



SECRETARY CHRISTOPHER AMOMOMPON AND TREASURER ROBERT J. REDMAN OF OF THE DEAF ASSOCIATION OF LAPU-LAPU CITY DURING A COMMUNITY CAPACITY-BUILDING WORKSHOP HOSTED UNDER THE EXPAND PROGRAM.





Board Members

President

Harold Mowl, Jr., Ph.D.

Vice President

James DeCaro, Ph.D.

Treasurer

Bryan Hensel

Secretary

Stacey Miller

Donalda Ammons, Ph.D.

Carol-lee Aquiline

Shane Feldman

Mencie Hairston

Marty Hiller

Kimberly Kurz, Ph.D.

Khadijat Rashid, Ph.D.

Michael Schwartz, Ph.D.

Michael Servé

Denise Thew, Ph.D.

Madan Vasishta, Ph.D.

Staff

Executive Director

Davin Searls

*International Programs Director
and Co-Founder*

David Justice



Newsletter Services

T.S. Writing Services

www.tswriting.com

About DDW

Discovering Deaf Worlds is a 501(c)(3) nonprofit organization dedicated to advancing the self-determination of signing Deaf communities through local capacity building in developing countries.

DDW recognizes that all people, regardless of their social or economic background, possess the capacity to succeed, and deserve equal access to education, the workplace, and the benefits that society has to offer. For more information, visit www.discoveringdeafworlds.org.

DDW annual report available online!



ANNUAL REPORT

APRIL 2013 - 2014



Click here to view the DDW 2013-2014 annual report!

Inside, you'll learn all about DDW's EMPOWER program funded by the U.S. Department of State to conduct an 18-month cross-cultural capacity-building program between Deaf and hearing advocates of the United States and the Philippines.

You'll also learn about the beginning stages of DDW's EXPAND program funded by the U.S. Agency for International Development, which is an ongoing capacity building program with the Philippine Federation of the Deaf through 2015. Plus, meet the people who have participated in these programs and see what they accomplished as a result of your support!

Filipinos forging pathways to sustainability

By: Mencie Y. Hairston
Founder & Director
High Bridge Foundation, Inc.

“Land of the morning,
Child of the sun returning”

- from *Philippine Hymn*
by Camilo Osias and A. L. Lang

Originally from the Philippines, I immigrated to the United States in 1979. Prior to this life-altering move, I was employed by the Philippine Association of the Deaf, Inc. for 15 years in various capacities: I had been hired as a bookkeeper/clerk-typist out of high school. At the time of my departure, I was the association’s executive director.

For the next 35 years, I lived the privileged, albeit frenetic, life of a suburbanite Filipino American: raising four daughters with my husband Ernie, working, keeping house, volunteering, and playing host to a steady stream of Filipino visitors and students. I kept in touch with a few of my deaf friends through emails, Facebook, and visits. When time and finances permitted, I took my children for quick trips to the Philippines so they could get acquainted with their Filipino roots.

Having retired in 2013, I was in search of a meaningful way to get involved with the Filipino deaf community. In May 2013, Khadijat “Kubby” Rashid, Ph.D., invited Ernie and me to a reception at Gallaudet University to welcome a delegation from the Philippines. The 11 Filipino participants were part of DDW’s EMPOWER Program, funded by the U.S Department of State. I did not know any of them personally; most of them were probably not even born when I left the country. I was impressed by how young, bright, and confident they were. Ernie and I offered to host the farewell reception at our home on their last day. To delighted squeals, our Filipino guests helped themselves to rice, *pancit* (rice noodles), *lumpia shanghai* (mini meat spring roll), chicken *adobo* (a marinade of soy sauce, vinegar and spices), *pusit* (squid in ink), *laing* (spicy greens in coconut milk), and *turon* (fried plantain fritters).

In September 2013, Kubby inquired whether I’d be interested in serving on the DDW board to help guide its efforts in the Philippines. After explaining DDW’s endeavors, she assured me that my background would fit well with DDW’s mission of advancing Filipino deaf



DDW BOARD MEMBER MENCIE HAIRSTON PRESENTS TO PFD ON THE FILIPINO CULTURE OF PHILANTHROPY.

people’s self-determination.

Dubious, I scrutinized DDW and its programs and leadership. I had my share of experience working with foreign individuals and groups who chose the Philippines to launch their social/charitable platforms. Although well-meaning, the unintended consequences resulting from their work often negatively impacted Filipinos and Filipino culture. I liked what I learned about DDW, and on Nov. 27, I was voted in as a board member.

The EXPAND program, funded by the U.S. Agency for International Development (USAID), aims to work in tandem with the PFD Sustainability Sub-Committee (PFD-SSC). I agreed to serve as a program specialist and provide on-site training in fund development and fundraising in the early summer. I had gained a deep appreciation and respect for DDW’s Davin Searls and David Justice, when we began earnest discussions about my participation. They had a road map—no, a GPS! Their training goals, strategies and outcomes were clear, concise, and to the point. They asked me to submit a working draft of my training materials a month prior to my departure.

With valuable input from DDW treasurer Bryan Hensel, we worked to refine and tailor the training schedule and materials to the PFD-SSC members’ needs. Even so, we had a tacit understanding that we would be open to changes based on the needs that might arise on-site.

The Cocoon Boutique Hotel in Quezon City was my home for the next seven days. Davin, David, and PFD-

SSC member Yvette Apurado met me in the lobby. After checking in, I was whisked to a nearby restaurant for a sumptuous Chinese *lauriat* dinner and a surprise birthday cake.

Manila never gets old for me. Although changed, it remains to me the city of my youth, having grown up in the tough neighborhoods of Tondo. I got the chance to play the tourist on the cab rides from the hotel to De la Salle University – College of St. Benilde (DLSU-CSB). The city has gone through so many changes over the years that I appreciated all the information in my orientation packet.

Whenever possible, Davin, David, and I met for breakfast to review the day's training materials and to strategize. To accommodate the participants' work schedules, training started at 1:00 p.m. and finished at 9:00 p.m., allowing for breaks. The rides back to the hotel were opportunities to debrief and to reflect on the day's training.

I found the schedule punishing, but the enthusiasm of the participants was contagious and motivated me to push through. During the initial group meeting, a pre-test on the training areas was administered. Each day began with a review of training expectations, including, among other things, use of FSL, Tagalog, ASL, and English. (Undoubtedly, after more than 35 years in the U.S., my FSL has acquired a heavy American accent.)

I learned that PFD had conducted a couple of fundraisers to support its annual events. However, fund development as a sustained effort to develop relationships with PFD supporters was a new concept for the participants. From the discussions that ensued, the group concluded that for PFD to be sustainable as an organization, fund development had to be integral to its organizational goals. This meant everyone in the organization must share in the burden of cultivating



PFD MEMBERS BRAINSTORMED POTENTIAL DONOR NAMES, FROM INDIVIDUALS TO CORPORATIONS AND ORGANIZATIONS.

relationships to bring in funds, identifying a person or persons with the right set of skills to lead the fund development committee, coming up with a fundraising plan, and establishing a fundraising database.

Philanthropy in the Philippines is deeply rooted in its religions, family values, and cultural traditions. 400 years under Spanish rule left the country with a strong charitable tradition of alms-giving to support the church, atone for past sins, and as thanksgiving for favors received. Filipinos take the adage, "Charity begins at home" to heart.

In a country where social welfare programs are still in various stages of development, one's family is one's safety net. The Filipino concept of family includes, in addition to the immediate family, grandparents, aunts and uncles, cousins, in-laws, godparents, and friends. As part of a group exercise on "Family/Friend Raising," my heart sank when several of the participants expressed their hesitation about including their immediate family members as donors. Due to limited communication, some explained that their families did not fully understand the importance of their work with PFD. *Hiya*, which means shame or losing face, arising from their dependence on their family for basic needs was the other reason for their vacillation. Despite this, however, they came up with an impressive list of potential donors to begin a fundraising database.

In addition to the presentations, class discussions, role playing, small group sessions, and mini-presentations were used as training strategies to drive home key training points. They also allowed the participants to engage in critical thinking and come up with coping strategies. More importantly, they provided much-needed comic relief to the daily seven-hour training schedule.

Marianne "Mayan" G. Quebral's presentation on



GUEST PRESENTER MARIANNE "MAYAN" G. QUEBRAL PRESENTED ON FUND DEVELOPMENT PRINCIPLES AND STRATEGIES.

“Fundraising: Scanning the Landscape for Creative Resource Generation and Planning for Fund Raising” was the perfect wrap-up for the week’s training. Mayan has worked extensively in the Philippines and Asia and is intimately familiar with the fundraising landscape there. She is an invaluable resource for PFD as it starts to map out fund development and fundraising strategies.

The training brought to the surface several key areas requiring further attention from the PFD-SSC in order to initiate its fund development plan. Among them are identifying individuals to lead the organization’s fundraising efforts, setting up a website, improving PFD’s capability to accept donations locally and from abroad (according to Mayan, 40% of giving is done through credit cards), building and maintaining a donor database, and implementing an organizational structure to ensure effective stewardship of the funds. To ensure PFD’s sustainability, DDW will continue to look into connecting PFD with carefully vetted local experts who will continue to provide effective guidance.

On our last day of training, I was to leave for the airport at 4:00 that following morning Yet I had not bought a single souvenir. No self-respecting Filipino American comes home empty-handed. I knew we had a full day ahead of us and stores closed at 9 p.m. Sensing my verging panic, David proposed a solution. We would pick up the group’s lunch from a nearby mall and grab *pasalubong*, or souvenir gifts. I had never power-shopped before, but I bought gifts for 15 family members in less than 45 minutes.

The mock presentations given by the participants provided a good gauge of their mastery of the fund development concepts from throughout the week. It was also an opportunity for us to fill in gaps. Needless to say, I was very pleased and gave out imaginary high-fives to Davin, David, and myself. From the air-conditioned comfort of the PEN Multimedia Learning Center, we moved the group to Plaza Villarosa, CSB’s open-air quad, where Davin and David took turns administering general feedback surveys to each participant in between wiping off beads of perspiration. Our day was capped by an enjoyable and boisterous dinner at the Kamayan Restaurant where at last I had my fill of Filipino food!

I have grown very fond of this group, which includes Patrick Ablaza, Yvette Apurado-B, Hazel Bual, Mackie Calbay, Carolyn Dagani, Raphael Domingo, Rey Alfred Lee, George Lintag, Ronito Macahilo, Jesdelton Romo, Jose Eustaquio Sales, and Rowella Tanjusay. With my maudlin sentimentality in check, I handed out certificates of training. I spoke of each person’s character and leadership qualities that inspired me and how those traits will benefit PFD, the Filipino deaf people,



DDW AND PFD MEMBERS POSE WITH THEIR CERTIFICATES AND PARTING GIFTS AFTER THE SUCCESSFUL TRAINING.

and the entire country. All of them are true modern-day heroes in my eyes. Camera flashes punctuated the remainder of the evening until we said our farewells.

“With fervor burning,
Thee do our souls adore.”

- from *Philippine Hymn*
by Camilo Osias and A. L. Lang

Mencie Hairston is the founding director of High Bridge Foundation, Inc., a non-profit that promotes the well-being of young people from under served populations including new immigrants, adoptees, disabled persons, and those needing financial help to pursue higher education. She is also the co-founder and a board of trustees members of Mabuhay, Inc., a community organization for Filipino Americans.

The John R. and Sheila A. Justice Family Foundation

Host DDW's Next Event



Presentation



Film Screening



Workshop

Contact ddwteam@discoveringdeafworlds.org
for more information



**NIXON
PEABODY**

Who has ratified the UN Convention on the Rights of People with Disabilities?

To date, 158 countries have signed the United Nations Convention on the Rights of People with Disabilities (UNCRPD), and 147 countries have ratified. The UN website states, "The Convention on the Rights of Persons with Disabilities and its Optional Protocol was adopted on 13 December 2006 at the United Nations



Headquarters in New York, and was opened for signature on 30 March 2007. It is the first comprehensive human rights treaty of the 21st century and is the first human rights convention to be open for signature by regional integration organizations. The Convention entered into force on 3 May 2008.

"The Convention follows decades of work by the United Nations to change attitudes and approaches to persons with disabilities. It takes to a new height the movement from viewing persons with disabilities as 'objects' of charity, medical treatment and social protection towards viewing persons with disabilities

as 'subjects' with rights, who are capable of claiming those rights and making decisions for their lives based on their free and informed consent as well as being active members of society.

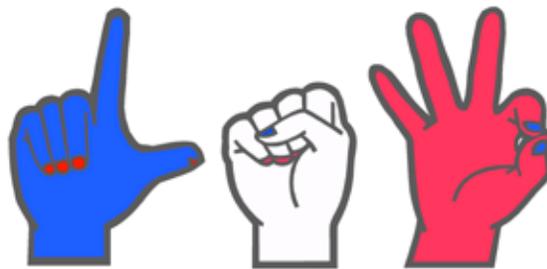
"The Convention is intended as a human rights instrument with an explicit, social development dimension. It adopts a broad

categorization of persons with disabilities and reaffirms that all persons with all types of disabilities must enjoy all human rights and fundamental freedoms. . .

"The Convention was negotiated during eight sessions of an Ad Hoc Committee of the General Assembly from 2002 to 2006, making it the fastest negotiated human rights treaty."

For more information, visit www.un.org/disabilities/default.asp?id=150.

Taken from www.un.org/disabilities/documents/maps/enablemap.jpg



Summer Study Abroad



UNIVERSITY of ROCHESTER

American Sign Language Program



WFD World Congress: Register today!

On July 28-Aug. 2, 2015, the Turkish National Federation of the Deaf will host the World Federation of the Deaf's XVII World Congress in Istanbul. The theme for this year's World Congress, which happens every four years, is *Strengthening Human Diversity*.

WFD President Colin Allen's welcome message stated, "This (theme) is a two-fold call. First, to recognize deaf people as a part of human diversity. And second, to recognise and strengthen diversity in every deaf community globally, including children, youth, senior citizens, women, LGTB people, deaf people with disabilities, deafblind people and CODAs, whether in developed or developing countries, and to continue working together in the areas of sign language, deaf studies, education, employment, accessibil-

ity, technology, health and bioethics. Of course this is a call to continue our important work to achieve equality for deaf people based on the international treaty, the United Nations Convention on the Rights of Persons with Disabilities."

Presentations aim to address different aspects of the "Strengthening Human Diversity" theme to raise awareness about the range of deaf experiences around the world, to acknowledge the diversity of needs for support within and across deaf communities, and to celebrate how the experiences of deaf people contribute to society at large.

For more information on submitting proposals or registering for the conference, visit www.wfdcongress2015.org.



AllOut
Marketing®

Welcome, new DDW board members!

Please join us in giving a warm welcome to Shane Feldman, Kim Kurz, Ph.D., and Michael Servé who have recently been elected to the DDW Board of Directors. Their terms officially begin on Nov. 14 at DDW's weekend retreat. Welcome aboard, Shane, Kim and Mike!



Shane H. Feldman is the executive director of the Registry of Interpreters for the Deaf (RID). He was integral in supporting the development of RID's new mission, vision, and 2013-2016 strategic plan. Prior to RID, he was the chief operating officer

of the National Association of the Deaf (NAD). Feldman holds a Certified Association Executive designation from the American Society of Association Executives. He received his master's degree in management and graduate certificate in nonprofit financial management from the University of Maryland, and his bachelor's degree in professional and technical communication from the Rochester Institute of Technology.

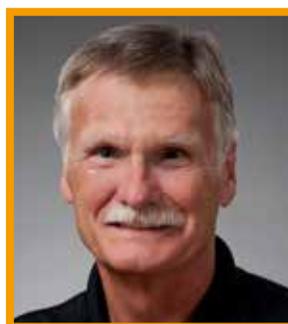
Feldman has a distinguished history of civic involvement and advocacy, especially in the areas of accessibility. In the past he chaired the Maryland Governor's Office of the Deaf and Hard of Hearing Advisory Council and was a member of the Maryland School for the Deaf Board of Trustees. "My experience in the Philippines during the US-AID Strategic Planning Phase in March 2014 taught me that there are remarkable individuals in developing countries who can lead their associations. They simply need information about organizational development in their language. DDW is an optimal conduit for disseminating this critical information." He makes his home in Maryland with his wife and their two children.

Kimberly Kurz, Ph.D., originally of Nebraska, is currently the chair of the ASL Interpreting Education Department at NTID. She is also a lecturer, trainer, and co-author of the national standards for teaching ASL, and the co-author of the ASL and Deaf Culture series, among other publications.



She serves as a member of the ASL Standards National Committee and served as a consultant for the Outcomes for Graduates of Baccalaureate Interpreter Preparation Programs Specializing in Interpreting in K-12th Grade Settings document. Kurz was also recently elected as

president of the Camp Mark Seven board. She enjoys spending time with her husband and their four sons. "I'm excited to work with DDW because improving the lives of deaf people in other countries, including their education and rights, is one of many passions that I deeply care about."



Michael Servé most recently served as NTID's Assistant Vice President for Finance and Budget until his retirement earlier this year. He was responsible for ensuring that NTID's budget was balanced and that all expenditures conformed to federal rules and regulations.

He continues to provide assistance to NTID's president in working with Congress and the U.S. Dept. of Education. In 1992, Servé was awarded the NTID National Advisory Group's Outstanding Service Award, and in 2001, he received the RIT Staff Recognition Award for Excellence in Increasing Work Productivity. Again in 2012 he received this recognition for his contribution as a part of the Campus Advocacy and Response Team.

Servé earned bachelor's and master's degrees in business from RIT. "What I hope to accomplish with DDW is simply stated. I want to become a member of a team of talented and dedicated professionals who bring their individual skills together to further the goals of DDW. Varied talents, varied skills, shared purpose... this should be the mantra for DDW."

For more information, visit <http://www.discovering-deafworlds.org/about/howweare/board>

Shout-Outs

Joe Neale and Marcy Oppenheimer: Your philanthropic support makes such a tremendous impact on our world. Thank you for giving back and providing a breadth of opportunities in the non-profit sector. You are appreciated!

Michael Rizzolo of Interprettek, Rob Troy, Carl and Michelle Justice, Sue and Scott Miller, Ken Bain, David McCloskey, Daniel Bugosh, Susan and JMatt Searls, Sarah Wegley, Lauren Searls, Rob Rice, Ann and Phil Wegman, Albert and Margaret Hlibok, Joe and Bethany McBane, Evan and Lia Oppenheimer, Margaret and Eric Robinson, Margie Kitz, Deborah Makowski, Donald Ammons, Bob Tobin, Shari Yousey, Richard Ladner: we can't thank you enough for your ongoing generosity to this organization. Thank you for believing in us!

A special shout-out to all of our friends who continue to support DDW's recurring donation program on a monthly or quarterly basis: Brian Milburn, Stacey Miller, Barbara Haschmann, Zach Handler, Julia Silvestri, Marlene Elliot, JT Reid, David Justice, and Davin Searls.

Bill Keenan and Bryan Hensel: A million thanks for your continued guidance and assistance with DDW's development strategies and implementation. We are so grateful to have your support!

Lisa and Kathy Swazye of Impact Communications, Inc.: Thank you for your guidance in how to tell our story more effectively. We truly appreciate your support!

Eddie Swazye: Thank you for connecting us with Impact Communications, and for your willingness to volunteer!



print