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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, October 19, 2020. 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 9:33 am.

B. Commissioners Present (phone): Chair D. Edward Chaney, Vice Chair Myisha Williams, C. Yette 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: Andrea Gregg, Nicholas Dunkle, Janet Serial

**2. PUBLIC COMMENT**

None

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

C. Krause chaired the meeting from this point forward.

**A. Approval of September 21, 2020 meeting minutes (for discussion and possible action)**

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

**B. Receive presentation by Andrea Gregg, Executive Director of High Sierra Area Health Education**

Ms. Andrea Gregg presented an overview of High Sierra AHEC (Area Health Education Center). At the national level, AHECs were established in the 1970s with the commitment to focus on expanding the health care workforce while maximizing diversity, as well as facilitating the distribution of the health care professionals, especially in rural and underserved communities. Since the 1970s, the national AHEC has grown substantially to more than 300 offices and centers that are currently serving more than 85% of the US counties. They are federally funded by HRSA (Health Resources and Services Administration) and receive some state funding. They are also identified as a public health organization, so they've been able to pull in some unique grants to make sure they responding to current and emerging issues. At the state level, they were established in 1984 and work in conjunction with the Office for Statewide Initiatives to offer creative strategies and innovative pipeline programs. They are located in Reno and offer comprehensive programs starting as young as 5<sup>th</sup> grade to those in pursuit of graduate or doctoral degree. She focused on healthcare workforce shortages in primary care, nursing, mental & behavioral health. The population growth, in addition to the aging population, has really become the primary reason for us seeing some of the health care gaps throughout the state of Nevada. Our state's healthcare workforce is really crucial for high quality health care. They are trying to groom and cultivate the next generation of health care providers to ideally mitigate gaps and access issues. Rapid population growth and insurance coverage expansions we know are increasing demand on clinics and other providers. The US Census Bureau ranked us as the fastest growing state in 2018. Between July 2017 to July 2018, our population grew by nearly 61,000 people and hit 3 million residents. We have a rapid aging population, and our 2020 projections say that roughly 20% of the US population is over the age of 65. This is a pandemic where we actually saw expedited graduation dates for new providers, especially in nursing in rural Nevada because they did not have the current workforce to meet the demands of COVID-19. We were a part of that process, and it was quite eye opening to see the gaps.

It is shocking that 2 million Nevadans currently reside in a primary health care professional shortage area, or 67.3% of the state's population. This is why we work in conjunction with the Nevada Workforce Development Research Center, which is affiliated with UNR (University of Nevada, Reno) to really analyze the designated HPSA (Health Professional Shortage Area) areas. We know that the health care sector is so vital to the economy that HPSA designation for primary care, oral health, and mental health really does influence federal and state policies intended to address shortages. 2.2 million are currently residing in a dental HPSA. 2.8 million in a mental care HPSA, so almost the entire state including 100% Clark County residents. HPSA designations also are provided financial resources to recruit and retain health care providers within those disciplines. Those HPSA designations also influence eligibility such as the National Health Service Corps, community health center programs, the J-1 visa waiver programs, other loan repayment programs, etc. 2 million Nevadans reside in primary care health professional HPSA. Nevada currently ranks 44<sup>th</sup> in the country, and if Clark County were a state, it would rank 50<sup>th</sup> in the nation. We are seeing increases in the number of licensures over time, but just going back to the critical issues of the population and economic expansion, we still are not in a place where we can keep up with the current demands. The next slide shows what does it take for it to be average. With combined medicine and nursing and specifically looking at Clark County per 100,000 residents, for physicians, we need 2,800 in our state to be considered average. Nursing is a bigger shortage and really eye opening. The different colorings of the map show the differences in HPSA. It is 16 point system, so the higher the number, the worse the shortage. Nevada ranks 51<sup>st</sup> in mental health, and unfortunately we have held that

position for over 10 years. We have issues difficulty recruiting and retaining in the rural area, and that's why pipeline programs are so important, because if we can reach the rural students, they are likely to stay and serve within those communities. Specifically looking at behavioral health from 2008-2018, we're seeing increases but again showing slow acceleration over the 10-year span. For clinical social workers, we need 1300 to fill the gaps in Clark County. A collective effort is currently in play to ensure an equitable health care system in Nevada. It's really important to note that Nevada lacks a consistent and easily accessible source of information about its health care and public health workforce, so there's actually a new project being deployed to utilize the annual renewal license to gather the information of an entire occupation. The Office of Statewide Initiatives is looking at how to improve the efficiency of data collection.

Our pipeline programs start as young as 5<sup>th</sup> grade and also provide continuing education to health care professionals. At the local level, we serve 6 counties and we are always prioritizing underrepresented and vulnerable populations. Our goal is that our students making up our pipeline are really reflective of the communities in which they likely to live and likely to serve, which is not only going to help fill our state's workforce needs and address those gaps and present a creative and sustainable way to improve the diversity and cultural competency of that future workforce. We know that when those health care providers look like the communities they serve, the patients' outcomes are better, health care service is improved, and overall willingness to seek health care is hugely transformed. We know it does take time and tenure, and one of them is now employed doing a health equity grant so it's neat to see the evolvment of some of the students that cross our pipeline. We have others who have started as campers, and they are now serving as scholars at the doctoral level. Over the next decade, the healthcare sector in Nevada is really projected to add 30,000 jobs, which is an increase of 23.5% percent. Early exposure is so critical because we want to engage and pique their interest. Research shows that students who do not show any STEM related aspirations by age of 10 really are unlikely to develop them by the age of 14, which gives further credence to the belief that career exposure in middle school really has a significant impact on influencing a student's future career and pursuits. In addition, we're deeply committed to provide equitable and comprehensive opportunities, engaging in outreach that really exposes young people to the health care workforce, and inspiring them to pursue their career.

Diversity in health care also matters, and the single greatest impediment of health professions is the failure of meeting the educational needs of minority and low-income students in K-12. We know that by high school, more than 1 in 5 Latinos and 1 in 10 African Americans have dropped out of school, compared to 1 in 17 of white students. What are the chances, if this is the case, that students are now to going to be in pursuit of a health care career and also have the aptitude, training and competence to excel. According to the Census data, the US population is really projected to become a minority majority country in 2045. We know that racial diversity in medical professions helps to address health inequities and improves access to health care services. We are seeing a lot of change in recruitment strategies. Half of the students at UNR Medical School are students are color. We know according to AAMC (Association of American Medical Colleges), only 9% of our current workforce identifies as African American, Native American, Alaskan Native, or Latino.

They produce biennial publication that has a statewide dissemination and collaboration with Nevada Health Workforce Research Center. They have distributed over 30,000 copies to every school district in Nevada. The publication is written for an 8<sup>th</sup> grade reading level, and we're constantly diversifying our funding support so we can get a Spanish version. Public expansion audiences have also resulted in this particular program. We are seeing it with dislocated adult workers and adults seeking career change. Before COVID-19, they had publications printed, so Ms. Gregg said to let her know if anyone could use them for the audience that they serve. Despite the barriers of COVID-19, we need to do our due diligence in getting that out into the community. The publication is really where it kicks off the pipeline program. This really is our bread and butter. Our camps are for 5<sup>th</sup> through 8<sup>th</sup> grade. Our program ROAR (Reach Out and Revitalize) is intended for rural frontier students. Project Prevent is for urban and rural. We are showcasing the health care system and the gaps and disparities in the health care system. We are bringing them real life information and challenging them. They are debating and doing group work, getting exposures of local health care professionals through tours of hospitals and clinics. Nevada is the 2<sup>nd</sup> highest portion of rural communities with an average household income hovering near poverty. Nevada also ranks as the highest priority state in regards to college readiness for rural high schoolers. In rural areas, challenges are exacerbated in terms of educational services, and that's why High Sierra AHEC aims to bridge that gap.

The Student Ambassador Program is at the undergraduate level. Through this initiative, we are helping to build interdisciplinary diverse and enthusiastic community leaders who share the AHEC mission. We have 15-20 students every semester and they obtain professional development hours working with the AHEC staff to help raise money for their own program, volunteering, and these students are trained and out in the communities through a peer-to-peer model. 86% of our ambassadors stated they want to work in health care and many of them will move on to become scholars. The AHEC Scholars is the graduate doctoral level. It's a completion of comprehensive coursework and very engaging role in serving the underserved population. This was a federal mandate two years ago that every single AHEC center has a Scholars program. There are 10,000 scholars across the country, 77 here in Nevada, and that cohort makes up all of these disciplines. These students are working collaboratively by focusing on interprofessional education, and they are addressing health care issues together as a team. The idea is to disassemble any silos. We are really bridging the gap for health patient outcomes to improve. In order for health care services delivery to better, the health care teams need to work side by side. 31% students represent the rural areas, so they come with very unique perspectives that really help opens the eyes of students who only are exposed at a clinical setting. Finally, the end of the pipeline is the professional level. Usually they are grant funded, and what is the current, new and responsive issues that they need to focus on, such as opioid addiction. We've had an HPV grant for 6 years, and we're currently doing COVID-19 pregnancy surveillance with DHHS (Division of Health and Human Services) to maintain their competencies. Through participating in our programs, we are providing learning experiences that encourage health care leaders from 5<sup>th</sup> grade to the end of that pipeline. We talk about behavior health integration, social determinants of health, practice transformation, current and emerging issues, so they can be better aware of our state public health needs. They are developing the skills and aptitudes to provide culturally competent care, resulting in patient outcomes but also ensuring that those individuals are employable assets to their employers so they can start practicing and have the competencies that they need to implement good practice strategies.

C. Krause looks forward to the sharing the information in her community. C. Melendrez asked if there is a PDF of the health careers report and will take some hard copies. Ms. Gregg said she will coordinate with her partners to get some of the copies to the South. C. Melendrez said there is so much need for diversity in this field and the shortage of health care professionals. When his mother-in-law was alive, there were only 2-3 doctors in Southern Nevada who spoke Spanish, so they were limited with that circle of doctors. Ms. Gregg said it is a huge issue in the state, and their Scholars program recently deployed a medical terminology course all in Spanish, and every student will be required to take that course. C. Melendrez asked what kind of efforts are going on at UNR with keeping medical students here in Nevada. Ms. Gregg said it is very similar to what is happening in the South. C. De Luca said in terms of what UNR is doing, she's been involved in the Community of Bilingual Spanish Speakers (CBISS) program, and they are fostering students at the high school to encourage them and walk them through medical school. C. Williams asked if she has any plans for the legislative session. Ms. Gregg said not at this time, but she needs to engage their program office, which is fairly engaged at the legislative level. They are engaged with Interim Health Care Committee. One other project that they are about to embark on is SB364 on cultural competency training in partnership with Nevada Primary Care Association. They are about to submit their 8 hour training course to the state. Every single health care facility and their employees must take the training 30 days upon hire and annually. That includes private practice, clinical, and hospital—everyone from janitorial to practicing physicians. C. Melendrez asked if the trainings will be impacted by the Executive Order to suspend diversity training programs. Ms. Gregg said that they will have to cross that road when they get there, right now they are just trying to focus on the regulations. C. Taylor asked in order to fill the gap of the national average, is it possible for your organization or coalition of organizations to create a more condensed accelerated curriculum, specifically targeted to displaced workers especially with so many people unemployed now. They may not want to go through the extensive time it takes to complete a whole curriculum in health care. Federally when the program rolled it, it was just for those students, but the AHECs realized that it also needed to focus on those gateway or entry careers. Being a doctor or a nurse is not an attainable goal in some of the students' minds, so we want to meet them where they are. We do focus a lot on the entry level careers, because once they are there, then employers are often offering incentive and training programs. They will take that medical assistant and train them so they continue to climb the ladder. We never lose sight of what does matter.

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

#### **1. Education**

C. Melendrez said everything is focused on COVID-19, do our institutions stay open or stay closed. UNLV is 20% live classes and 80% online. There are many faculty who have never taught an online course and need additional support. He said on average, he would have one student a semester who utilizes the Disability Resource center, now it is like 4 or 5 students just because of all the challenges. Faculty has been asked to be very flexible with the students and work with them as much as they can to get them through the classes. UNR recently announce that they will be moving everything online post-Thanksgiving so it allows people that transition time. Everyone is trying to figure this out. We have to look at the sanity and mental well-being of students, teachers, parents. From a positive note, for higher education, it is showing us what you can do with virtual education but you have to have the right resources in place. Faculty needs to be given more training and resources for how to deliver a good online class, and that will just come in time as we figure out the best methods and practices.

C. Krause went through some notes from the school board meeting. There seems to be an opposite

push in Reno where there is a push to go to a hybrid model because they've seen their cases of COVID-19 going up. The Clark County School Board unanimously approved a resolution for Title IX amendments. There was going to be a vote at the October 22 meeting whether or not to move to a hybrid format, but a message came out this morning stating that there will just be a report, not a vote. That is going to include the health data. One of things that we do want to emphasize if you feel strongly about this topic, that it's important to make your voice heard and contact your school board trustee. Their goal was to have K-2 students and self-contained special needs students back by December 7, 2020 and rest of the grades 3-12 back by January 4, 2021. A final transition plan will be presented on November 12th, not October 22<sup>nd</sup>. You can tune in online and everyone is allowed public comment.

## 2. Health

C. Melendrez gave an update on the COVID-19 situation. As of October 18, the 14-day rolling average is 475 cases, cases per 100,000 over the last 30 days is 414, cumulative cases in Nevada is 90,261. Cumulative cases per 100,000 is 2,795, the 14-day rolling average for deaths is 3, deaths per 100,000 over the last 30 days is 4, and cumulative deaths overall is 1,710. Testing is not where we want it to be. There are 220 tests per day and 9% test positivity rate over the last 14 days. The good news is that the UNLV School of Public Health received a grant from DHHS. We received \$500,000, and it is CARES act dollars. We held a press conference last week, and it's called the One Community campaign. AHEC is one of our subgrantees, and we're working with several groups to address the issue of vaccine messaging because there is a lot of anti-vaccine sentiment and addressing contact tracing. There are people choosing not to respond, and we know how critical it is to follow up. We will also focus on general awareness and education about COVID-19. It will target seven vulnerable populations and we were able to subaward to 10 subgrantees that will be conducting focus groups. There will be billboards and social media. Not everybody is on social media, so we are using printed materials, and learning from our community partners, what are other methods for reaching the vulnerable populations about COVID-19. It will be a statewide effort. Other things happening in health: there's a REACH (Racial and Ethnic Approaches to Community Health) grant from CDC (Center for Disease Control) that focuses quality healthy lifestyles, smoking cessation - that work still continues. There's another grant on contact tracers, in the process of hiring over 200 contact tracers that are working across the state to make sure we are following that. December 11<sup>th</sup>, the Nevada Minority Health and Equity Coalition is doing a Legislative 101 session training. Several lobbyists and legislators will talk about what they do, and also training from the Nevada Institute for Children's Research & Policy. As a part of the grant, we are utilizing community based participatory research (CBPR) as a method for reaching and connecting with our community partners. We have subcontracted with Detroit Urban Research Center out the University of Michigan School of Public Health to conduct 3 trainings on CBPR.

## 3. Housing

C. Taylor said that there will be a Nevada Housing Summit organized by the Nevada Housing Coalition on October 27-29. The Governor will be speaking, and the summit will have several breakout sessions on affordable housing issues, rental markets and challenges that we are facing. She also ran across a radio interview by KNUR in Reno, which covered how President Trump passed a national mandate to ban evictions and how that impacts Nevada housing. After our Governor provided a 45-day extension that expired October 14th, the President extended the national



eviction ban to the end of December. It gives Nevadans that are impacted by COVID-19 more of a cushion to hopefully not be evicted. C. Williams said the Southern Nevada Regional Housing Authority met on the October 15<sup>th</sup> and passed a memorandum of understanding to purchase the Moulin Rouge site, which is a historically significant land on the Historic Westside. They are purchasing it from the city and there should be cultural conversation about what is coming next. They also approved a master development agreement for the redevelopment of Marble Manor with Brineshore. C. Williams disclosed that her company is acting as a community liaison for Brineshore on that project.

#### 4. Workforce Development

C. De Luca brought up a point of concern of the rumor of high percentage of failing students in Carson City. A high population of Carson City students are Hispanic and she is worried about a widening disparity gap. There are students who aren't engaged or focused on their education because they are dealing with other issues. She is not sure what this looks like and if it trends statewide. Something of concern and more to come on this topic. C. Krause said education is important for all of our communities and ensure that everyone has access to technology and wi-fi. C. De Luca said she is reaching out to students to get firsthand information and figure out what the real cause may be. C. Angelica said for English language learners, a lot of the times it's not that they aren't interested in their education but maybe not getting the information the same way that a typical student would. C. Krause said most people are probably familiar with culturally responsive pedagogy, and in education, it's now growing toward culturally sustaining pedagogy.

C. Taylor would like to share and update from DETR (Department of Employment, Training and Rehabilitation) on October 15<sup>th</sup> on the Nevada labor market and recovery. While employment in Nevada increased by over 3,400 jobs, the state has seen a decrease of a little over 100,000 jobs since September 2019 for an annual rate of -9%. The total employment level is a little over 1 million, the state's unemployment rate is 12.6%, down from 13.3% in August. A couple of highlights, in the trade transportation and utilities industries, they added the most jobs at 6,600, leisure and hospitality is down 15.8%, and wholesale trade is down 15.5%. They are down the most since the same time last year. Although unemployment in Nevada at 12.6% is higher at the national rate in September at 7.9%, at least we are on a downward track for unemployment.

#### 5. Economic & Business Development

C. Shaw said on September 30<sup>th</sup>, US Bank and the Vegas Chamber introduced a program called Cultivating Growth and Prosperity. It is for businesses that paused during COVID-19, those trying to stabilize their business, and new businesses that are forming. There are a variety of coaches. It's totally free and start with a one-hour coaching session. Some of the topics they cover are organizing the business and business model, the uniqueness of it, and to rediscover and reassess the what and why of their company. They help you identify goals and develop a plan to meet the goals, and the coaches really are an accountability partner. It's a really great program for small businesses, and you can find out more in [vegaschamber.com/coaching](https://vegaschamber.com/coaching). They took a poll that revealed that 60% small businesses have used a one-on-one coach, which she thinks is a little high, but it's good that businesses are utilizing resources in the community. On October 14, Governor Sisolak and Treasurer announced the \$20 million for the PETS (Pandemic Emergency Technical Support) program. The chambers and other organizations are all helping companies to submit their application. It is a simpler application, more flexibility, and the funds will be released on a more timely basis.

Applications started at 8am this morning and closes 5pm on November 2<sup>nd</sup>. The rest of her time she spends stabilizing the businesses at the airport. The airport just announced that they are reducing the minimum annual guarantee by 75%. For those businesses that should have opened but didn't, the airport is providing an incentive because they have to start paying rent on November 1<sup>st</sup>. For Terminal 3, they are still waiving the rent.

C. Villarta said there's a virtual event on October 22 called Unite for Heroism celebrating heroes of Nevada. The Hong Kong Business Association is hosting an event on October 20 that is on partnering with important partners globally and how they are creating those trade relationships. The Tri-Chambers (Urban, Asian, Latin) also have a grant up to \$25,000, and they can contact the chambers for more information. She also spoke with SCORE, and they have amped up classes to business owners, and 2-3 events per week such as how to apply for SBA loans. They also have mentorship programs as well. C. Villarta met with the President of the HKBAN (Hong Kong Business Association of Nevada), and their primary objective is to promote trade, provide information on international business, and promote interests of those engaged in international trade. They have been responsible for bringing entertainment over to Nevada. Unfortunately, they haven't been able to do much entertainment but still hoping to bring in celebrities for special events. C. Villarta attended a luncheon with NOW CFO which does bookkeeping and accounting for small businesses. Their big issue was that a lot of their business owners are running out of money, had to furlough employees, and are only relying on federal aid, not realizing there are state grants available. She also attended the Nevada Independent virtual IndyFest on October 3<sup>rd</sup>. She attended a roundtable discussion with previous Nevadan governors, and they talked very candidly about what happened during their terms. All of the governors said mental and behavior health were issues that they advocated for more after their term. The panel included former Governors Sandoval, Miller, Bryan, and List. Governor Sisolak was on another panel and spoke on how we need to get back to a healthy state, following guidelines so we can open up the rest of the state. She also met with Victor B. Cohen, a former baseball player from the Cincinnati Bengals. He is starting a national semi pro-football alumni group based in Nevada. He is trying to provide support for entrepreneurial activities, and he estimates there are several thousand alumni all over the nation. The association is going to provide mentorship, access to health care networks, mental health services, business services, advocate and outreach. She met with a company called CIC Global, which is a Native Hawaiian Organization (NHO), and they are located in California and Hawaii and looking to open a third location in Nevada. Their main mission is to improve the quality of life of native Hawaiians, Samoans, the Pacific Islanders. They are looking for opportunities NHPI business owners of the benefits of their association. They also focus on health care, workforce development, student engagement, scholarships for NHPI (Native Hawaiian and Pacific Islander) youth.

C. Williams was featured on the Commerce First radio show this morning. The President of NV Energy, Mr. Doug Cannon, was one of the guest speakers. He mentioned a project given the green light on 5 major lines being built. It's \$2 billion investment project and generating 4,000 jobs. They are looking to engage small and diverse businesses. For more details, visit [www.nvenergy.com/procurement](http://www.nvenergy.com/procurement). On October 15th, the Vegas Stadium Authority called a special meeting to approve the Boring Company's plan to bring in the people mover to the stadium. If you know of any entrepreneurs that works in these areas, they can be aware of what's coming and get on the forefront before selections have already been made. We know that we need lots of ways for small businesses to pay PPP/EIDL loans to keep them in business for the long term.

C. Taylor moderated a webinar on September 10 that was co-sponsored by the Urban Chamber, Sumnu marketing, NDOT, and additional community partners. It features panelists for an NDOT disparity study and comprised of minority-owned small business owners. The discussion focused on



organization, preparation, and process to access contracts to become a vendor-supplier for NDOT and challenges that may be barriers. Lastly on September 28th, C. Taylor and Deputy Director Marcel Schaerer hosted an additional Commerce First radio show on Power 88 FM radio provided by the Urban Chamber of Commerce and sponsored by NV Energy. They interviewed businesses participating in Shop Small Nevada and also shared resources for business owners impacted by COVID-19.

#### 6. Legislative

None

#### 7. Community Liaison

C. Azam provided a written update. Their Community Engagement Committee with Sheriff Balaam met recently. They are strategizing on what they want to accomplish next year. News updates from the police department include that 28 people had been arrested as part of a human trafficking scheme led by the Northern Nevada Child Exploitation and Human Trafficking Task Force. Also several deputies helped to solve some cases related to home burglaries.

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

- a. The Management Analyst is helping with the Department of Business and Industry team answer questions about the PETS grant. The website right now is very slow, but they are working on trying to improve it. There are businesses right now that can't submit their applications, but please let them know to hang tight and the website will eventually save their application.
- b. Upcoming webinars – the UNR School of Medicine has a webinar tomorrow from 12-1pm. This is part of their Diversity Health Series on Structural Racism in Health Care. Also, the Coalition has several COVID-19 webinars. They just concluded one on Native Americans. On October 22, they will be hosting one on Filipino Americans, November 11 will be LGBTQ, and November 23 will be on the African American community.
- c. She received a press release from JP Morgan Chase that they are committing \$30 billion to advance racial equity. \$12 billion is earmarked to provide more down payment assistance to minorities for mortgages and refinancing loans, \$14 billion in new loans for affordable housing, \$2 billion for small business loans, and some other programs that JP Morgan is pursuing.

C. Chaney chaired the meeting from this point forward.

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

C. Krause said in regards to cultural competency and misinformation about the Native American community and history, there will be a training held on November 16th for administrators and November 17th for teachers through the Clark County curriculum department. This is a first professional development, and they are looking to expand it.

C. Villarta said the Governor's directive for safe gatherings includes verbiage that is difficult to understand for some of the small business owners she has spoken with. She said she knows 3 karaoke bars that got cited because they did not understand the verbiage. There are also some live bands that were playing that they thought were following the guidelines, but then weren't, so the business owners

got cited. She would like to get clarification on the regulations on pages 18-19 be more defined.

## **5. PUBLIC COMMENT**

None

## **6. ADJOURNMENT**

- Meeting adjourned at 11:22 am
- Next Meeting: Monday, November 16, 2020 at 9:30 am