



# Strategic Plan

**2025-2030**



## Vision Statement

Access is a foundation in every part of life.

## Mission Statement

We educate and engage Nebraskans by advancing equity, influencing policy, and ensuring communication access across information, services, and systems is built with and for the community.

## About Us

The Nebraska Commission for the Deaf and Hard of Hearing (NCDHH) is a proactive state agency committed to improving the quality of life for Deaf, DeafBlind, and Hard of Hearing Nebraskans. We provide advocacy, oversight, and information to advance communication access and strengthen equity across all sectors of society.

Guided by our core principles - **Educate. Engage. Equity.** - the Commission:

- **Educates** the public, professionals, and institutions through training and outreach that promote linguistic and cultural awareness of Deafness and communication.
- **Engages** with consumer groups, service providers, legislators, and community partners to shape policy and improve statewide systems.
- **Advances Equity** by ensuring Deaf, DeafBlind, and Hard of Hearing individuals have access to communication, resources, and services through informed oversight and advocacy.

Together, we work towards a Nebraska where communication access is foundational to public life - ensuring every person has the opportunity to participate fully and equitably.



## 1 Advance Awareness and Community Leadership

Promote communication access and cultural understanding through accessible education, outreach, and training. Support public learning, Deaf culture education, and community leadership initiatives that build equity for Deaf, DeafBlind, and Hard of Hearing Nebraskans.

### Focus Areas:

- Training for service providers and employees
- Public education on deaf culture and communication
- Engagement opportunity for community leadership

## 2 Strengthen Communication Access and Interpreter Standards

Ensure equitable and high-quality communication by maintaining robust interpreter licensing and oversight. Respond to consumer concerns efficiently and support ongoing professional development for interpreters statewide.

### Focus Areas:

- Interpreter licensure and regulation
- Complaint resolution and enforcement
- Outreach to interpreter and service recipients

## 3 Influence Policy and Foster System-Level Change

Engage with policymakers and partners to influence legislation, improve public systems, and embed equitable communication practices across state agencies, institutions, and services.

### Focus Areas:

- Legislative advocacy and testimony
- Cross-agency and cross-sector partnerships
- Policy reform to increase accessibility



## 4 Expand Responsive and Innovate Services

Continuously assess community needs and respond with adaptive programs and services. Prioritize innovation, technology, and service equity to eliminate gaps and meet the evolving needs of Nebraskans.

### Focus Areas:

- New program development
- Evaluation and continuous improvement
- Consumer-driven innovation

## 5 Ensure Accessible Health and Behavioral Care

Partner with healthcare and behavioral health systems to ensure communication access and culturally and linguistically appropriate services for Deaf, DeafBlind, and Hard of Hearing individuals across all regions.

### Focus Areas:

- Medical and mental health accessibility
- Provider training and partnerships
- System-level reforms

## 6 Sustain Organizational Integrity and Impact

Ensure the long-term strength of the Commission through transparent governance, effective staffing, responsible resource management, and continuous improvement rooted in community trust and accountability.

### Focus Areas:

- Funding, budgeting and grant opportunities
- Workforce development and succession planning
- Governance stability and leadership transition