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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, February 24, 2020. 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 9:32 am.

B. Commissioners Present: Chair D. Edward Chaney (person), Vice Chair Myisha Williams (person), C. Hasaan Azam (phone), C. E. Mercedes Krause (person), C. Amy Shaw (person), and C. Kathleen Taylor (person).

C. Commissioners Absent: C. Janelle Conine, C. Adleen Stidhum

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

E. Public Attendance: Janet Serial

**2. PUBLIC COMMENT**

Ms. Janet Serial from the NAACP Reno would like to thank for attending C. Chaney and C. Azam for the first annual African American Health and Environmental Justice Symposium on Saturday, February 15.

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

**A. Swearing in of new Commissioner Jose Melendrez**

Chair Chaney conducted the swearing in of the newest Commissioner Jose Melendrez.

**B. Approval of January 27, 2020 meeting minutes (for discussion and possible action)**

C. Williams moved to approve the minutes with the suggested changes. C. Shaw seconded. The motion carried unanimously.

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

1. Education

C. Krause said she has been in contact with the Nevada Department of Education, and there's actually a conference next month up in Northern Nevada. She finally found out what the issue is with the Student Achievement Data. The data is available on the Nevada Report Card, but it is left off prepared for the legislature because of FERPA (Family Educational Rights and Privacy Act). We are going to work so that it doesn't perpetuate invisibility in the Native American communities but still protects them so that is moving forward. There is a meeting between the Superintendent and school board with the Native American community. That meeting only use to be once a year but problems were not being resolved it's now being pushed up to 3 times a year. They were addressing the undercount and under involvement of the community. They showed a report based on 1,200 students but there are only 600 students enrolled in the Indian Education program right now. In addition to the 600 not enrolled, 1,400 other students have been reached out to, so that is positive news. Another finding in the report was that absenteeism is the number one issue with students in the Native American community. C. Krause links that back to the school safety report that Native Americans have the least amount of emotional security in Nevada schools. They talked about the curriculum briefly, but at least one Native American person was invited to be on the curriculum decision committee, so that's a positive. She is looking forward to collaborating with the Indian Education Department in Northern Nevada March 16-17 to talk more about these issues. The goals is the not have this happen again at the next legislative session. C. Krause also met with a representative from Mi Familia Vota, and in their community, education is still a top concern. They are very active in following legislature around education. She would like to partner with them for information.

2. Health

C. Taylor had a conference call with the leadership at Three Square, to learn more about their health initiatives and how they impact minority communities. A representative from Three Square will give a presentation at next month's Commission meeting in March. She is really looking forward to working with them on possible legislative issues.

M. A. Ku said that the Nevada Minority Health and Equity Coalition is trying to get the Detroit Urban Research Center to come. They have a very successful model, and the Coalition wants to learn from them. C. Melendrez said that the Detroit Urban Research Center is a collaboration with the University of Michigan and several non-profits in Detroit, including Latino and African-American based organizations. The faculty member, Dr. Barbara Israel, is probably the top person in the country with experience conducting community based participatory research and engaging the community in what is historically an academic research activity. They are coming out March 30 & 31 for a 2 day institute. Part of it is training on CBPR and the other part will how to become a Southern Nevada institute. He invited the Commissioners to attend the event.

C. Chaney and C. Azam attended the NAACP Health Symposium at the University of Nevada, Reno. They met with multiple entities, including the only black female at the Reno police department.

There was representation from Sheriff Balaam's outreach committee and Dr. Dupree. They had discussions on how do we expand Northern Nevada into our commission and gather data. They also heard from Executive director of AHEC (Advanced Health Education Center), and she is a potential speaker for our group. They have a K-12 and a student ambassador program called the Nevada AHEC scholars program. There is an opportunity to expand most of their initiatives into potential communities. C. Chaney thanked C. Azam for his hospitality in Reno and also thanked NAACP for their outstanding job organizing the conference.

### 3. Housing

C. Krause said we are now part of the Nevada Housing Coalition. She asked about clarification about the homeless community, and the action she is allowed to take, since this is a serious issue affecting the community. C. Chaney said our main role is to gather data and report back. C. Williams said we can bring in guest speakers, help connect like-minded groups, so there are still ways to facilitate and engage in discussion by acting as a liaison.

On Friday, C. Taylor will represent the Commission in a dual role with the Nevada Business Women's Center. They have a table at a HUD event, and it will be at the Small Business Development Center. It is going to showcase how is actively involved in the small business development sector, and the opportunities for applying to HUD contracts as well.

C. Williams, in terms of housing, there was a Southern Nevada Regional Housing Board meeting that occurred on the 20<sup>th</sup>, they approved the developer that will oversee the redevelopment of Marble Manor, which is a low-income housing development in the historic westside. There's a large African-American population currently there. She wanted to disclose that her personal company is a part that team, and they will be helping with community relations. It will have long term impact for minorities in terms of potential displacement. It is something that the Commission may be interested in monitoring.

### 4. Workforce Development

C. Stidhum was not present, but C. Chaney said she is working hard in this area and wanted to thank her for all the work she is doing in workforce development.

### 5. Economic & Business Development

C. Shaw said the first McCarran resource center was last Thursday, and 6 companies attend. They got a one-on-one session which lasted 15-30 minutes, which is a good chunk of time for small businesses to ask questions with issues they are struggling with. They plan to have it every month. They hoping to get the word out so small businesses can come in, learn how to do business at the airport, and meet with the decision makers. C. Shaw also mentioned the Rental Car Supplier Diversity Day for businesses that provide supplies and services that the rental cars use. She is trying to get the rental car companies to engage more with the local businesses. On February 7, C. Shaw attended the Asian Chamber of Commerce Chinese New Year gala and community achievement awards at the Orleans. McCarran was honored to be awarded the member of the year. On February 12, she attended Small Business Opportunity Zone summit—C. Taylor, C. Stidhum, and M. A. Ku were there. On February 22, she attended the Chinese New Year Chinese American Citizens Alliance Lunar New Year and Pay-It-Forward Gala at the Rio with M. A. Ku.

C. Williams attended the Urban Chamber board installation on January 31 at the Paris Hotel. On February 6, she attended the NAMC (National Association of Minority Contractors) mid-winter conference at the Mirage. They had the national representatives at the event and discussed opportunities on how to advance minority contractors locally. On February 13, C. Williams attended the LVGEA State of Economic Development at the Four Seasons, and then Community Benefits Oversight Committee meeting for the Las Vegas stadium at RTC where both the master operator and master concessionaire gave a presentation on their intentions to involve the community through workforce and procurement opportunities. Progress was definitely made and some accountability measures put in place. They engaged directly with everyone in the audience and made time to meet people from the community and met with vendors that wanted to express interest. C. Chaney asked where would the public go to find this information? C. Williams said it's on the Las Vegas Stadium Authority board website and you can google for the website. The meetings have to be publicly noticed. On the website, there is a tab on Community Benefits so you can find information on the meetings and minutes there. C. Chaney said we have to disseminate information to various groups.

M. A. Ku added at the LVGEA event, Director Brown was the keynote speaker and talked a lot about the diversity of Nevada, which isn't really discussed at these types of events. The rest of his speech was about the forthcoming state plan. She also attended the Asian Chamber of Commerce event with C. Shaw.

In early February, C. Taylor she attended the Small Business Opportunity Zone summit sponsored by the Small Business Administration. Keynote speaker was Ashley Bell, who is the White House Policy Advisor for Entrepreneurship and Innovation in the Office of American Innovation. There were several panels at the event. Panelists were from various local, state, and federal agencies, such as the City of Henderson, City of Las Vegas, City of North Las Vegas, Clark County, HUD, USDA, FDIC, GOED, PTAC, MGM, Nellis Air Force base, and various lenders. The event basically outlined the opportunity zones where potential investors have incentives to invest in underserved communities. And provides a platform for small businesses to engage with those investors.

## 6. Legislative

C. Williams no activities to report but wanted to point out the federal study of disparities report in government contracting. We tried to pursue that at the state level legislatively in the last session. The report was a great reminder and motivator to see if there is interest in partnering with some of the other organizations locally that would benefit from a statewide disparity study and to have that data to back up programs and action. Until we have solid data, it is hard to enforce any set-aside for communities of color. C. Shaw said that the McCarran study that was done 4 years ago in partnership with RTCSNV and Reno Tahoe airport, so they are going to embark to do another one next year. Because they have that data, C. Shaw would like to incorporate MWBE or a veteran program here. C. Williams said the bill last session was for all publicly funded contracts, so even outside transportation and construction, we know that with minority owned businesses, there's a large amount of people that are representing professional services.

C. Williams had a meeting with a Caesars executive who oversees the 5 pillars of diversity. That person is interested in meeting with the Commission to talk about the types of data that we are collecting that could help inform potentially on how corporate decisions that are being made. Where are those disparities. C. Chaney had a meeting on Friday with the Sunset subcommittee. In

that meeting, the purpose is to review all the boards and commissions in the state of Nevada, but there was talk about the lack of diversity. It must be reflective of the state's diverse makeup. He encouraged Commissioners to disseminate the openings and encourage them to apply. C. Krause said this parallels the Native American community right now. They have a meeting on March 11, and they will have a listing of all open commissions so that they can support their community members. They have a community member who will help train them and give support on filling out the applications. M. A. Ku stated that the website is gov.nv.gov under "Boards". C. Krause asked if we could support workshops on getting community members to apply. M. A. Ku said that the Commission for Women have done workshops and teaching people about the process. C. Melendrez said the Moonridge Group hosted a workshop as well. He was in a meeting with United Way and Immunize Nevada about board diversity but also creating a dashboard, also referred to as a social networking map—who's doing what work, who's connected to each other, who's doing the same kind of programming, so groups know who to contact that are doing similar work. C. Williams said since we have co-hosted events before with the Commission for Women, she asked if we could do a calendar check to see if there's already an event occurring that we can potentially partner on.

## 7. Community Liaison

C. Azam said for those who don't know about the Community Liaison subcommittee, it is to promote the relationship between minorities and the law enforcement community. The subcommittee's purpose could potentially be revisited whether to expand the role to incorporate other initiatives. C. Chaney said the focus was just on police and enforcement, but feels like we should expand the capacity and revisit the area. Being at the health symposium showed that the Community Liaison is what it means, a liaison of community doing a lot of different things with regards to what we are doing. He thinks it would better position us to really be engaged of communities in the Southern, Northern, and rural Nevada. C. Taylor asked what specific areas of interest should be expanded upon in the Community Liaison subcommittee, and are we still working within the parameters with data collection and community forums. C. Azam said to initially start if there's a possibility of engaging some of the initiatives in the north, and provide information to the current subcommittee chairs. If there's an event in the north, C. Azam is willing to attend and share with the subcommittee chair. As the population is growing, the diversity is growing. C. Azam idea is to start attending events in the north and make Commission known with some of the symposiums like NAACP. C. Williams asked if this means creating an additional subcommittee just on law enforcement and then a Community Liaison subcommittee broad across all subcommittees? C. Chaney said he was just thinking about expanding the Community Liaison beyond law enforcement to make it all inclusive and add the additional representation and have the northern Commissioners be authorized to do some of the similar things in the south and upchannel it to the southern Commissioners. It works out logistically with airfare. C. Taylor asked if this was something that can be discussed when crafting the next Strategic Plan. M. A. Ku said that the Strategic Plan is finalized by the end of June. Planning for the Strategic Plan starts in the spring and she will contact each of the subcommittee chairs to develop the goals for that subcommittee. C. Azam plans to bring the issue up at that meeting.

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

- a. Upcoming events in the community
  - i. Sheriff's Asian Advisory Council – February 26 at 6 pm, Mint Bistro
  - ii. HUD Section 3 Benefits for Small Business Owners – February 28, 10am-2pm at University of Nevada Cooperative Extension

- iii. Consumer Fraud Prevention Fair (Las Vegas), March 6, 11am-3pm at Nevada State Business Center. Reno on March 2<sup>nd</sup>, 11am-3pm at Tamarack Junction Casino
  - iv. 2020 Census Southern NV Kick off, March 12, 9am-12pm at Clark County Government Center. People will start getting invitations around that time to start filling out the census. C. Chaney cannot stress how much we need to disseminate the information to the minority communities the importance of the census. We need to educate. There has been some false paraphernalia that has been distributed in the community on social media and email that we need to keep our eyes on. We need to know what the US Census means and what it requires.
  - v. Rental Car Supplier Diversity Outreach Day, Tuesday, April 28 from 9am-12pm at McCarran, Commissioners meeting room, Terminal 1, Fifth Floor, South
- b. Diversity and inclusion event for state employees – March 18. Commissioners are welcome to attend. It is a working group between the Governor’s Office of Economic Development, Business and Industry/Commission on Minority Affairs, Office for New Americans, and the Equal Employment Opportunity office. We are going to over the slide deck on the Status of Minorities. Director Brown at GOED would like to see that presentation more widely distributed.
  - c. Update on website – We were granted approval for the website. M. A. Ku may ask Commissioners who are more versed in social media and design to give input on the website.

#### **4. NEW BUSINESS**

C. Krause wanted to share the National Congress of American Indians website [www.ncai.org/tribalnations](http://www.ncai.org/tribalnations), which has a lot of information. As a group, Native Americans are both a racial and political group. There are trust and treaty responsibilities, so that’s why there are federal departments of Indian education. It is important for the larger community to understand because it’s not well understood. She has been asked recently to do land recognitions for SEIU or a conference that is in town. It’s something that’s starting to be more common. She wanted to propose a brief land recognition take place when we open our meetings. C. Melendrez said that UNLV does land recognitions at large conferences such as the Southern Nevada Diversity Summit. C. Krause said it does not have to be at a formal gathering, and her teacher’s union has one at every meeting. C. Melendrez suggested having a land recognition at the first meeting of the year.

C. Melendrez will think about what subcommittee he will serve on.

#### **5. PUBLIC COMMENT**

Janet Serial said she wanted to echo what C. Melendrez and C. Chaney said on making sure information is being communicated to the community so we can access it and share with our members. She said she had trouble finding the information on commissions and boards on the state website. She thanks the Commission on Minority Affairs and depends on this body for information. She wanted to know more about the consumer fraud event in Reno. M. A. Ku will reach out to her with the information she is seeking.

#### **6. ADJOURNMENT**

- Meeting adjourned at 10:58 am
- Next Meeting: Monday, March 16, 2020 at 9:30 am