities
- Department of Health and Mental Hygiene/Mental Hygiene Administration

Maryland State Department of Education/Division of Rehabilitation Services
Department of Natural Resources
Department of General Services
Department of Legislative Services
Workforce Technology Center/Maryland Technology Assistance Program
Washington County Health Department
Howard County Police Department
Anne Arundel County
Montgomery County
City of Laurel, Clerk to the Council
Baltimore Convention Center
Maryland Disabilities Forum – Governor’s event, “Keeping the Promise”

(2) CONSTITUENT SERVICES

The Office of the Deaf and Hard of Hearing (ODHH) serves as an information clearing house and referral service for the deaf and hard of hearing community to governmental departments & agencies and public & private entities that provide services in Maryland.

ODHH provides advocacy work and acts as a liaison between the deaf and hard of hearing community and the General Assembly, Governor, and governmental departments & agencies in Maryland.

Highlights

ODHH received 281 requests from constituents in the 2004 calendar year. ODHH staff was able to assist 214 constituents. Of 281 requests, the staff responded to 215 requests in a timely response as outlined in the MFR performance goal number 2, objective 2.2. This service falls under responsibilities #3, #6, #7 and #11 of the enabling statute.

This table reflects the statistics for the calendar year of 2004.

Total Number of Constituents	Email, Phone & In-person	Letters to ODHH	Letters through Governor's Office
281	263	9	9

Response Time	0-24 hours	10< days	3<weeks
	203	6	6
Percentage of Response Time	78%	66%	66%

In addition to the number of contacts above, this Office manages the process of receiving and verifying smoke detector applications. This activity falls under the mandate #5.

The Office received 33 contacts about the smoke detector program, as follows:

Information Requested 24
Application Received 9
Information Provided 22
Application Verified 7

The grand total of number of contacts received is 314 for the 2004 calendar year.

(3) COMMUNITY OUTREACH AND EDUCATION

The Office of the Deaf and Hard of Hearing (ODHH) facilitates community outreach and education through various activities, events and meetings to promote awareness of ODHH as a state resource on issues affecting deaf and hard of hearing individuals as well as to strengthen communication between ODHH and stakeholder communities.

Outreach and education include presentations, provision of training workshops, and booth displays across the State of Maryland.

In addition to serving constituents, the staff has attended and conducted various outreach activities including promoting the existence of ODHH and its updates. These activities fall under mandates #4, #7 and #8 in the enabling statute.

Highlights

- Planned and organized the first statewide event called “Deaf, Hard of Hearing and Hearing Extravaganza.” This event was filled with 14 different educational workshops for adults and children, children’s activities, and 58 exhibits which were well represented by many state agencies. The director gave an overview presentation about ODHH and updates on activities conducted by ODHH staff. This event attracted over 550 participants.
- Hosted an Open House as part of outreach efforts and education about ODHH.
- Participated in 16 different outreach activities which have reached more than 3,000 Marylanders through exhibit displays, distribution of brochures and presentations around the state.

The following activities were attended by staff:

Deaf Independent Living Association in Salisbury
Potomac Chapter of Registry Interpreters for the Deaf Conference, represented by three states (MD, DC and VA) in Annapolis
ACT-a-thon event at Owning Mills Mall
National Aquarium in Baltimore
Information Day for Sign Language Interpreters working in MD, DC and VA
Eastern Deaf Timberfest two-day event in Williamsport
127th Annual Maryland Picnic Association of the Deaf in Frederick
World of Possibilities Disabilities Expo 2004, a three-day weekend event in Baltimore
Deaf Worldwide Exhibitions and Events in Baltimore
“It takes a Village to Raise a Black Deaf Child” Conference in DC
Maryland State Steering Committee for Deaf and Hard of Hearing Students Conference in Westminster
“Eyeth” Exhibits Event in Westminster
Senior Solutions – “Do You Hear Me Now?” Workshops and Exhibits in Towson
Self Help for Hard of Hearing (SHHH) meetings in Harford and Baltimore counties
Montgomery County Commission on Disabilities’ Deaf and Hard of Hearing Task Force meeting
Maryland Coalition for the Deaf and Hard of Hearing

- Attended 66 various community activities and meetings for information sharing and developing relationships to better ascertain the needs and concerns of deaf and hard of hearing Marylanders.

Examples of issues are:

Video Remote Interpreting (VRI) in the hospitals
Communication between the deaf hispanics/latinos and service providers
Funding for summer camps for deaf and hard of hearing children
Funding from Developmental Disabilities Administration (DDA) within DHMH for services for deaf individuals with developmental disabilities
DDA eligibility criteria and questionnaires to better fit the needs of deaf people
Interpreter coverage for deaf and hard of hearing students in mainstreaming education programs
Support Services Providers (SSP) for Deaf-Blind
Attention to the issues related to hard of hearing
DHMH funding and downsizing of mental health services for the deaf and hard of hearing
Access to quality education for deaf and hard of hearing children related to educational interpreters

- Director went on a statewide tour to learn of available services and programs serving deaf and hard of hearing individuals in the mental health and developmental disabilities fields as well as to collect issues/concerns and accomplishments as part of needs assessment to be shared with other state departments and agencies.
- Sponsored and participated in the voter registration training for deaf and hard of hearing individuals with the Montgomery County Board of Elections Multicultural Voter Empowerment Committee.
- Invited a staff member from Delegate Justin Ross' office to update the members of Maryland Coalition for the Deaf and Hard of Hearing, representing 45 different deaf and hard of hearing organizations, on the study of failed legislation on Fire Safety for Hearing Impaired Condo Owners and the plan to re-submit this bill through the House of Environmental Matters subcommittee.

MARYLAND ADVISORY COUNCIL FOR THE DEAF AND HARD OF HEARING

In the mandate, the Maryland Advisory Council for the Deaf and Hard of Hearing was authorized in October 2001 (Chapter 537, Acts of 2001). The Council advises the Office of the Deaf and Hard of Hearing on carrying out its duties, and reviews statewide activities for the deaf and hard of hearing individuals, including reviewing reports and publications. The Council also fosters coordination and support of programs for the deaf and hard of hearing individuals, and studies ways to ensure that individuals with hearing problems use the facilities and services available to them. The Council shall hold at least quarterly, regularly scheduled meetings and open meetings to provide direct communication between deaf and hard of hearing individuals and private and public organizations and the general public, about programs and services for and needs of deaf and hard of hearing individuals. Also, the Council shall assist any local governing body of a county to establish a local advisory council for deaf and hard of hearing individuals in the county for purposes of implementing the provisions of the Americans with Disabilities Act of 1990 and other relevant State and federal laws.

Of the council's 16 members, eight are public members from the community and eight serve as ex-officio. Out of eight public members, five shall be deaf and hard of hearing individuals. The public members are appointed to three-year terms by the Governor with Senate advice and consent (Code State Government Article, sections. 9-2404 through 9-2406).

The members are staggered in three different 3-year terms and a member may not serve consecutively more than two 3-year terms. At the end of a term, a member continues to serve until a successor is appointed and qualifies. Any member who fails to attend at least 50 percent of the regularly scheduled meetings during any 12-month period shall be considered to have resigned.

During the 2004 calendar year, two members have resigned and another member's term has expired, which made three vacancies on advisory council. The Governor has appointed two new members to fill the vacant seats. The members are:

State Government – Ex-Officio

Alexis Allenback – Designee, Department of Labor, Licensing, and Regulation

John Gaver – Designee, Department of Transportation

Pamela Jenkins-Dobson – Designee, Human Relations Commission

Will Johnson – Designee, Department of Human Resources

Deborah Metzger – Designee, State Department of Education

James Tucker, Vice Chair - Superintendent of Maryland School for the Deaf

Linda Webb – Designee, Department of Housing and Community Development

Vanessa Antrum – Designee, Department of Health and Mental Hygiene

Community - Public

Mary Pat Bromwell

Benjamin J. Dubin

Lindsay Dunn

Ethelette Ennis

Diane Edge

Joshua Friedman

Howard Leonard, Chair

Vacant

The council meets four times a year, rotating in different regions of the State.



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