

STEVE SISOLAK
Governor

STATE OF NEVADA



TERRY REYNOLDS
Director

**DEPARTMENT OF BUSINESS AND INDUSTRY
OFFICE OF THE DIRECTOR
COMMISSION ON MINORITY AFFAIRS**

Meeting Minutes

A meeting of the Commission on Minority Affairs was held on Monday, November 18, 2019. Pursuant to public notice: Via video conference call between all locations: 1) Nevada State Business Center, 3300 W. Sahara Ave, Nevada Room, Las Vegas, Nevada 89102, 2) Nevada Department of Business and Industry, 1830 College Pkwy, Suite 100, Carson City, NV 89706, and 3) Conference call: Carson City: 775-687-0999, Las Vegas: 702-486-5260, Participant's Collaboration Code: 64575.

1. COMMISSION BUSINESS

A. Chair Chaney called the meeting to order at 9:30 am.

B. Commissioners Present: Chair Chaney (person), C. Azam (phone), C. Janelle Conine (phone), C. E. Mercedes Krause (person), C. Amy Shaw (person), C. Adleen Stidhum (person), and C. Kathleen Taylor (person).

C. Commissioners Absent: C. Williams

D. Staff Present: Emily Ku, Management Analyst for the Commission on Minority Affairs

E. Public Attendance: Andre' Haynes, Lisa Guzman, Petra Wilson

2. PUBLIC COMMENT

None

3. COMMISSION BUSINESS DISCUSSION AND POSSIBLE ACTION BY THE COMMISSION

A. Approval of October 21, 2019 meeting minutes (for discussion and possible action)

C. Taylor moved to approve the minutes as amended. C. Stidhum seconded. The motion carried.

- B. Guest Speaker talk show Andre' Haynes from the Armed Forces Chamber of Commerce –** C. Taylor introduced the guest speaker Andre' Haynes, who has offered his online TV platform to showcase the Commission. Mr. Haynes spoke about his background in the record industry, and the last ten years he has focused on business development and helping people start-up and expand their businesses. He launched the Armed Forces Chamber of Commerce three years ago and hosted the EMG radio show, which is heard on UNLV's radio station. He is working on launching the Armed Forces Chamber talk show, which will focus on business and target armed forces members—active duty, guard, reserves, and veterans, but also appeal to a broader audience. He also plans to have guests such as business owners, entertainers, athletes, authors, and other different people. The Chamber will incur all the costs of production, management, and editing. The Commission would have total control of the episodes, including copyright, and the Commission can use this media platform to share your message. He is working to get it broadcast on channel 25, owned by Greenspun Media Group, that used to do Vegas TV and now has a tv talk show in Pahrump. He also has a team working on creating a custom channel on Roku or leasing an existing channel with the built-in audience of a million people. He is going to use the momentum from the radio show and also other media platform he's on regularly, so there's already a built-in audience. Mr. Haynes said if the Commission is interested, he can arrange a tour of the studio. C. Taylor said we could potentially use this platform to showcase our resource partners on a robust platform. She asked if the show goes longer than 10 minutes, would the Commission be expected to cover those expenses? Mr. Haynes said no, the chamber would bear all the costs. He said that radio is getting phased out and everything now is video, so they changed how they disseminated information. C. Chaney asked about time constraints. Mr. Haynes said that filming will take place on Saturday or Sunday in a block of 3-5 hours. Everyone will come at a designated time and come at scheduled time. The episodes would air on a weekly basis. The time commitment would be around 2 hours a month. C. Chaney said we will need to vet this opportunity through legal and Business and Industry to make sure we are in line with the parameters of what we can engage in.
- C. Guest Speaker Lisa Guzman for Nevada State Education Association –** C. Krause explained the nationwide initiative Every Student Succeeds Act (ESSA) and introduced guest speaker Lisa Guzman, Assistant Executive Director for the Nevada State Education Association. Before her role at the NSEA, she traveled to every state teaching teachers how to utilize professional development. Before that she taught ESL in Arizona for 15 years. She said that ESSA took place of No Child Left Behind. We have continued with the excessive testing, but through ESSA, we were able to have a conversation about the assessment. She had a conversation with the Nevada Department of Education about it, and through our opportunity checklist, they were able to advocate for only needing one assessment per year for our students, which is the SBAC. There is no longer an end of course assessment, although our districts do MAP testing, but that's just to gauge where their students will be for the SBAC. Their priority is to make it to every school in Nevada and make sure we provide an opportunity checklist to those students. It's not just for the students, but for the teachers, parents, and the community. Currently NSEA, working with NEA, has 516 opportunity checklists, most from community members. The checklist is in English and Spanish. They try to share the information through the Opportunity Audit, identify issues that can be changes, and are hoping to create their own legislative action with it. Ms. Guzman asks to spread awareness about filling out the checklist to improve public schools. Their goal is to collect 5,000 checklists by May, so they can create their legislative agenda. C. Chaney asked how the Commission can help. Ms. Guzman said

when you are out in the community and people are asking how they can share their voice, they can be directed to the opportunity checklist website. C. Stidhum asked what methods are they currently utilizing? Ms. Guzman said in Washoe County, they set up a booth at the flea market, and they are hoping to get on the Las Vegas radio station. They are going to churches and get to as many communities as they can. They just did a push in Nye county and Elko next week. It's unconventional because information sometimes gets lost with students, so they want to meet people where they are.

- D. Election for Education Subcommittee Chair** – M.A. Ku said due to the resignation of Mr. Michael Flores, there is now an opening for Education Subcommittee Chair. C. Krause said she has a particular interest in chairing the Education Subcommittee. C. Taylor made a motion to appoint C. Krause as the Education Subcommittee Chair. C. Stidhum seconded. Motion passed.
- E. Election for Housing Subcommittee Co-Chair** – C. Krause nominated C. Taylor to be Housing Subcommittee Co-Chair. C. Taylor said that her workplace, Nevada Business Women's Center has strong ties to the Southern Nevada Housing Authority. They have conducted educational workshops there. C. Shaw made a motion to appoint C. Taylor to co-chair the Housing Subcommittee. C. Stidhum seconded. Motion passed.
- F. Announcement of Commission Vacancy** – M. A. Ku announced that there is a vacancy due to the resignation of Mr. Michael Flores. Applications will be available following the meeting and due December 15. She will be sending it to the Hispanic organizations such as the Latin Chamber. C. Taylor asked when the new appointment will occur. M. A. Ku said that the Commission puts forward names to the Legislative Commission, that body that ultimately appoints the Commissioner. She does not know when their next scheduled meeting will be, but the appointment could happen in January.
- G. Subcommittee Updates (for discussion and possible action)**
1. Education
- C. Krause said that the Indian Education Center is opening on November 20 and that this center has been a long time coming. She has been pushing this initiative since her children were in middle school, and now they are in college.
2. Health
- C. Taylor met with Cynthia of Natural Grocers, and she discussed featuring their health and wellness programs on her webinar platform. She agreed to collaborate with us pending the approval of her regional manager. Ideally, she would like to feature both the Las Vegas and Henderson locations. C. Taylor has also been in contact with the CEO of Volunteers in Medicine for Southern Nevada to appear on her webinar. She will only limit the webinars to showcase who they are and what they do, and until she gets more legal clarification on who she can engage with on this platform.
- M. A. Ku had a call with Julie Lucero, Director of the Latino Research Center at University of Nevada at Reno and with the Office of Minority Health. She is revamping the center. There was a report published in 2013 called the Nevada Latino Health Needs Assessment. She is looking to update the

report and looking for ways to forward with the project.

3. Housing

C. Taylor was invited to a community roundtable with the Southern Nevada Housing Authority tomorrow.

C. Krause traveled to Reno to attend a Nevada Housing Coalition event. It was very informative, especially relevant given the news about the detaining the homeless in Las Vegas. The coalition focuses on economic development, but they also help with affordable housing and assisting the homeless. There is another meeting that is going to focus on displacement in Southern Nevada on the 20th. The effort is to look at housing policy and practice. The National Low Income Housing Coalition put forth a report in June to talk about the needs. Not a single county in our country can afford a 2 bedroom on the current minimum wage. Here in Nevada, it would take a 91 hour workweek to afford a safe and comfortable 2 bedroom home. When they presented the information, they only listed data by white, black, and Hispanic. C. Krause raised that data was not reported for Native American and Asians. In Northern Nevada there are 27 tribes and there is a specific act tied to housing for the Indian community, which has been underfunded. She named several bills in Congress related to affordable housing. A lot of initiatives have no Nevada Congressional representative sponsorships. The Nevada Interagency Council on Homelessness, created by AB 178, is an agency that C. Krause would like to develop a relationship with.

C. Chaney said that affordable housing is a problem across the state, and he said we have to stay on top of it. There's no teeth or enforcement, and there is also a lack of funding.

4. Workforce Development

C. Stidhum represented Vegas Safe Night hosted by Councilman Creer and Commissioner Weekly. An upwards of 3000 people attended. C. Stidhum attended the most recent Job Developer meeting, and they discussed the recent legislation changes that created a Workforce Connections pilot to support moving to barbering or cosmetology school. They have already started the platform, but unfortunately, current students have to withdraw from the program and start all over in order for workforce development to track them. C. Stidhum is trying to schedule a meeting to discuss the issue. It's disheartening to withdraw and start all over. It is interesting to hear how Workforce Connections has looked at this particular industry and not seeing this as a stable career path for young people because they rent salon space. She will continue to gather more information to understand both sides of it. Last Tuesday, C. Stidhum spoke to the Clark County Asian Commission and offered to collaborate as they start to get off the ground. C. Stidhum tried to follow up with the attendance numbers from the Commissioners Gibson and Segerblom event. The job developers didn't have a full report of the businesses in terms of how many individuals were able to walk out with a job. She will hopefully have an update by the next meeting.

5. Economic & Business Development

C. Shaw said that McCarran is having a Construction Deep on Dive Nov. 21 and ninety businesses have signed up so far. She attended the Urban Chamber Green Tie Awards, which recognized community leaders and individuals who champion small businesses. She thanked C. Chaney for invocation, congratulated C. Williams for receiving the Chamber of Excellence award and C. Taylor for winning the Small Business Champion award.

M. A. Ku said on Thursday, October 24, Commissioner Taylor and she attended the MGM Supplier Diversity event. They hosted a kickoff for their supplier diversity program at the Skyfall Lounge, and selected 4 minority owned small businesses to be mentored by MGM senior management. She also attended the Asian Chamber luncheon, which hosted a panel on “Doing Business in Nevada.” Panelists included former Business & Industry Director Michael Brown spoke, Dr. Tiffany Tyler and DETR, and Kris Sanchez at GOED. They spoke about the changing economy and what this next wave of technology is going to bring.

M. A. Ku announced that Michael Brown is now the new GOED Director and the new Business and Industry Director is Terry Reynolds. As head of GOED, Director Brown has started a diversity in business roundtable with several other state agencies, including GOED, B&I, and the Office for New Americans. It is a very exploratory group right now and brainstorming ways on how to include diversity in state service and how to attract businesses to Nevada with a commitment to diversity. Also, Deputy Director Schaerer mentioned in the last Commission meeting to ask businesses to translate their website using the Google widget. Unfortunately, the widget is no longer supported by Google, so the Small Business Roundtable Marketing Subcommittee is now looking to translate the B&I roadmap into Spanish.

On November 5, M. A. Ku attended the Asian Real Estate Association (AREAA) event, and they had several economists and economic development specialists give forecasts about the economy. They all spoke very positively about the economy and pointed to a number of new projects developing in Southern Nevada. They showed a lot of economic indicators, and while no one can predict the next recession, they were all upbeat about the economy.

C. Krause said there’s not a complete data set, including Native American housing, and wanted to know which agency to talk to. M. A. Ku will look into this in more detail.

6. Legislative

M. A. Ku reported that the Legislative Roundtable held jointly with the Commission for Women was held on November 8, and 12 different non-profits attended between the North and the South. The organizations discussed the different interim committees that they were following, including a non-legislative committee, the Commission on School Funding. A few committees that M.A. Ku may monitor when they start are the cost of prescription drug pricing and a study to design a state healthcare system.

C. Krause shared information from the National Low Income Housing Coalition and on housing credits.

C. Chaney said that the governor’s office is still trying to fill commission and board vacancies. There is a sense of urgency in this interim period. There are some that are really pressing if you know of individuals that we could help assist, then please do it.

C. Stidhum discussed the passing of SB207, which has to do with apprenticeships effective January 1. There are meetings being scheduled by the Labor Commissioner on November 20 and December 10, the second meeting specifically talking about apprenticeships. The concern in the industry is that the apprenticeships generally comes out of the union houses, but you have construction companies are both union and nonunion. The concern is whether the nonunion companies can they meet their

percentage requirements that is written into statutes into the workforce and apprenticeship programs. C. Chaney said that we had a good meeting with the Labor Commissioner Shannon Chambers, and if there are questions with regards to that, we can ask. They are really looking forward to having a strong relationship with the Commission.

7. Community Liaison

None

H. Management Analyst update (for discussion and possible action)

1. Upcoming events –

- a. Nevada Housing Coalition on Equitable Housing Development Strategies - Nov 20, 11:30 am at The Center
- b. Native UNLV Collaborative guest speaker & artist Jack Malotte – Nov 20 7pm. This is a celebration of the artist and Native American heritage.
- c. LVGEA Outlook 2020 – Dec 3, 7-9:30 am at M Resort. They usually have great data-heavy presentations and discuss the new projects going on in the Valley.
- d. Nevada Minority Health & Equity Coalition workshop – Dec 5, 9-12pm at UNLV Medical School. The medical school will present and give tours of the school.
- e. Small Business Opportunity Program alumni outreach – Dec 9, 8-12 pm at Clark County Gov't Center. Clark County Purchasing and Contracts is collaborating with the Business Development Advisory Council for this event, and this is how they keep their small businesses engaged.
- f. Metro Chamber Preview Las Vegas – January 17

4. BUDGET UPDATE

C. Chaney suggested focusing on attending three major legislative policy conferences at the national level. The Urban League has a conference, as well as the Asian and Hispanic. He envisions that two people from the Commission represent at every conference. That does not restrict attendance to regional conferences. We also need to focus on the rurals and Northern Nevada. As part of the budget until June 30, 2020, we want to focus on the conferences and travel to the rurals in collaboration with entities that are already going. In 2021, we will spend a lot of time in Carson City during the legislative session. We need to engage, educate, and establish and solidify our purpose with elected officials. C. Krause asked if the conferences have already been decided. M. A. Ku said that the Urban League and APAICS (Asian Pacific American Institute for Congressional Studies) are set, but open to a policy conference for the Hispanic community, since most of those are in the fall to coincide with Hispanic heritage month, and also for the Native American community. C. Krause said she would like to attend the National Indian Education Association conference held in October in Albuquerque or a Hispanic conference. M. A. Ku said we can budget that for next fiscal year. C. Chaney said with the conferences, you can glean information but also give information to officials on a national level about the issues minorities are facing in Nevada. He said that in past policy conferences that he's attended, they will allow you to go to HUD and have meetings at HUD or Department of Education with key players.

M.A. said that the Commission portion of the budget is \$13,917.48. Attending conferences would take up most of the budget, including travel to Northern Nevada and the rurals. We are trying to move to our own website to our own domain such as minorityaffairs.nv.gov, but still using the state template. Whatever is left, we would use it towards marketing efforts.

5. EVENT/MARKETING IDEAS

- A. Commission sponsored job fair – C. Stidhum said no one is targeting the cannabis industry for a career fair. There are approximately 88 cannabis businesses in Las Vegas consisting of dispensaries, medical, or grow house type businesses. There are hundreds of jobs in these particular areas that we could tap into and educate them on the jobs are available. CSN is developing a program for cannabis. C. Stidhum said she would like to bring it back to the next Commission meeting. C. Chaney is interested in hearing from our Deputy Director and our counsel, being that we are a government entity. C. Krause would abstain from a vote from this event. C. Shaw asked if we would need Clark County Commissioners to agree to the event if it was held at the county government center. C. Taylor said from an entrepreneurial perspective, the career fair is an excellent platform to showcase these industries and it does fall in alignment with our purpose of community engagement from a workforce development and entrepreneurship position. M. A. Ku said that this remains a gray area because of its federal government classification, and she will ask B&I and counsel for clarification. She said that the Public Information Officer has advised here that our activities align with our statutes. C. Stidhum asked the Management Analyst to inquire about it, and is only viewing this from the workforce side of it. It's legal in Nevada and billions of tax dollars are collected monthly, and it's an untapped industry of informing our communities how to get a job in this industry. C. Stidhum understands if it is not approved because we need to be within our statutes and by-laws. C. Krause appreciates the workforce development and health perspective of it, and it's the biggest economy for the Native American community.
- B. Brainstorm new ideas – C. Chaney said we will table this in the interest of time. If you have ideas, please send to M. A. Ku.

6. NEW BUSINESS

C. Taylor asked if the TV show can be an agenda item for the next meeting. C. Chaney said it needs to be vetted by counsel first, and then it can be brought back to the next meeting for possible action.

C. Krause would like to partner with other organizations and ask the Commission to consider membership for Nevada Housing Coalition, which is \$60 a year for a government body. C. Taylor thinks it's a good idea to establish collaborations with other agencies that help support our mission and purpose.

7. PUBLIC COMMENT

Petra Wilson is the Chair of the Clark County Indian Education Committee and have been participating in Indian education as a parent and volunteering for about 15 years. They are having a building dedication on November 20 from 6-8pm and will be feeding everyone Indian tacos. In that realm of Indian education, that has been a long process working with the school district and trying to get Indian education into the site of the Clark County school district. When she came on board, it was under minority education. We still have a lot of work to do, such as counts of Native students. With the census coming up, we believe that those numbers in the school district are underrepresented. Getting an actual tangible space for recognition has been a goal for a long time, and create programming that is geared towards a unique need as far as cultural direction. Superintendent Jara has been open but not too

aware to Native culture. There are two Indian education grants, Title VI and Johnson O'Malley grant. Under those grants we have Indian Education Committees, which are run like a school board. She has had 9 kids go through Clark County schools. She's on the national Johnson O'Malley board and foundation. This is her last term. The Johnson O'Malley modernization act was passed December 31, 2018. It's very hard to get accurate student counts. Indian education is not a top priority, especially in Nevada. The government does have obligations and goes down to state and district levels. The National Johnson O'Malley is probably looking at pushing those student count numbers up. The National Indian Education Association is the legislative arm. In education equity, she is the tribal outreach coordinator for Muralnet and works on the rural initiative of the farm bill that goes into education. Indian education is and has been a fight. We are missing in some data, like in the Nevada State report. It's important to have a clear voice in the community.

8. ADJOURNMENT

- Meeting adjourned at 11:50 am
- Next Meeting: Monday, January 27, 2020 at 9:30 am