

Hands & Voices **ANNUAL Report**

2023



**HANDS &
VOICES™**



Our Mission

Hands & Voices is a parent-driven organization that supports families with children who are Deaf or Hard of Hearing without a bias around communication modes or methodology.

Our Vision

We envision a world where children who are Deaf and Hard of Hearing have every opportunity to achieve their full potential.

Our values

- We envision an organization united by our mission in which each chapter exemplifies the Hands & Voices philosophy in its vision and culture. We all have a stake in each other's success. Hands & Voices will prosper only if each part is committed to the success of the other parts, and to the impact of our organization as a whole. We are a shared venture with vested ownership
- Organization is viewed as providing unbiased support for families & professionals through dissemination of information, outreach events, educational seminars, advocacy, lobbying efforts, & parent to parent networking
- Organization impacts professionals and systems
- Organization is financially viable
- Organization that supports informed family choices for their children who are Deaf/Hard of Hearing



Governance

Meet our Board of Directors At Hands & Voices Headquarters

Emeritas Directors

Christine Yoshinaga-Itano
Harold Johnson
Rick Hauan
Tony Ronco

More information
about our Board [here](#)



Rana Ottallah



Tammy Breard



Rashaun Davis



Anita Dowd



**Janet DesGeorges,
Executive Director**



**Karen Hopkins,
Board President**



Cheryl Deconde Johnson



Leeanne Seaver

Our Chapters

Our Parent leaders are the heart and soul of our organization.

CONNECT

Hands & Voices Chapters
For info or to connect to a H&V Chapter near you click a location marker on the maps below.

- ★ H&V Chapter
- Provisional Chapter



The success of our programs for Guide By Your Side and ASTra (for families needing Advocacy Support and Training) would not have been possible without the support and leadership that H&V provides to us as a local Chapter.

Jennifer Racine, President, Nebraska Hands & Voices

As a DHH Guide I believe I spread joy to parents. When they see that a hearing loss is not the end of the world for them - it's just a beginning of a new world - I see the joy in their face. Their eyes crinkle and their smiles are genuine. I'm helping my families to choose joy.

Melinda Ray, Texas Hands & Voices/Fostering Joy group

H&V at a Glance
"What works for your child is what makes the choice right."™

Parent-Led Programs
 Professionally Collaborative
 Deaf/HH Infusion
 Without a Bias around Communication
 Modes or Methodology

Measures of Success:

- Improved quality of life for children who are deaf/hard of hearing and their families
- Improved educational outcomes for children who are D/HH through deaf education reform
- Improved Educational Advocacy efforts through parent/professional training
- National movement which will once and for all get beyond the question of which communication philosophy is best for all D/HH individuals and will embrace the H&V value of "What works for your child is what makes the choice right."

54% of Chapter Board Members are parents
 100% of Guide By Your Side and Advocacy Coordinators are parents
 Deaf/Hard of Hearing Infusion is expected of Chapter Boards and Programs

Innovative Programs

- Guide By Your Side (GBYS):** Evidence-based parent-to-parent support through specially trained Parent Guides and DHH Guides. Timely information dissemination & systems navigation for families. Effective modeling from Parent Guides with lived experience parenting a child who is D/HH.
- Advocacy Support & Training (ASTra):** Educational Advocacy Program for parents and professionals addressing the unique needs of students who are D/HH. Belief that empowered families can learn to advocate effectively and independently. Uncompromised commitment and unbiased support from trained ASTra Advocates to families according to their unique needs, priorities, and values.
- Leadership 2 Leadership (L2L):** Year-long training for parents. Learning domains include Personal Leadership, Leading Others, and System Leadership. Program design includes a variety of learning opportunities: Peer-to-Peer, Mentoring, and Reflective Learning. Builds capacity and sustainability of parent leaders within the systems that serve children who are D/HH.

Impact & Reach

- Change Agents:** Thought Leadership. H&V Projects: O.U.R. Children's Safety Project, Latino Council, Military Project, Deaf/HH Plus Group, CH2P/HH Committee, Fostering Joy.
- Resources Shared:** Just-in-Time. E-blasts, Videos, Parent Handouts, Blog, Discussion Groups, Chapter & One-on-One Support, Resource Guides, Website, Social Media.
- Technical Support:** Closing the Gaps. Office Hours, Strategic Planning, Content Expertise, Group Learning, Quality Improvement, Data Analysis, Nonprofit Support.

Partners and Collaborators: Family-Based Organizations (AAP, The Clerc Center/ Gallaudet, RIT/NTD, National Center on Hearing and Management (NCHAM), Joint Committee on Infant Hearing (JCIH) and more...

Deaf/HH Involvement: D/HH Guidelines for Deaf/Hard of Hearing Mentor/Guide/Role Model Programs. Resources to inform the Parent Journey: Articles, Videos, Deaf/HH Infusion. Tips for Meaningful Participation by Parents and Adults in E/DH.

Family to Family Support: Checklist for Unbiased Support for Families. Support, Information and Modeling. Parent Event Guide.

Language & Literacy Research and Resources: Social-Emotional Development, Language Development, Early Literacy Development, Parent Tip Sheets.

Parent Leadership: Leadership Moments Midweek. Webinars: Family Engagement in Systems Leadership, Building Confidence in Leadership & Public Speaking, Understanding your Leadership Style and the Value of Mentoring...and more to come. Parent Guide to D/HH Early Intervention Recommendations.

Join the movement. parentadvocate@handsandvoices.org www.handsandvoices.org

Chapter Support

Programs:

- L2L
- GBYS
- ASTra

Projects:

- Latino Council
- Fostering Joy
- O.U.R. Project
- Military Project

FL3 Center

Innovation

FL3 CENTER AT A GLANCE
"Where love, learning, and language thrive."

The purpose of the Family Leadership in Language and Learning (FL3) Center is to **provide technical support** to national, state and territory, and local Early Hearing Detection and Intervention (EHDI) systems of care in order to **increase family engagement and leadership**, and to strengthen family support for families, parents, and caregivers with newborns, infants, and children up to 3 years of age who are deaf or hard of hearing (DHH).

FL3 CENTER FOCUS

- FAMILY ENGAGEMENT "FOR THEIR OWN CHILD"**
 - Language, Literacy & Social Development Tip Sheets
 - Family Activity Plan
 - Language Research Summaries
 - Developmental Milestones
 - How to find Family-to-Family and DHH Adult-to-Family Support Programs
 - Virtual Waiting Room
 - 8 Reasons to Say Yes to EI
- FAMILY LEADERSHIP "IN THE SYSTEM"**
 - 60 Second Leadership Tip Videos
 - Leadership Book Club
 - FL3 Office Hours
 - Resources and Strategies
 - Spotlight on Success - Promising Practices
 - Partnership Continuum
 - EHDI System Self-Assessment Tool
 - LEAD Online Curriculum
- FAMILY SUPPORT "FOR ONE ANOTHER"**
 - Family-to-Family Support / DHH Adult-to-Family Support Guidelines
 - Checklist for Program Implementation of Unbiased Support
 - A Case for Direct Referrals
 - Parent Event Guide
 - Learning Communities and Findings
 - Family EHDI Data Project (FEHDI)
 - Impact of Family Support and Engagement (IFSE)

TRAINING AND EDUCATION

- WEBINARS:** DIVERSE FAMILY LEADERS: MAKING PROGRESS AND SHARING YOUR STORY!
- ONLINE ACADEMY:** FL3 ONLINE ACADEMY
- ANNUAL LEADERSHIP CONFERENCE:** H&V Annual Leadership Conference

Email: fl3@handsandvoices.org
 Website: handsandvoices.org/fl3/request-ta.html

Technical Assistance

National Partnerships

Training and Education

Communication and Dissemination

Click on these images to get more details!

Highlights of 2023

What We've Done

- Hands & Voices Leadership Conference held October 2023 with 240 participants and increased diverse participation.
- Latino Support Council has increased leadership, forums, and materials on website.
- H&V Regional Coordinators served 11 geographical regions of North America and Canada for H&V Chapter interaction.
- Dissemination of online, accessible webinars, Latino Forums, L2L mentorship, and Zoom Classes for Board/Chapter development with Office Hours and continued support to other family-based organizations.
- H&V Representation on national/international boards and committees.
- Expanded the Advocacy Support and Training (ASTra) Program with new webinars open to all.

Who We've Reached

Social Media/Website presence:

- Facebook: 19,000 followers over three pages and three private groups with 49,245 followers reported at the Chapter level.
- Hands & Voices also disseminates information on Twitter, Instagram, and TikTok.
- www.handsandvoices.org had over 180,000 page views
- H&V *E-News* published cutting edge news six times a year disseminated to up to 11,500 people per issue.
- H&V provided technical assistance to families, family-based organizations, professionals and system stakeholders 45 times each month on average.

New Resources

- Revised Educational Advocacy Guidebook in English and Spanish.
- Educational Advocacy video series for families who speak Spanish.
- *8 Reasons to Say Yes to Early Intervention* and *5 Reasons to Say Yes to Assessment* infographics in English and Spanish.
- The Hands & Voices Communicator distributed to over 5,500 four times a year and the new H&V Library was designed to archive past articles.
- Fostering Joy Journal for Kids
- The Research section of the website connected many parents to research studies and surveys.

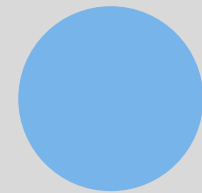
“Hands & Voices...has demonstrated expertise in providing essential technical assistance to the family-based organizations (FBO) our membership partners with and has proven effective in helping parents within these FBOs develop the skills required to provide non-biased, exceptional support to families with deaf/hard of hearing (D/HH) children. Hands & Voices’ tireless and comprehensive support to FBOs over the past several years has been instrumental in promoting positive change in EHDI systems of care.”

Excerpted from a letter from Bradley Bakken Hartman, Wyoming EHDI and

DSHPSHWA

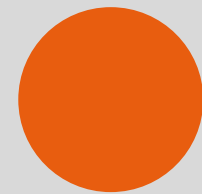
Acknowledgement of Support

Hands & Voices would like to thank our funding partners, donors, and organizational partnerships that ensure the sustainability of our work of supporting families who have children who are Deaf/Hard of Hearing.



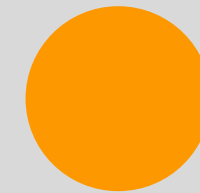
Funded Partnerships

- University of Colorado
- University of Kentucky
- Western University
- National Center for Hearing Assessment and Management (NCHAM)
- ABE Partnership Grant



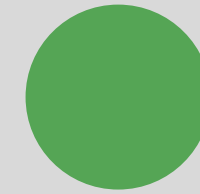
Sponsorships

- Regeneron
- Med-el
- Akouos
- Gallaudet University
- National Technical Institute for the Deaf (NTID)/Rochester Institute of Technology (RIT)



Federal Cooperative Agreement

The Family Leadership in Language and Learning funded from the Health Resources and Services Administration (HRSA) of the U.S. Department of Health and Human Services (HHS)



Individual Donors

Thank you to all of our individual donors who faithfully support the organization.



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www.Handsandvoices.org



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