

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, May 17, 2021. Pursuant to public notice and the Governor's suspension of the statute that requires public meetings to have a physical location, this meeting was conducted by a Webex videoconference call.

**1. COMMISSION BUSINESS**

A. Chair Chaney called the meeting to order at 9:34 am.

B. Commissioners Present (phone): Chair D. Edward Chaney, Vice Chair Myisha Williams, C. Hasaan Azam, C. Yerania De Luca, C. Kathleen Taylor, and C. Angelica Villarta.

C. Commissioners Absent: C. Mercedes Krause, C. Jose Melendrez, C. Amy Shaw

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

E. Public Attendance: Sgt. Ivan Chatman, Riley Franco, Marcel Schaerer, Karen Schnog, Janet Serial

**2. PUBLIC COMMENT**

**3. COMMISSION BUSINESS DISCUSSION AND POSSIBLE ACTION BY THE COMMISSION**

**A. Approval of April 19, 2021 meeting minutes (for discussion and possible action)**

C. Villarta moved to approve the minutes. C. Taylor seconded. The motion carried unanimously.

**B. Receive presentation from Sergeant Ivan Chatman, Las Vegas Metro Police Department (LVMPD), Office of Community Engagement**

C. Villarta introduced Sergeant Ivan Chatman, Sr., a 22-year Metro veteran who has served in the Southern Nevada Counter-Terrorism Center (SNCTC) in the fusion liaison department and leads LVMPD's SNCTC. He believes communication is the key to positive interaction and works to build community relations. His department does it through different programs, such as the Explorer program, interfaith outreach, and more.

Sgt Chatman said he has been with Metro for 22 years, and his last 6 years has been with the Office of Community Engagement, with an emphasis on the fusion program. He said he is honored to be here today because in law enforcement, we don't talk about a lot of our successes. His department is based on a lot of training, community outreach, and the basics of the human element of communication and providing outreach in raising awareness. Prior to this meeting, C. Villarta and him talked about being able to stay in contact with officers, creating those relationships, and making those relationships robust. Oftentimes within law enforcement, you'll be talking with a supervisor and the next time you come in contact with them, they are no longer in that position, but it doesn't mean that they don't have a passion for that same level of work. When you create those relationships, hang on to them, and don't feel like you are bothering the officer. When the public think they are an inconvenience, that's when a lot of the work does not happen.

The Office of Community Engagement started in 2015, and was created to sustain outreach throughout Clark County. It covers all jurisdictions and neighboring agencies as well. Within that outreach spectrum there's also a fusion liaison that is also community based, stemmed from the fusion center. The fusion center was created after the 9/11 attacks and designed to have law enforcement share information with one another, federal, state, local, tribal, private stakeholders, that they're sharing information to keep people aware of suspicious activity. More importantly, how to report that suspicious activity. Our fusion center is grant funded. We also focus on a lot of behavior indicators to prevent mass violence. We're teaching into all critical infrastructure. We speak with private charter schools and all the places of worship. On the flip side, within community engagement, there is a lot of exposure for law enforcement into the community. There are programs such as the Southern Nevada police athletic league. It started out in New York, and our program is alive and well. It is spearheaded by 2 officers, and they partner with MMA, Raiders, other sports teams, and other initiatives as well that spin out of the police athletic league. We also have the Hispanic Citizens Academy for Hispanic outreach, where we have officers spearheading all interactions, consulates from San Francisco to Vegas, career and honorary consul, we provide training with them as it relates to fusion liaisons, so they understand what we are doing and how do they disseminate that information back to the community. We can then go to those communities and follow up. Not only does the community learn a lot, but we learn a lot as well. They can give that information to the community base, but on the other side as it relates to training for Metro, our team has incorporated that outreach. We are a very diverse community, from our Baha'i community, Ethiopian community, Chaldean Christian, Jewish, Catholic, and more. When our team goes out and visit these communities, we go into prayer with them. We have so many community contacts like the imams and rabbis.

We have a four person team that covers the entire valley. We associate that into a training product and incorporate it into all of our teachings and presentations, and as NRS (Nevada Revised Statutes) changes. Last year AB 478 passed, which focused on continuing education for law enforcement on racial profiling, and bias based policing, and he is one of the instructors when that became mandatory in 2014. Metro has identified some of these issues a long time ago and be able to incorporate those into our operations logistically and try to change the narrative of police culture. It's not the most favorable considering the climate that we're in right now.

That legitimacy of community policing rests within the community, and that's not marketed well enough for people to understand the power of a community and the wonderful work you can get done. Sometimes you have great relationships, great momentum, great community involvement and engagement but that person or that officer has moved on and that momentum has to be rebuilt or recreated. In that time, the momentum and energy is lost. Within Metro, have a first Tuesday program every month where you can visit your area command. You can go online to LVMPD.com and see all the 10 area commands. If you want to help you. You can go at six or seven o'clock, and they open the door to the community. You can hear community complaints from homeowners and business owners. The captains are on hand as well. It's really to be able to learn some of the initiatives and ideas that can be presented to law enforcement. Those initiatives are created for the community.

C. Villarta asked what are some of the strategies Metro is doing to create positive touches between the community and officers? Sgt. Chatman said that in each area command has community policing squads, and they are designed strictly for community outreach, whether its homelessness or providing resources to different community groups. Each area command has community events that are often taken place. We have our seasonal and traditional events like Shop with a Cop and things that come along with the holidays. Even from the Office of Community Engagement and the Police Athletic League, we have the Communications with a Cop with the youth to let them be heard and understand that we hear their voice and include them in what's going on. Another component would be our Explorer program for minors from 15-18. They learn teamwork, camaraderie, leadership, and our advisors will write them letters to college. Our students compete against other Explorer students in other states. It's set up like an academy for teenagers, so it's really structured and regimented. One of our most important groups is the MMAC, Metro Multi-Advisory Council, which has been around for over 20 years. These are community members who have consulted with the sheriff and undersheriff once a month. They address community concerns. The group is really diverse and represents all aspects of Las Vegas. When they hear concerns or policy changes, they will bring it to the sheriff and undersheriff. It's not just a grievance process, they also come with solutions. They help us revise policies. It is a great dynamic, and it is one of our stronger processes. They are there for us, and they know they can come to us.

C. Taylor commended him on serving the community and to be of service. C. Azam also thanked him. C. Williams said she knows that those one-on-one relationships and building trust with communities that unfortunately experienced a lot of disparity. She asked what happens after the feedback is collected from the first Tuesdays? What is the accountability of the department to handle that feedback? Sgt. Chatman said all of these concerns are either taken in one of two ways. You can take those requests and concerns and document them on a service request and you can do it online if you can't make it to a meeting. You don't have to make it to a meeting and always address it on LVMPD.com on a tab that says submit a service request. If you're there in person, you can talk to the officers on hand, and they will fill one out with you. Those requests are overseen by the administrative lieutenant of that area command and the sergeant disseminates that to the respective officers, and they follow up on those. Oftentimes it may depend on the nature of what's going on. It may lead to investigations, community cleanup, or a community event. There are documented and logged and sent to an officer. If you put in a request, it will not go unanswered.

## **C. Subcommittee Updates (for discussion and possible action)**

### 1. Community Liaison

C. Azam said similar efforts are being made in the North in Sheriff Balaam's office. It's all about open communication. If you've made a connection with a law enforcement officer, he highly encourages to keep it. He said having an open communication channel has worked out the best. A lot of things are happening in the world, but what are the key issues and how can we solve them instead of pointing fingers? How should we be approaching our relationship with law enforcement? How can we make it better and what are we doing to do as a group to put some parameters in play to prevent some of the things that have happened and didn't end on a positive note. We're all in this together. That is the voice he keeps hearing in the North, and he says that other states should learn from both departments on some of the programs they have put into place and taking it to the next level. What do we do with all the information that we're getting, and how are we comparing it to the past? These are some of the things happening in the North as well.

C. Villarta said Metro has a new state of the art reality-based training center. It's going to be one of the first in the nation, and it's almost a whole city that they're building to train first responders, firefighters, and private security. It's 50,000 square feet of classrooms, mat rooms, and offices. The first building has already broken ground and they in the first phase. The most important thing about this facility is that there are going to be two buildings, indoor and outdoor, casinos, hotels, and streets. They are doing additional funding for that. Executive Director Tom Kovach is leading the Las Vegas Metro Police Department Foundation fundraising for that. She wanted to highlight Asian Pacific American Heritage month. Since the beginning of the month, there have been a lot of events, and continue to have events until the end of the month. There is also an Asian community support group for anyone who has been a victim of Asian hate or harassment by Asian Community Resource Center.

### 2. Legislative

C. Williams said all our bills are still alive. Seen a lot of progress on our legislative initiatives. AB 302, which the Commission would be assigned 2 bill draft requests in future legislative sessions passed through the Assembly, went to Senate Legislative Operations and Elections. C. Williams and the Management Analyst traveled up to Carson City to co-present to the committee, and passed out of committee unanimously, so now it is waiting for a Senate floor vote. AB 261, which was pushing for the diversity and inclusivity standards in academic curriculum was heard in Senate Education on

May 3rd, passed out of work session on the 14<sup>th</sup>, and now waiting for a Senate floor vote. SB 16 is the our housekeeping bill and moving the Commission on Minority Affairs properly from the Department of Administration to the Department of Business and Industry. It passed out of the Senate, passed through Assembly committee work session and going to Assembly floor vote next. SB 222, creates diversity and inclusion liaisons at state departments, which was heard in Assembly Government Affairs and passed out of work session on the 12th and awaiting Assembly floor vote. The Commission is specifically listed in AB 335 as having an active role whenever there is redevelopment in low-income areas. There will be an employment plan and progress reports on how people from that community will be engaged in employment on those redevelopment initiatives. Those progress reports are to be sent to the Commission on Minority affairs. We will review the reports to see if they are meeting their goals. The Commission would receive the report as an accountability measure to see if they are on track to meet them. It moved through the Assembly, and heard in the Senate Government Affairs on the 12th. It passed work session and now awaiting a Senate floor vote. If this passes, it continues to give us teeth. If people are going to continue working with the Commission in such a way that we're seen as an authority on issues within the community and accountability, it's only going to only further the Commission as we continue.

### 3. Economic and Business Development

C. Villarta met with NAE, Nevada Association of Employers, which has been recognized by HRCI (HR Certification Institute) to offer recertification. It's an HR company based out of Reno which now has offices in Las Vegas. They are helping companies with managing the employment functions at their companies including recruitment, retention of employees, and ensuring compliance with employment labor laws. They are like a PEO (Professional Employment Organization), but they are actually a 501c3 non-profit organization. Their training programs include webinars, on-site training, special events, and panel discussions on timely topics for Nevada businesses.

C. Villarta met with the Asian Chamber of Commerce, and they announced several bids that are open. The City of Las Vegas is open for bids on the development of affordable mixed income rental housing. The LVMPD is looking to procure police equipment and that bid ends on the 19th. There's another bid open on Ann Road for roadway improvements from 215 to Durango Drive. That closes on May 26th. Also, they are seeing new investments in downtown Las Vegas, and they have seen an uptick in condo sales. The Downtown Vegas Events Center said they are going to headline the largest music event in Las Vegas since the pandemic started. Not only are events moving back to downtown, it's people in a lot of construction projects. They are building a \$30 million multi use project on Las Vegas Blvd and Carson Ave that is going to add restaurants and co-working space. There's a new Henderson Event Center on the site of the former Henderson Pavilion on Green Valley Parkway. The Facebook page for the City of Henderson is called Henderson Happenings. Through that event page, there's a great glimpse of all the events on Water Street that are happening, like concerts, art festivals, and business openings. On Thursday May 6 in celebration of World Trade Week, the Nevada Governor's Office of Economic Development (GOED) talked about their STEP grant for 2022 where they shared testimonials and success stories from past STEP grant recipients. It's a grant for international trade to help businesses with establishing their business. They actually have a matchmaking program, which provides US firms with a list of distributors and partners that have expressed an interest in their product or service and includes the virtual introduction through teleconference.

On April 27<sup>th</sup>, C. Williams participated in the RTC Rise Champion listening session with Commissioner Taylor. We provided feedback on minority participation goals and discussed strategies to increase inclusion on RTC funded projects. On the April 29<sup>th</sup>, C. Williams represented the Commission on the GOED Southern Nevada Infrastructure working group meeting. It was a monthly working session with presentations highlighting tech manufacturing. On April 29<sup>th</sup>, we co-presented our bill in Carson City, and also meet with C. De Luca and discuss workforce efforts. C. Williams also attended the Community Benefits Oversight Committee Meeting for the Allegiant Stadium where we continuously reviewed the current and planned efforts for the master operator and master concessionaire for their supplier diversity programming and workforce.

#### 4. Workforce Development

C. Taylor said if we take a look back last year, the national unemployment rate was extremely high due to COVID-19 pandemic, and Nevada's unemployment rate was even higher than the national rate. The national rate now is 6.1% as of April 2021, and Nevada is at 8.1%. Compared to May of last year, we're definitely on the decline, which is fantastic. The biggest job increases have been in leisure, hospitality, and the government. As of April this year, nationally 9.8 million people were unemployed due to the COVID-19 impact, but it looks like that trend is slowly being reversed and people are going back to work given the success of the vaccinations. C. Williams said on April 29<sup>th</sup>, we had an introduction between the Commission and the Nevada Mining Association President and the Government Affairs Manager. It was just an initial conversation that we hope to expand the conversation further on the opportunities mining brings, specifically for minority communities that they are looking to increase. There will be a connection made with C. De Luca and lean to her for future updates depending on how that conversation progresses.

#### 5. Housing

C. Taylor said she attended a statewide webinar on Thursday, May 6<sup>th</sup> on the American Rescue Plan for housing specifically. It was organized by the Nevada Housing Coalition. It featured State Treasurer Zach Conine and various presenters from different agencies that talk about mapping out pandemic relief funds for housing. The moratorium is coming up once again, and hopefully those funds will address some of those issues faced by renters, homeowners, and landlords. C. Azam said he has been keeping up with what is happening population wise, and the airport just completed a study with the University of Nevada, Reno. In addition to a lot data on population growth, unemployment, and wages, we also received an update on where the residential development is happening in Northern Nevada. Housing prices are going through the roof. In Northern Nevada, there were about 15,000 active units, 29,000 units have been approved, and 57,000 units are pending. In 2020, there were 5,700 new units.

#### 6. Health

None

#### 7. Education

C. Villarta said the Hawaiian Civic Club is now taking applications for their essay scholarship through their website. They are accepting applications from June 1<sup>st</sup> to August 24<sup>th</sup>. They also have education stipends for adults to award up to \$1750. They will be distributing the awards directly to education institutions, and this is for any continuing education or work development.

**D. Management Analyst update (for discussion and possible action)**

- a. Commission updates – Several Commissioners have participated in roundtables. C. Chaney was a panelist on Representative Susie Lee’s virtual roundtable on Apprenticeships in the African American Community on Thursday, April 27<sup>th</sup>. That discussion focused on opportunities in the traditional apprenticeship programs and also introducing new apprenticeship programs. C. Villarta attended a roundtable with Senator Cortez Masto that was in-person at SEIU 1107. The Senator debriefed the group on the COVID-19 Hate Crimes Act that was passed in the Senate. The Asian community gave feedback on how they can get the bill off the ground in our state once this bill becomes law.

Also, C. Villarta and the M.A. Ku traveled to Carson City on May 3<sup>rd</sup> to attend the API Day at the Legislature. They heard opening remarks from First Lady Kathy Ong Sisolak, Lieutenant Governor Kate Marshall, and Governor Steve Sisolak. They met with several legislators, and Commissioner Villarta talked about some findings from Asian support groups. It was the first in-person event at the legislature, and it was good to connect with the Asian community in the North. C. Villarta and M. A. Ku also attended the Sheriff’s Asian Advisory Council meeting on May 13<sup>th</sup>. The Sheriff spoke about the outreach they were doing, and we are going to follow up them to give a little more feedback about recruiting Asian American Pacific Islander community.

- b. Community announcements – There is an Asian Chamber event next Thursday (May 27<sup>th</sup>). There is a virtual event that the United Way event the same day, May 27<sup>th</sup> at 2pm. They will be honoring the contributions of the AAPI community and a panel of AAPI community leaders in Southern Nevada. C. Azam would like to see maybe highlighting the good work individuals are doing in the minority community. In the North, the Young Professionals Network has a 40 under 40 program. The community engagement pieced weighed heavily in the selection of those individuals.

**4. NEW BUSINESS**

None

**5. PUBLIC COMMENT**

None

**6. ADJOURNMENT**

- Meeting adjourned at 10:38 am
- Next Meeting: Monday, June 21, 2021 at 9:30 am