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Governor

STATE OF NEVADA

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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, April 19, 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 9:32 am.

B. Commissioners Present (phone): Chair D. Edward Chaney, Vice Chair Myisha Williams, C. Yerania De Luca, C. E. Mercedes Krause, C. Jose Melendrez, C. Amy Shaw C. Kathleen Taylor, and C. Angelica Villarta.

C. Commissioners Absent: C. Hasaan Azam

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

E. Public Attendance: Shirley Diaz, Nicholas Dunkle, Andrea Gregg, David Kim, Gerri Schroder, Janet Serial, Irene Bustamante Adams

2. PUBLIC COMMENT

Mr. Nicholas Dunkle from High Sierra AHEC has been working on an initiative regarding NRS 449, anti-discrimination legislation requiring facilities, medical and other facilities to take cultural competency annually. Their cultural competency trainings were recently approved by the Department of Health and Human Services. If anyone on the Commission knows any medical providers looking to take cultural competency training, they can offer it via web conference or in person, but due to COVID, they are only offering it virtually. The website is <https://nvculturalcompetency.com>.

Ms. Shirley Diaz said she is part of the Emerge 2021 cohort. Emerge is a program that teaches women how to run for office and succeed. They just had diversity training recently in their program, and she is trying to be more involved.

3. COMMISSION BUSINESS DISCUSSION AND POSSIBLE ACTION BY THE COMMISSION

A. Approval of March 15, 2021 meeting minutes (for discussion and possible action)

C. Melendrez moved to approve the minutes. C. Krause seconded. The motion carried unanimously.

B. Receive presentation from Irene Bustamante Adams, Chief Strategy Officer of Workforce Connections

C. Taylor introduced Ms. Bustamante Adams. Ms. Irene Bustamante Adams is the current Deputy Director and Chief Strategy Officer of Nevada Workforce Connections. She also serves currently on several boards and councils including the Nevada Commission on Service, United Way of Southern Nevada, and Uplift Foundation of Nevada. Prior to joining Workforce Connections in 2017, she spent 18 years at MGM, and from 2010-2018, she also represented Assembly District 42.

Ms. Bustamante Adams said that Gerri Schroder is on the call as well and worked at Workforce Connections after her career at Henderson City Council. Ms. Bustamante Adams wants to share where the dollars coming into the state of Nevada are going to put people back to work and what we are doing for employers. Our main focus is connecting employers to a ready workforce, especially the new emerging industries coming into this region. Also, a number of individuals need to go back to work and many are not returning to the hospitality industry by choice. At the One Stop Career Center, an individual can come and get all their career needs met—if you need to freshen up your resume, help with a job search, or maybe you don't have a computer that has access to the Internet, or maybe you just need to understand what the new emerging industries are for this region, or you have needs for childcare. That is the concept at the One Stop Career Center. There is one near the Charleston CSN campus, or there are several other locations at the Clark County library system. If you are referring someone who may need some assistance, go on our website to find a center near to that individual. The concept is to provide resources as a one stop shop.

The One Stop delivery system is complicated at the federal level, but the money comes to the state, and there 16 other partners that receive this type of workforce dollars. We're not mandated to work together, but we do work together in Southern Nevada to leverage the funds. Let's say we have a client and we can't pay for a certain item for them, maybe tools, uniforms, or transportation. There might be another entity that could pay for a certification exam that they have to take. Our goal is to remove those barriers. We all receive workforce dollars but some are targeted to certain entities. The Department of Health and Human Services has the largest amount. This is used for food stamps, welfare, concentrating on seniors, and several other groups. Other grants include second chance—where you focus on the reentry population, Native Americans, or there's a program focused on youth and construction. We are part of a supply-demand equation. Supply is the job seekers that are looking for work and connecting them to the employers, which is the demand side of the equation. On the supply side, we focus on youth and adults. If you know of a young person who is between the ages of 14-24, right to work in the US, proof of Social Security number, registered for the Selective Service, and is a Nevada resident, they may be a good client for our services. For youth, we serve out of school youth who are not attending school. They either dropped out, have been involved in the juvenile justice system, are homeless, a teen who is parenting, or an individual with a disability. We also have dollars for our in-school youth, who may be lacking some skills, maybe an English language learner, may be involved with the juvenile justice system, also either pregnant or parenting, etc. We also put a hub at the CSN Charleston campus. It's called EmployNV career hub – we also plan to expand our footprint to CSN North Las Vegas campus and CSN Henderson campus.

Our Workforce Connections does a lot of partnerships. Some leaders are asking, what are the upcoming jobs in this region, where would I steer a youth to, or if I want to switch careers. We created a Workforce Blueprint, which is a collaborative effort between the Las Vegas Global Economic Alliance (LVGEA), Vegas Chamber, and Workforce Connections. It lists industries and in-demand occupations, so it gives you a snapshot of what is coming in this region every two years. We have subject matter experts and have embedded them as workforce development professions into LVGEA and Vegas Chamber. This is important because when we are attracting to this region, one of the questions that always comes up is, what does your workforce look like. Jake is at the LVGEA and he is at the table ready to answer questions. He is helping to seal the deal for companies choosing us when they are looking to relocate. George is at the Vegas Chamber. They have given us free space to host him there. A business doesn't have to be a chamber member to go to George; it could be a business looking to expand.

The LVGEA, Vegas Chamber, and Workforce Connections were able to help businesses not lay off employees through the Layoff Aversion Pilot. Ms. Bustamante Adams said they were able to identify almost 90 small businesses and kept close to 350 employees on the payroll. This is just an example of what our agency does in order to serve the business community. This past October, we set up employee business hubs. It's a one-stop shop for employers. The Employee Business Hub at Sahara West and Vegas Chamber serves employers. If you need to hire people or train people but don't have the money yet for payroll, we can address this issue. We could help solve those problems through the project we have going on for EmployNV business hub. These are some of the additional benefits at the business hubs. You can visit virtually or in-person. We have seen a lot of businesses come through. We've also done outreach getting articles out like in the Business Voice. At each location, we have a team of experts.

Opportunities for the Commission to partner with Workforce Connections include referring job seekers and employers, meetings with job developers who meet with employers and understand what we are doing collaboratively, especially if we had a large job need from an employer. We would all rally together and pull from several different resources in order to meet the need of the employer. Former Commissioner Adleen Stidhum and Emily attended their systems training across their 17 partners and outside of that as well. Ms. Bustamante Adams said she is also willing to discuss other ideas. C. Taylor asked with regards to the Workforce Blueprint, what industries are job seekers interested in pre-COVID and what are they interested in now. Ms. Bustamante Adams said at the top of our list is manufacturing, IT, and health care. The next study will come out next year, and there might be a change, but it seems to be progressing at that rate. Infrastructure is not too far behind. We are attracting IT and transportation companies like the Boring Company. It is still difficult for job seekers to understand manufacturing as a career option. That may change because CSN just opened a training center for manufacturing, and that may help people see it as a career option. A lot of hospitality workers are looking to other industries such as IT, or they are transferring their skills to health care, such as administration.

Ms. Gerri Schroder joined the meeting today to observe and get some information. She said she keeps the Workforce Blueprint close to her because there are looking for people for positions. She stays connected to Workforce Connections to keep up with the progress that they've done in the past few years to partner with other organizations like the library district, cities, and the chambers. It's a great partnership that they have. These WOIA (Workforce Innovation and Opportunity Act)

dollars come through the federal government, and that's where she comes in representing Congresswoman Lee. The Congresswoman is always interested to know what she can do to help. This information is important to her, so she can take information about her constituents back to Congress.

C. Subcommittee Updates (for discussion and possible action)

1. Education

C. Krause said Mineral County is recognized as being the first school district to begin their meetings with a land acknowledgement. Regarding the last two Clark County School Board trustee meetings, one very important resolution that was approved was opposing the proposed changes of appointing school board trustees. The resolution that they came up was that the citizens of Clark County should decide the qualifications of the trustees, not a government entity. The budget and per-pupil funding plan was presented. C. Krause wanted to highlight that Zoom and Victory schools are important to BIPOC communities. It's important to pay special attention when they discuss funding for those schools because they provide services and talents, specialists, supplies and extra resources for students. There was a notice of intent to make revisions on the code of conduct, specifically related to students with special needs and possessions of firearms and dangerous weapons.

C. Melendrez said that UNLV announced that the campus is reopening on June 1st. Hopefully if things continue the way they are going and people get vaccinated, then we will be on a good pathway, but many people are vaccine hesitant. The mental health component is tied to higher education because a lot of our students have been struggling. There will be a lot of work in mental and emotional health with our students and professional staff and faculty. C. De Luca said the Carson City School District is actively hiring a Director of Equity in Curriculum and Instruction, and that is a big win.

2. Health

C. Melendrez said that there are parents who are upset and feel more should have been done to protect kids and teachers. He's heard the news reporting that the pandemic is over, but we're nowhere near the pandemic being over. If you are following the CDC, 36 states are in the red and numbers are going up again in Nevada. There's a hundred documented cases of the UK variant in Nevada. Even with the Johnson and Johnson vaccine being delayed, of the 7 million shots given out, 6 people experienced blood clots, one who is here in Nevada. We as a community still need to be very cautious and understand that this thing is far from over. As far as the school is concerned, Dr. Jara and the school district are really in a tough spot because parents are divided on sending their kids back to school. We have to continue to monitor the situation and keep everyone safe. C. Krause said there is a website where cases are reported within CCSD. At her school, it is the parents' decision. The school district leans toward the desire to have students back in the classrooms. It takes that push for the school district and health experts to bear down those details so we can keep our schools safe.

C. Villarta asked if we have disaggregated data. We know that minorities are disproportionately affected by COVID and some are not getting vaccinated. Is there any way to get disaggregated data? C. Melendrez said the Nevada Minority Health and Equity Coalition is constantly working with the state to work on the issue. The Coalition is collecting data from the reach and impact from the One Community Campaign. The Coalition along with Immunize Nevada has been called on by the Governor to work together and address the issue of the equity of the vaccine process. The Asian

Community Development Council did a pop-up vaccination site and their offices. The data is critical and it's something the Coalition is constantly asking for. The Health District is doing a better job of disaggregating data of who is being impacted. There's still a lot of wrong information out there, and that's what the Coalition is working on, to get the right information and resources out there. Once the data from the Coalition reports come out, he will share those. For Minority Health month, the Region IX Office of the Assistant Secretary of the US Department of Health and Human Services and officials from FEMA (Federal Emergency Management Agency) were here two weeks ago. They were here for three days, and they visited a bunch of sites. They held meetings in both Northern and Southern Nevada, and the Coalition hosted them at UNLV. There were 50 to 60 in-person attendees with social distancing, and an additional 50 to 60 attendees who attended virtually. The first group consisted of public health professionals who specifically dealt with equity and health and second group focused on aging and disabilities. The federal officials are really excited about the things happening in Nevada, and there are some programs and resources that they might bring to Nevada around the vaccine.

C. Krause reported on the number of COVID-19 positive cases at CCSD. District wide total cases, there are 2,671. 1,170 of those are school staff, 361 are central staff, and 1,140 are students.

C. Williams attended a meeting with the Southern Nevada Black Collective. They hosted a "Back to Life" campaign launch meeting with some of the African American leaders in the community. It was virtual and an informative session and a request for community support on a new COVID marketing campaign targeting African Americans.

3. Housing

C. Krause said the Kani Urban Indian Housing Initiative is partnering with the Las Vegas Indian Center on May 6 from 10 am to 12 pm in person and virtually. It is called "A Path Forward for Native Ownership." C. Krause and C. Taylor plan to attend. On a related note, the Las Vegas Indian Center has had issues with police not responding to incidents at the Indian Center. There were some racial slurs used during the incidents. C. Villarta said she has had several meetings with LVMPD (Las Vegas Metro Police Department) and offered to connect C. Krause with them.

C. Taylor said that the American Rescue Plan will provide \$10 billion under the Homeowner Assistance Fund for our most vulnerable homeowners. The legislation will also provide \$21.6 billion in emergency rental assistance for renters unable to pay rent due to COVID-19. Also, the Las Vegas Review-Journal last week reported that first time homebuyers in Nevada can receive down payment help through a grant program funded by the Federal Home Loan Bank of San Francisco. It's open to low to moderate household income families. They can receive a 4 to 1 matching grant of up to \$22,000 for down payment assistance and closing costs. There's also an additional program that offers home buying assistance by a new company called Homie. The eviction moratorium has been extended until to June 30th. With the American Rescue Plan providing additional funding for emergency rental assistance, hopefully that will build a bridge for people in arrears for rent in case this is our final moratorium extension.

4. Workforce Development

C. De Luca is excited to hear all the workforce development opportunities in Southern Nevada. Through her company, she's been working with the Blockchains corporation. The College of Southern Nevada just approved 1-2 courses for Blockchain. This is a great program as a pilot program for high school students, but they are offering the classes to the general public so it doesn't

have to be just high school students. These classes are already available in Northern Nevada, and this is the first time it will be available in Southern Nevada.

C. Taylor said that the Governor's Office of Economic Development (GOED) Board approved 9 companies for tax abatements. They are projecting an estimate of over 1,300 permanent jobs in the next 5 years with an average hourly wage of \$29.89. Companies that were approved are: Boxabl, Nuro, Advanced Hemp, PayCertify, Plant Prefab, Redwood Materials, Silver Lion Farms, Merastar Insurance, and ThyssenKrupp Industrial Solutions.

5. Economic & Business Development

C. Shaw said on March 19, she attended a workshop hosted by the Vegas Chamber on "Why diversity is important in the workplace". There was a great deal of discussion on how diversity is important, but equity and inclusion are even more important. Employees should really have a voice in the company, and companies need structures in place to provide support. There was also a discussion about how different ethnic backgrounds and experiences are important factors in creating a productive company. There are a growing number of companies that are hiring diversity managers, but the pay is not commensurate with the responsibilities. It's important that company executives understand that the pay should be commensurate, and the diversity manager should have a voice at the table when decisions are being made. On March 30, our Attorney General hosted a "Stop the Hate" townhall. He said that we need to be united and develop tangible solutions to stop the hate. Our county has a history of excluding and punishing Asian Americans and Pacific Islanders. AAPI businesses continue to be targeted. There's a proposed COVID-19 Hate Crime Act to streamline the process for the Department of Justice to analyze and collect data. Right now, it's being done by individual states and there's no central collection point. Although there have been over 3,800 incidents reported, that number is actually higher. The COVID-19 hate crime is defined as a violent crime motivated by two things: the actual or perceived characteristics of any persons such as race, and the actual or perceived relationship to the spread of COVID-19 of any person because of that characteristic. The Attorney General said it's really important that we report crimes to law enforcement and the Equal Rights Commission. C. Shaw said on March 31st, the Vegas Chamber and Jon Ponder, founder and CEO of Hope for Prisoners, gave a presentation on the Hope for Prisoners program. They have made so many strides in helping formerly incarcerated to become productive employees. The businesses are actually benefitting by having their employees supported by Hope for Prisoners and their army of mentors. Their goal is to transform individuals and match them with businesses. DETR (Department of Employment, Training, and Rehabilitation) said there are 8,000 job seekers, of which half are in Southern Nevada. They pay for them to attend leadership workshops, the first \$800 of their salary, provide on the job training, and pay \$500 for first 4 months for keeping the employees.

C. Shaw also said that the US Small Business Administration opened the Shuttered Venue Operators Grant applications on April 8 for operators of live venues, performing arts, museums, movie theaters and talent representatives, which really impacts our local businesses. The program allocates \$16.2 billion in aid to hard hit small businesses. Of these funds, \$2 billion is reserved to venues with up to 50 employees. In addition, Katrina Dorsey, the Community Affairs Manager for Allegiant Stadium, is leading internal efforts to launch regular events for an upcoming supplier engagement series. Local small and diverse businesses can present their capabilities and services directly to Allegiant Stadium to be considered for participation, but prospective vendors must be preregistered on their website. Additionally, McCarran Airport is having a supplier diversity webinar on Tuesday, April 27. It's a nationwide event hosted by airports across the US, and a panel with decision makers from Avis, Enterprise, Fox, and Hertz, will discuss diverse and inclusive procurement strategies. This webinar is

targeted to small minority and women-owned businesses in providing goods and services to the car rental companies. Finally, the Nevada Contractors Association (NCA) hosted their first annual Diversity and Inclusion Member Showcase on April 28th from 8-9 am, starting with a kickoff from an executive coach. On May 5-8 from 8-11 am, they will offer a two-part training for capabilities statement review and pitch training. Then you would pitch a to local companies from the NCA on May 20 from 8 am – 12 noon at the NCA meeting.

C. Villarta said she had a meeting with former Commissioner Evan Louie, and the issue on how to separate karaoke bars from the category of night clubs, brothels, and strip clubs have been resolved. They are now a separate category and protocols are in place so the karaoke bars can reopen. C. Villarta attended several roundtable discussions with various AANHPI stakeholders and with the Arts District. Many of them are interested in learning about ways to protect their business from hate crimes. Some have experienced rocks thrown through windows or activity on the streets that may impact their business. As a resource, LVMPD is offering free Vegas safe cams to reduce crimes and identify suspects. They can visit the website lvmpd.com and then to go online resources, then safety cams. She has sat in on various business mixers and meetings, and from those meetings, she learned that many business owners and corporations are utilizing this time capitalizing on human capital, enhancing their business practices, creating better work environments, focusing on quality of work life balance, and employee retention. A lot of the casinos are hosting webinars and leadership programs focusing on work life balance, leadership, career development, etc. As the new companies are coming in, a lot of businesses are looking for HR (human resource) solutions with varied algorithms, some more focused on experience and skills, credentials, and company culture. If a company is looking to improving their HR solutions, businesses should conduct deep research when looking for the right recruitment tools. Last year companies were really looking for additional funding, but now they are pivoting to enhancements. The Biden administration has extended the Paycheck Protection Program (PPP) to May 31st. Businesses can apply for their 1st or 2nd draw, and more information can be found on the US SBA website. For those that took advantage of the PPP early on, they should start reaching out to their bankers with the forgiveness option. The American Rescue Plan also allocated \$15 billion for targeted EIDL (Economic Injury Disaster Loan) advance payments, including \$5 billion for supplemental EIDL advance payments. There's \$28.6 billion for the Restaurant Revitalization Fund. The Governor's Every Nevadan Recovery Framework, was released in April. At the end of the PDF, there is a stakeholder engagement process. That involves significant engagement opportunities for state and community leaders, business, public servants, and residents of Nevada. Members of these groups should use the form at the end of the framework to provide a holistic approach to make sure every dollar is used to help Nevadans succeed. Our community stakeholders have an opportunity on how that spending will be done.

C. Williams participated in the GOED Southern Nevada Infrastructure Working Group meeting on March 18 as on behalf of the Commission. They completed their monthly working session with presentations highlighting smart ports, intermodal facilities, and foreign trade zones. The next meeting is April 29th. C. Taylor said over the next two weeks, the SBA will establish the seven-day pilot period for the Restaurant Revitalization Fund application portal to address any issues ahead of the public launch and conduct extensive outreach, training, and technical issues. This is the SBA's way of addressing any type of issues that was previously experienced with the PPP portal. The SBA is launching a community navigator fund to be used by women-owned, socially and economically disadvantaged businesses as part of a broader outreach strategy and technical assistance help.

6. Legislative

C. Williams went over the 4 bills the Commission voted on previously. AB 261, which is the textbook

bill, passed the Assembly on April 15th and is now moving to the Senate. We are still monitoring that bill. SB 16, the housekeeping bill which moves the Commission to the Department of Business and Industry, was heard in the Assembly Government Affairs Committee on April 12th. SB 222 is the diversity bill passed the Senate on April 14th and now moving to the Assembly. AB 302 allows the Commission 2 BDRS in future session and passed the Assembly on April 13th and now in the Senate. We co-presented AB 302 with Assemblywoman Summers-Armstrong on March 25th to the Assembly Committee on Legislative Operations and Elections. We attended the work session for that same bill on April 6th for any questions that might come up. There was none, and it move forward from there. We're having a really successful session so far. In addition, C. Williams attended a White House briefing on the American Rescue Plan with other Nevada leaders through the Office of Political Strategy and Outreach and the Office of Public Engagement on March 22. The briefing provided a general update and a breakdown of what is in the plan.

7. Community Liaison

C. Villarta has been meeting with the LVMPD Office of Community Engagements due to the rise in hate crimes. The Office of Community Engagement is looking for ways to building their community connections to serve our communities better. She can help coordinate meetings. They are going to restart classes to host and train their officers about various ethnic and religious perspectives throughout Las Vegas to create more engagement and positive connections. They are relying on groups like us to help them create those connections. There have not been many hate crimes being reported, and the problem is the way that people are reporting. We really need to let our community understand best reporting practices. How do we properly report a crime? If someone is a target of slurs or microaggressions, that will accelerate and categorize it on a different level. With the rise of hate crimes, we really need to start logging those microaggressions. They can call 311, and they can log that as their paper trail. If they do have these experiences and share it to social media before reporting the crime, then that could ruin their reporting and research. Do not report it to social media. She is working with Asian Community Resource Center (ACRC) to get it translated into various Asian languages to share with our community.

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

- a. Community announcements
 - i. Upcoming events for the Nevada Minority Health and Equity Coalition – April 22nd, there is a Demystifying COVID Vaccine for the LGBTQI population. On April 28th, there is a general meeting at 12 pm, and Region IX of the US Department of Health and Human Services and FEMA will be presenting. On April 30th, the Coalition is hosting an event at 9 am to go over the status of several health bills in the legislative session. They will have a panel of lobbyists and legislators.
 - ii. On May 12th at 6 pm, the Sheriff's Asian American Advisory Council will be meeting.
- b. Commission announcements
 - i. The Business and Industry building is preparing to reopen soon, but right now there is no official opening date.

4. NEW BUSINESS

None

5. PUBLIC COMMENT

Ms. Gerri Schroder wanted to add a comment regarding reporting to the police department before going on social media. People will start recording and do livestreams, and victims might not want to have that public. There may be some family members that find out on social media before they hear something from the police department. It needs to be addressed to the police department before posting anything on social media.

6. ADJOURNMENT

- Meeting adjourned at 11:12 am
- Next Meeting: Monday, May 17, 2021 at 9:30 am