

NEVADA COMMISSION ON MINORITY AFFAIRS

Strategic Plan FY19-FY20



Department of Business and Industry
Office of the Director

NEVADA COMMISSION ON MINORITY AFFAIRS

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Mission

The Mission of the Nevada Commission on Minority Affairs (“Commission”) is to advocate for and to provide a voice to minorities residing in the State of Nevada in matters relating to areas including, but not limited to, education, housing, employment, civil rights, health, political empowerment, and economic development.

Purpose

The purpose of the Commission on Minority Affairs is to be the central advisory body coordinating discussion and study of issues affecting minority Nevadans. These areas include, but are not limited to, education, housing, employment, civil rights, health, political empowerment, and economic development. The Commission also considers and facilitates legislation, funding sources, and community organizations geared toward making measurable improvements, in those areas which will raise the quality of life among Nevada’s minority community.

By-laws

The Commission shall, within the limits of available money:

1. Study matters affecting the social and economic welfare and well-being of minorities residing in the State of Nevada;
2. Collect and disseminate information on activities, programs and essential services available to minorities in the State of Nevada;
3. Study the:
 - Availability of employment for minorities in the State, and the manner in which minorities are employed;
 - Manner in which minorities can be encouraged to start and successfully manage their own businesses successfully; and
 - Availability of affordable housing for minorities;
4. In cooperation with the Nevada Equal Rights Commission, act as a liaison to inform persons regarding:
 - The laws of this State that prohibits discriminatory practices; and
 - The procedures pursuant to which aggrieved persons may file complaints or otherwise take action to remedy such discriminatory practices;
5. To the extent practicable, strive to create networks within the business community between businesses that are owned by minorities and businesses that are not owned by minorities;
6. Advise the Governor on matters relating to minorities and their concerns;
7. Recommend proposed legislation to the Governor

Strategic initiatives and goals for FY19-FY20

The following initiatives will be discussed in greater detail on pp. 6-7.

- Increase visibility of minorities in Nevada
 - Goal: Develop a one-page factsheet of basic statistics by race/ethnicity, to be updated biennially
- Provide a voice for the minority community
 - Goal: Track legislation and provide testimony/support of 3-5 bills that affect the minority community
- Expand communication to the minority community
 - Goal: Broaden website to links to non-profits, departments, future events, etc.
- Understand needs of the minority community
 - Goal: Attend 2-3 community events per month
- Boost visibility of NCMA
 - Goal: Meet with 2-3 other departments/organizations per month
- Promote discussion of minorities in Nevada
 - Goal: Publish a policy paper on the status of minorities in Nevada

Initiative: Increase visibility of minorities in Nevada

Objective: Provide community leaders benchmark data to assist with policymaking

Goal: Develop a one-page fact sheet of basic statistics by race/ethnicity, to be updated biennially

Timeline: August – October 2018

Responsibility: NCMA staff

Action Steps:

- Research the availability and frequency of data
- Discuss with other community groups / government agencies the most reliable data indicators
- Report on 20-25 indicators reflective of NCMA's goals on education, health, employment, and housing
- Distribute fact sheet to community groups and make public on NCMA website

Performance Indicator:

- Mentions about the fact sheet by community groups / government agencies / policymakers

Initiative: Provide a voice for the minority community

Objective: Improve lives of minorities through legislation

Goal: Provide testimony/support of 3-5 bills that affect the minority community

Timeline: January – June 2019

Responsibility: NCMA staff, Commissioners

Action Steps:

- Track proposed legislation related to the NCMA subcommittees
- Submit 1-3 BDRs and find legislators that would sponsor BDRs
- Prepare written testimonies for proposed legislation that affect the minority community
- Attend legislative sessions to provide public comment

Performance Indicators:

- Provide public comment on 3-5 bills
- Any BDRs the Commission proposes that develop into bills or laws

Initiative: Expand communication to the minority community

Objective: Disseminate news of programs and essential services available to minorities

Goal: Broaden website to links to non-profits, departments, future events, etc. and establish social media presence if time permits

Timeline: ongoing

Responsibility: NCMA staff, Commissioners

Action Steps:

- Create email listserv to inform minority community of pertinent events
- Update website to include links to non-profits, departments, future events, etc.
- Establish social media presence (time permitting)

Performance Indicators:

- Number of people subscribed to social media outlets and listserv
- Track visits to NCMA website

Initiative: Understand needs of the minority community

Objective: Increase feedback from the minority community

Goal: Attend 2-3 community events per month

Timeline: ongoing

Responsibility: NCMA staff, Commissioners

Action Steps:

- Actively solicit feedback from minorities
- Direct minorities to access to resources

Performance Indicator:

- Number of feedback/suggestions received from minority community

Initiative: Boost visibility of NCMA

Objective: Increase awareness of the Commission

Goal: Meet with 2-3 other departments/organizations per month

Timeline: ongoing

Responsibility: NCMA staff, Commissioners

Action Steps:

- Explain the mission and purpose of NCMA to community organizations
- Reach out to other departments/organizations to see how they are supporting the minority community and how we can help them
- Solicit feedback from other community organizations on needs of minority community
- Host joint events if opportunities arise

Performance Indicator:

- Number of organizations aware of NCMA

Initiative: Promote discussion of minorities in Nevada

Objective: Study matters affecting the social and economic welfare of minorities in Nevada

Goal: Publish a policy paper on the status of minorities in Nevada

Timeline: October 2018 – June 2020

Responsibility: NCMA staff, Commissioners

Action Steps:

- Research foundations and availability of grants and donations
- Apply for grant funding and seek corporate donations
- Work with Fiscal to develop procedures and framework to accept outside funds
- Develop a proposal for a policy/research paper on the state of minorities in Nevada
- Work with NSHE faculty or non-profit think tank to produce paper
- Oversee progress of research paper

Performance Indicators:

- Publish an in-depth policy paper to encourage discussion about disparities experienced by minorities in Nevada
- Citations by community groups / government agencies / policymakers

Subcommittee Purpose and Direction

The purpose of each subcommittee will be to work independently of the full body in support of the overall mission and objectives of the Commission. The subcommittees will also be charged with the responsibility of bringing to the full body a topic to be included as part of the Commission's legislative agenda. Subcommittee may meet monthly to monitor progress and/or to adjust priorities.

The Commission has identified the following subcommittees:

- Education
- Health
- Housing
- Workforce Development
- Economic Development
- Legislative / Political Empowerment
- Community Liaison

Performance Measurement and Reporting

The Commission, inclusive of its subcommittees, will set specific performance objectives each biennium for the purposes of monitoring and reporting on its efforts to assist minority communities within the state of Nevada.

The Commission's activities, programs, services, and goals are shared monthly through each Commissioner's subcommittee reports.

Each subcommittee chair submits an annual subcommittee report in November, which encompasses the activities of the subcommittees throughout the year. The Commission staff incorporates the subcommittee reports into the Commission's Annual report to the governor.

Education subcommittee

Background/Overview: The Education subcommittee will analyze ways to raise benchmarks within the state of Nevada by consulting with current educational professionals, teachers, programs, and stakeholders on recommendations. According to the Annie E. Casey Foundation’s Kids Count Data book, Nevada ranks 49th in education based on a select number of performance indicators.

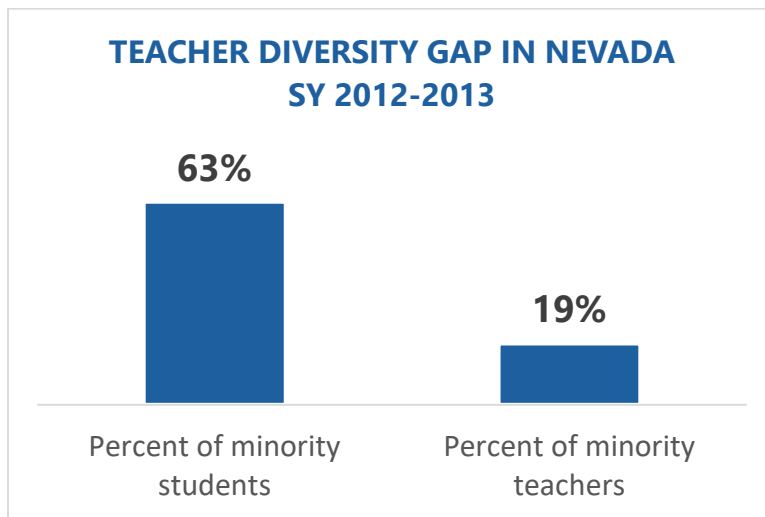
Two statistics worth highlighting are the state of Nevada’s graduation rates and the teacher diversity gap, both of which Nevada ranks close to last. Several minority groups’ graduation rates in Nevada are below the state average and the teacher diversity gap in Nevada is one of the worst in the nation—which can impact academic outcomes.¹ Legislation can help address the achievement gap in underrepresented minority groups.

The Education subcommittee also monitors ways to help minorities in continuing adult education, retraining of job skills, and the role education plays in economic and community development.

STATE OF NEVADA GRADUATION RATES

Graduating Class of	American Indian	Asian	Black	Hispanic	Two or more races	Pacific Islander	White	Average
2015-2016	65%	88%	57%	70%	77%	76%	80%	74%

Source: Nevada Department of Education



Source: Nevada Department of Education

¹Liu et al. *Recruit, Prepare, and Retain Teacher of Color in Nevada*

Objective: Decrease the education achievement gap in the minority community

Responsibility: Commissioner Michael Flores (chair), Commissioner Jatoon Patel-Ghai, Commission staff

Goals:

- Formalize relationships with 3 education community groups that work with minorities
- Organize a policy forum roundtable of community leaders to discuss education issues minorities face
- Support/Testify on 1-2 education bills that approve education achievement for minorities for K-12 and higher education

Action Steps:

- Research and support bills that improve minority education
- Establish relationships with education groups who work with minorities (My Brother's Keeper Alliance, Clark County Black Caucus, etc.) to develop solutions to:
 - increase diversity in K-12 teacher recruitment (NV has the largest diversity gap, students of color represent 63% statewide student population but only 19% are teachers of color)
 - increase cultural competency/implicit bias training for teachers
 - decrease the minority disparity in graduation rates, and reading and math proficiencies
- Attend events related to education to understand educational needs
- Assist in participation and collaboration with programs and initiatives within the state

Health subcommittee

Background/Overview:

“In the United States, blacks, Hispanics, American Indians/Alaska Natives, Asians, and Native Hawaiian or Other Pacific Islanders (NHOPIs) bear a disproportionate burden of disease, injury, premature death, and disability. For persons of these racial/ethnic minority populations, health disparities can mean lower life expectancy, decreased quality of life, loss of economic opportunities, and perceptions of injustice. For society, these disparities translate into decreased productivity, increased health-care costs, and social inequity...Level of education has been correlated with the prevalence of certain health risks (e.g., obesity, lack of physical activity, and cigarette smoking). In addition, recent immigration might increase risks for chronic disease and injury among certain populations. Although some immigrants are highly educated and have high incomes, lack of familiarity with the U.S. health-care system, different cultural attitudes about the use of traditional and conventional medicine, and lack of fluency in English can pose barriers to obtaining appropriate health care. The elimination of racial/ethnic disparities in health status also will require important changes in the ways health care is delivered and financed. Unequal access to care and unequal treatment of persons who receive care are key determinants of racial/ethnic disparities in health care and health status.” - CDC

In Nevada, racial and ethnic health disparities persist, and minorities continue to lack equal access to care. The Commission will work with community groups and other government agencies to help disseminate health care resources and information to the minority community.

Objective: Reduces racial and ethnic health disparities in Nevada

Responsibility: Commissioner Dr. Yolanda Flores, MD (chair), Commissioner Janelle Conine, Commission staff

Goals:

- Build partnerships with Nevada Minority Health and Equity Coalition and other community groups to improve minority health
- Participate in 2 health and wellness fairs/community events to disseminate health information to minorities
- Support/Testify on 1-2 health bills that address disparities in minority health and access to health care

Action Steps:

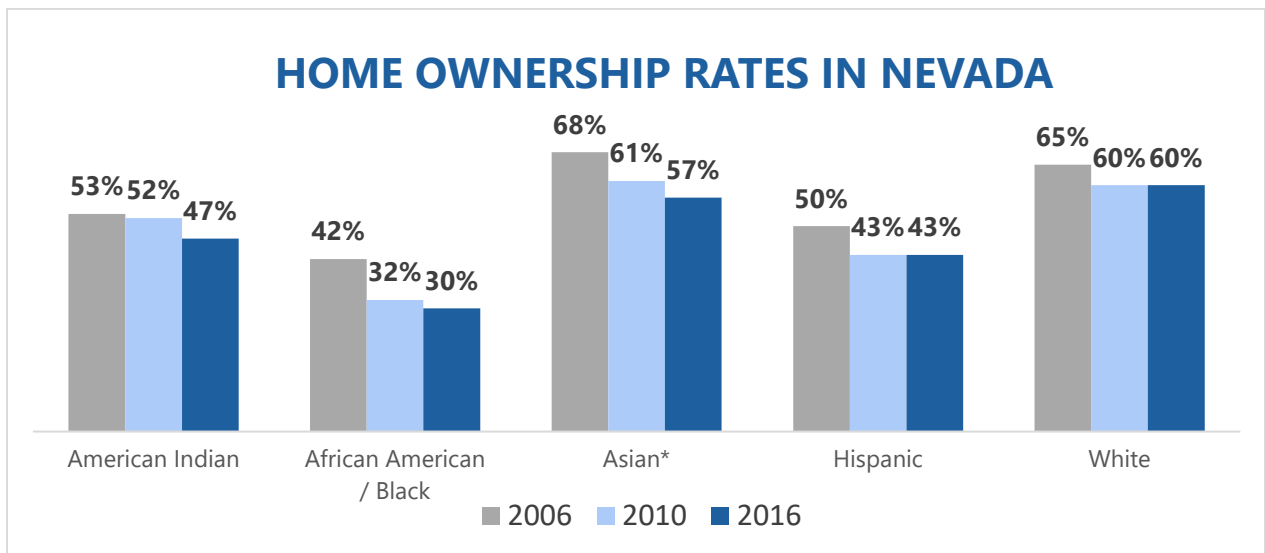
- Research and support bills that reduces racial and ethnic health disparities
- Attend community engagement events that address minority health issues
- Increase minority medical professionals in the state of Nevada through mentorship programs with UNLV

Housing subcommittee

Background/Overview:

Nevada is facing an affordable housing crisis, which disproportionately affects the minority community. The state is facing a shortage over 200,000 affordable houses, and most of that need is within Clark County. The Nevada Housing Division reports that the state needs 20,000 more units a year and is only creating 800 a year. In fact, the National Low Income Housing Coalition declared Las Vegas is the worst US metropolitan area for providing affordable housing to extremely low-income families.¹ More intervention is needed from state and local governments to help these families, as builders are overlooking this segment of the market entirely and only building higher end homes.

Many experts agree that home ownership is a key driver to wealth creation and generational wealth. Minorities have been hurt historically from discriminatory housing practices, and accumulated less wealth on average as a result. The Economic Policy Group reports, "housing equity makes up two-thirds of all wealth for a typical (median) household. In short, for median families, the racial wealth gap is primarily a housing wealth gap."² The graph below shows that home ownership rates are still below pre-recession levels, and some minority groups were hit harder due to predatory lending and subprime mortgages. The Commission will work with other organizations to help increase home ownership rates in Nevada.



*Includes Native Hawaiian/Pacific Islander; Source: US Census, 2016

¹Las Vegas worst area for affordable housing for poor, report says, <https://www.reviewjournal.com/business/housing/las-vegas-worst-area-for-affordable-housing-for-poor-report-says/>

²How black millennials can finally close the racial wealth gap, <https://www.fastcompany.com/40561619/how-black-millennials-can-finally-close-the-racial-wealth-gap>

Objective: Work to increase homeownership in the minority community and to find ways to increase the availability of affordable housing.

Responsibility: Commissioner Dr. E. Donald Chaney (chair), Commissioner Adleen Stidhum, Commission staff

Goals:

- Formalize relationships with 3 housing groups that work with minorities
- Support/Testify on 1-2 housing bills that help the minority community

Action Steps:

- Research and support bills that improve affordable housing
- Disseminate information on the importance of credit scores (main reason minorities cannot secure loans) and how to seek relief from housing irregularities
- Work with Nevada Equal Rights Commission to identify housing discrimination practices
- Assist in participation and collaboration with programs and initiatives within the state

Workforce Development subcommittee

Background/Overview: Unemployment in Nevada varies by race/ethnicity, and some minority groups fared worse than others during the recession.

“The unemployment rate for Blacks peaked at 22.6% in early 2012, while the rate for Whites topped out at 13.9 % in late 2010. The rate for Hispanics peaked at 18.7% in mid-2010. For year ending in June 2018, Blacks have an unemployment rate of 8.2%, down from 11.4% a year ago. The rate for Whites is 4.5%, slightly higher than a year ago at 4.2%. The rate for Hispanics stands at 5.4 % up from 4.9% last year.”¹

Unemployment Rate in Nevada Varies Across Race Groups



While blacks have made considerable gains in employment, the 8.2% unemployment rate is still higher than the pre-recession level of 7.4% in 2006.² The Commission aims to increase the awareness of employment programs and resources to the minority community.

Objective: Increase availability of employment for minorities

Responsibility: Commissioner Adleen Stidhum (chair), Commissioner Hasaan Azam, Commission staff

Goals:

- Formalize relationships with Workforce Connections, Department of Employment, Training and Rehabilitation (DETR), Office of Workforce Innovation for a New Nevada (OWINN), Sierra

Nevada Job Corps Center, Southern and Northern Nevada Chambers, and other organizations to decrease minority unemployment

Action Steps:

- Work with Nevada Equal Rights Commission to remedy employment discrimination practices
- Disseminate information to minority community on registered apprenticeship programs, and other employment and training programs, such as Workforce Connections' One Stop Career Center
- Analyze data to determine whether racial discrimination is occurring in state or local purchasing or public works
- Attend outreach events to identify issues and receive direct feedback from the minority community
- Assist in participation and collaboration with programs and initiatives within the state

¹DETR, Unemployment rate in Nevada varies across race groups,
http://nevadaworkforce.com/Portals/139/Research%20Notes/2018/2018_87.pdf

²Ibid

Economic Development subcommittee

Background/overview: Minorities play an important role in Nevada's economy and own almost a third of all small businesses in Nevada. In 2012, 71,827 businesses in Nevada were minority owned¹, and the number is steadily increasing.

Objective: Promote minority small businesses and increase awareness of business resources for the minority community

Responsibility: Commissioner Jatoon Patel-Ghai (chair), Commissioner Myisha Williams, Commission staff

Goals:

- Participate in 1-2 small business fairs and expos a year to disseminate small business resources and to actively solicit small business feedback
- Attend at least 1 event per month

Action Steps:

- Advocate for the inclusion of minority small business owners in future contracts (e.g., LVCVA, Caesar's convention center expansion)
- Actively collaborate with BDAC and RBDAC
- Build relationships with minority chambers of commerce
- Research and support bills that helps minority small business owners
- Share best practices with other communities

¹US Small Business Administration (SBA), 2018 Small Business Profile – Nevada
<https://www.sba.gov/sites/default/files/advocacy/2018-Small-Business-Profiles-NV.pdf>

Legislative / Political Empowerment subcommittee

Background/overview: In an effort to ensure that the Commission is actively involved in the legislative process and to ensure that the concerns and needs of minority populations across the state of Nevada are being adequately represented during each legislative session, the Commission will research issues that affect the minority community to develop a legislative platform (agenda).

Objective: Ensure that the voices of the minority community are being heard and incorporated into legislation.

Responsibility: Commissioner Myisha Williams (chair), Commissioner Dr. E. Donald Chaney, Commission staff

Goals:

- Submit at least 1 BDR during the next legislative session that improve the lives of minorities and find legislative sponsorship of BDRs
- Attend at least 2 town hall meetings during legislation years to obtain feedback from minority community

Action Steps:

- Work with other subcommittee chairs to prepare testimonies on bills relating to their subcommittees
- Identify bills to track in the next legislative session to increase the livelihood of the minority community
- Meet with other organizations to understand legislation of importance to minorities
- Encourage civic participation in the minority community
- Educate the minority community on the importance of participating in the 2020 census

Community Liaison subcommittee

Background/Overview: Many minorities feel that they are treated differently by law enforcement and are unfairly targeted. Recent high profile cases in the news have only exacerbated that sentiment and have damaged the integrity of local law enforcement. In response, many police departments have increased their diversity and implicit bias training and changed how police have patrolled their neighborhoods.

Objective: The Community Liaison strives to keep an open dialogue between law enforcement and the minority community and to understand each other's perspectives.

Responsibility: Commissioner Hasaan Azam (chair), Commissioner Dr. E. Donald Chaney, Commission staff

Goals:

- Formalize relationships with local law enforcement agencies in Nevada
- Attend 2 law enforcement outreach events a year to the minority community

Action Steps:

- Work with the Southern and Northern Counter Terrorism Task Force, FBI Citizen's Academy, local police citizen's academies, minority Sheriff's Advisory Councils to build relationships with the minority community
- Advocate for increased data transparency, hiring diversity initiatives, and implicit bias training at local law enforcement agencies

List of planned events

(Note: these events are subject to change and is not an exhaustive list)

- May
 - o Asian Culture Day Expo (Asian Culture Alliance)
 - o Clark County Small Business Expo
- June
 - o Annual Kids Count Data Book release (Children’s Advocacy Alliance)
- August
 - o La Oportunidad Expo (Latin Chamber of Commerce)
- September
 - o Committed to our Business Community (Regional Business Development Advisory Council)
- October
 - o Nevada Minority Health and Equity Coalition Summit
 - o NSHE Diversity Summit in Southern Nevada
- November
 - o Hope Las Vegas health event