



**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, November 21, 2022. Pursuant to public notice, the meeting was conducted in person and telephone conference.

1. OPENING (Call to order & roll call)

- A. This meeting was called to order by Chair Taylor at 9:32 am.

Commissioners in attendance: Kathleen Taylor, Angelica Villarta, Jose Melendrez, Yerania De Luca, Amy Shaw, Jon Lau, Nic Steele

Commissioners not in attendance: Mercedes Krause, Gabriela Wyett

Public in Attendance: None

- B. Silent meditation and pledge of allegiance by Commissioner Taylor
- C. Land acknowledgements by Commissioner Villarta

2. PUBLIC COMMENT (1st PERIOD)

None

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

A. Approval of October 24, 2022, meeting minutes (for discussion and possible action)

Commissioner Steele moved to approve the minutes, Commissioner De Luca second, the motion carried unanimously.

B. Approval of Annual Report

Commissioner Steele moved to approve, Commissioner Villarta second. the motion carried unanimously.

C. Bank On Nevada Initiative

The Commission moved to approved the participation on the Bank On Initiative. The motion carried unanimously.



Commissioner Steele gave a brief description of what the Initiative is and reminded Commissioners that they could direct individuals who may benefit from low cost checking accounts and checking accounts with no fees to <https://www.bankonnevada.org/> That website is live and has links to financial institutions at this time that are offering these sort of accounts. Commissioner Villarta added that website has already a translator tool to assist limited English proficiency constituents.

D. Build Up Local Initiative

Commissioner Taylor gave a brief description of what the initiative is. Commissioner Melendrez moved to approved, Commissioner Villarta second. The motion passed.

E. Subcommittee Updates (for discussion and possible action)

a. Legislative – Commissioner Taylor

What I like to report to the Commission is the SBA Office of Advocacy provided or disseminated a regulatory alert with the Department of Labor. Recently published its proposed rule change for the independent contractors and the rule change is the employee or independent Contractor classification under the fair law under the Fair Labor Standards Act. So, the rule of proposals to rescind the 2021 independent contractor rule and return to a worker classification model that widens the scope of the so-called economic realities test. So, this is being used to determine whether a worker is an employee, making it harder for workers to be classified as independent contractors, and this is huge. So at our end in doing so, the expansion of the employee definition would reclassify many workers acting as independent contractors as employees and the result in this significant disruption to an already volatile labor market with more than 10 million job openings in over 6 million missing workers. So the proposed rule would rescind a prior Trump administration rule which adopted an economic reality test. Focused on two core factors, control and profit. So the Department of Labor proposes an economic realities test that requires an analysis of six factors. That would determine whether a person is an employee or an independent contractor. So, for example, if let's say that you are a an independent contractor, you have your licensing in place and you got a contract with this company that's in the construction industry and you were just basically providing services for welding, they provide you with the job specs you perform and complete the scope of work and it's really like a very streamlined process. So, and in the here and now you're an independent contractor you're a small business owner and if this rule passes then you may not look being classified as an independent contractor because it's so streamlined in what you do and compared to an independent contractor that's a well-dressed well, but this firm has a specialty services in the welding industry that really sets you apart from the rest because you have a more robust value proposition compared to your competitors you or using that specialty of service in your marketing and your



branding you were in the decision making process of the scope of work too so you're more involved with the scope of work and delivery of services versus a just do AB and C and you're done. So, this company would be classified as an independent contractor will work whereas the other company may be reclassified as an employee because they're just doing a very streamlined task versus a more dynamic scope of work with decision making and that firm would be classified as an independent contractor. So it would be it would really disrupt a lot of independent contractors that are operating U.S. business owners and that population in the business sector may be reclassified as employees so that the implications are enormous. Previously I reported in our last meeting the Pro Act. The Pro Act comes into play as well with using unionizing, proposing to unionize employees so small businesses are looking at the Pro Act and its implications and now the revision of the deal else independent contractor role too. So I will keep the Commission on up to date with this.

b. Housing – Commissioner Taylor

The Nevada Housing Coalition via their Elevate Nevada Affordable Housing program, they hosted a variety of trainings throughout the month of November. And for a variety of topics such as supportive housing working group, they were they're operating us. They've been operating supportive housing for 30 years and they shared some best practices. A affordable housing finance is another training that they provided and also managing design and construction is another training that the Nevada Housing Coalition Elevate Envy Housing program. Has provided for the Community also the Nevada Partnership for Homeless Youth. They hosted their 6th annual summit on November 17th at the Smith Center for Performing Arts to accelerate efforts to power the movement to end youth homelessness. A presentations included youth homelessness needs assessment which is fantastic. I think it's the first time that they've really took a deep dive into. That the data aspect, which is a wonderful also, there was a youth panel discussion as well and there was a hands-on advocacy training to empower community members as well.

C. Villarta, I think it really needs to resonate with us. We're talking about youth homelessness, right? So that's something that we really need some perspective on. So, I appreciate you bringing that up. I think that's the first time we've really talked about youth home here in our Commission. So, we definitely want to keep that conversation going.

C. Lau, our business development team here at the airport has some information on the housing and the direction that the Reno Tower area is going in. We have about 30,000 approved unbuilt single and multifamily homes that are approved today and about 35,000 pending or unapproved, but are still pending. So, the direction of housing is definitely increasing in the Reno Tower area. We're seeing a lot of multifamily, and it's still taking



up about just under half of the units that are being built in the area. So we're seeing a lot more multifamily units.

C. Villarta, if with our sustainable resources, with our housing, our new housing are we, do we know, you know, if that has been a priority you know that like Nevada energy for example is putting extra incentives into those that are transitioning their houses or their new houses or new developments into clean energy, and so does anybody have any other things to add to that as part of their awareness of it?

C. Taylor, I have been in conversations with an Advisory Board appointed by the Governor on behalf of NDOT and there's conversations that are looking at 2035 and how the dynamic of transitioning from fossil fuel vehicles to electric or more efficient emissions type of vehicles such as a Tesla so to speak or other type of models. And how they are creating that the infrastructure for residential areas to have charging stations and what that looks like as well with apartment complexes as well. So those things are in the work I'm thinking that the closer that we get within 10-11 years from now then we'll really see how housing is viewed even from a real estate perspective perhaps a more efficient green energy house may be at a different market value than a traditional house is with the construction. So I do know that in the NV energy and other entities are looking at it from that perspective.

c. Community Liaison – Commissioner Villarta

This past Sunday ACDC did their holiday food distribution, and gave out pounds of food to more than 930 cars, and did more than 80 COVID and flu vaccines. The car line lasted like more than five hours, and a ton of volunteers participated in this event.

I did go to a luncheon with the United Way of Southern Nevada for their Women's United Signature Event, and they had a very successful event where they think they collected maybe over 100 bras for women, they collected pounds of clothing that they had to filter through for three days. We accumulated almost 7000 women's work clothing items which were donated to 8 local nonprofits. Women gathered and heard inspiring messages about unity, global equity, workforce and economic development and leadership. The speakers for that were Deputy Chief Sasha Larkin and Brooke Malone. We had another woman who was with us, who represented one of our banks. So, it was really incredible seeing all these women come together to unite and talk about unity and global resilience.

C. Lau, I have tried to reach out to Sheriff Baelum to just kind of introduce myself and kind of make that connection. Some data points about the community in the, Reno-Tahoe area. We're seeing a lot of in migration to Nevada where in 2020 we've had about 155,000 people in migrate to Nevada and then in 2021 we've seen almost a double of that



to 310,000. So there's a net population growth, there's been some out migration too, but net population growth of 22,000. That's an increase of 8% since 2019. So we're seeing a lot of people coming into Nevada. We're one of the largest immigration states. So we're going to be seeing a larger communities in the future.

C. Taylor, I also have something to report Vice-Chair for the Community Liaison Subcommittee. I'd like to thank our Vice Chair, Villarta, for facilitating a meeting via introduction as a result of you attending UNLV event that led to you connecting me with a UNLV president, Keith Whitfield, I followed up with him to talk more about the Commission and seeing if there's any synergy between our Commission and the strategic plan, so to speak of UNLV with its outreach and diverse communities. So that was a very successful meeting with, with Doctor Whitfield. He sends his regards and I'd just like to bring that forward to the Commission. And thank you again Vice chair For facilitating that conversation and that connection.

C. Villarta, thank you, Chair Taylor, with that in mind, actually you just brought up a really great point that I didn't bring up, I did. So the event that I attended was actually a partnership between Nevada partners and UNLV. So Nevada partners and UNLV now have an initiative in the historic west side where they're coaching or not just on food, culinary now, but also in hospitality. Normally don't have those educational support systems, but now through Nevada partners, there's that educational support system going on there.

C. Shaw, I'd like to add that at the ACDC Fund Gala, our Vice-Chair was the MC, the voice, and she sang the national anthem. So, we have talent on our Commission. She did a fabulous job, so I just wanted to bring that up.

and, and Commissioner Shaw has been the biggest support system in the Asian Community Development Councils. An impact in the city, and so thank you so much, Commissioner Shaw, for all of your work as well.

d. Workforce Development – Commissioner Villarta

C. Villarta, LVMPD right now is doing a really big push for recruitment in all of our underserved communities. Across the nation law enforcement is seeing a huge drop in enforce law enforcement recruits, but there's a trend that we're also starting to see where officers are quitting after two years. When I spoke with Deputy Chief Farese he wanted to encourage those who may be interested in any career paths in law enforcement to really take a look at the benefits of what there are being in law enforcement and then the career paths. So, you may start off as an officer, but if you have something in mind like forensics, operators, detectives, bomb squads, negotiators, Drug Enforcement, etc. All of



these are very critical in the health and vitality of our cities. We really want to make sure that our people are also represented on the force. I think each minority community has their own subcommittee that goes out into different areas and does recruitments. So of course for me, I asked about the Asian and Pacific Islander, they do have many Asians, they even have their very first Sikh Officer. They changed a lot of the rules so that he can wear his headgear during his routes. They're looking at really building up the Pacific Islanders next. Another push that I gave them is with our veterans. So and I'll explain that next I attended 2 events for our veterans. One was the Asian Chamber of Commerce luncheon and the other was the Veterans Chamber of Commerce mixer, and both of those events emphasized the post military service recruitment. So what I mean by that is that post, once they retire from the military, whether it's you know two years or five years or 20 or 28 years, they're not being received well in the private sector for whatever reason there was a lot of emphasis on that. And I want to emphasize that too because they have, they've, they're trained, they exhibit great leadership. They've got perspective they've got, they're really great when it comes to service and for several years now this isn't just a new thing right for several years and chair Taylor you know you're also post military retirees are just having a really hard time getting fair opportunities in the career sector. Many times they go to these job fairs and they meet with managers and recruiters, directors, HR staff and the first thing that they're led to is security. You know, and they're not taking a look at their resumes. They're not taking a look at their skill sets. And some of them are like really great when it comes to IT skills. They were trainers, recruiters, they have masters degrees, and so we want as a community and as advocates for those who are being underserved to be able to go out into our own public sector and let them know like, you know, really take a look at some of these military guys that are leaving service. Because they have amazing potential and opportunity. So I just wanted to leave that open. If you know any recruiters or business owners, have them take the time to really evaluate our ex-service members.

C. Taylor, I have a comment regarding that, Vice-Chair. So, recently at the Nevada Women's Business Center we entered into a partnership agreement to expand our webinar series with the US Department of Labor, Women's Bureau and last week we had a successful webinar that's entitled Women Veterans in the Workplace, She Served Too, and it was well received and the information was very insightful on a veteran's perspective in the workplace. Also, statistics show that from a business owner perspective of veterans they have a higher success rate, higher success rate in business as business owners or franchisees then civilians. So, they do transition their work skills from military from service into a very organized type of business model, or operations. Our veterans bring a lot to the table regarding business and industry as well in the workplace.

C. De Luca, I wanted to just let you guys know that the women's, this is for Northern



Nevada specifically and UNR. So obviously for any Nevadans, but hosted by UNR. The Society of Women's Engineers has a program, so if there's a student interested in engineering, they can partner with them and visit the university and have a lunch meet, meet with students and professors and potentially find a mentor. And be a little bit more comfortable in that career path if that's going to be a deciding factor for them. For college, I sent that information out to the Commissioners via Angie, so I realized that maybe I should send it out to someone else to post. But it's a link, and there's a website where individuals can sign up for that program.

C. Taylor, One more comment Vice chair for the record I didn't serve in the military, however a have several of my family members have served in each military branch with the exception of Coast Guard. So just for clarification, thank you.

C. Villarta, That's really great for our Northern Nevadans also we love to see that activity happening. I mean most of us are from Southern Nevada. So, the more that we see that Commissioner DeLuca that's great. Thank you so much for sharing.

e. Economic/Business Development – Commissioners Steele

This past couple of weeks there have been several presentations, and discussions led by the Governor's Office of Economic Development. So I've participated in several of them as well as Commissioner Wyatt. The primary purpose of these presentations was to share information regarding several new programs that the Governor's Office is spearheading through an allocation they received from the federal government called the SBCI, the state Small Business Credit initiative. So I just wanted to share some of the programs that will be rolling out at the beginning of the New Year. One of those programs is a I'll just list all of them first. And it is a support of the accelerator programs that are already based in Nevada and that's through generator as well as startup Envy. There's additional support going into the Battleborn Ventures fund. There are a new support programs for micro loan programs within the state which are defined as loans affordable loans less than \$250,000. There are some programs that are specifically designed to support tribal businesses. Nevada tribal governments are being allocated funds directly from the US Treasury and the state of Nevada is providing assistance to two tribal governments through a collateral support program. And so I think this particular program provides up to 50% cash collateral to lenders to invest in eligible tribal small businesses. There's a similar lateral support program for small business owners throughout the state as well. But just to kind of give a little bit more detail, collateral support is an important program for businesses that may have cash flow but may not have the collateral to satisfy the lending criteria for certain financial institutions. If you're a small business owner, are a large business owner, or medium business, and you don't necessarily have the collateral requirements, please ask your lender about the collateral



support programs provided by the state and they may be able to direct you in the end or point you in the right direction. There are several other technical assistance programs being supported for new entrepreneurs. All of these programs can be found at a website that the governor's office is maintaining, and it is <https://nvsmallbiz.org/>. So I just encourage individuals to share this with their members. But if you're a small business owner, certainly these new programs may be helpful. And some of you are ending objectives.

C. Villarta, Do you have more information on the TEAP program as well from Clark County? The program is a technical assistance support program for nonprofits as well as for profits. I think this is important.

C. Steele, Thanks for bringing it up Vice Chair. The TEAP program is being rolled out by Clark County Economic Development Office, and interestingly enough, most programs are designed to support solely for profit businesses, whereas this is actually supporting for profits and nonprofits that are interested in one receiving technical assistance and so they will match you with a technical assistance partner to help with the marketing or research or other areas to help bolster the admin part of your business. But then they are also providing a grants. I believe the grants go up to 150,000. I'm not quite sure on the on the cap though. I encourage people to look at that. I'm not sure vice chair if there's that natural website that's been set up for TEAP. I believe there was, but I'm not quite familiar with what that website.

C. Villarta, Alright, here it is. <https://businessinclarkcounty.com/technical-and-economic-assistance-program/>

f. Healthcare – Commissioner Melendrez

I'll just quickly give, you know be careful because the COVID is still around us as I am witness to it. But the big concern obviously on the health side, the big concern is that three areas you got the flu, the COVID, and the upper respiratory infections that are going around hospitals are experiencing high, high rates especially with children. So please be mindful of that. Also, I am proud to announce that this past Friday, even though I wasn't there after a year of work, we had our first live and virtual Impact Summit. It's the big gathering program for the Nevada minority health and Equity coalition. We did it in partnership with the Nevada Office of Minority Health & Equity, and the City of Las Vegas. We had about virtually and live. We had I think over 200 people there. We had our keynote speakers included. Doctor Leandro Lebert who is the Director for Everything Diversity with the CDC, she was in town, she was our keynote speaker for the opening session and then we had Doctor Gloria Wilder who is a pediatrician by training and she was our keynote speaker for the noontime. So everything I've heard back was a very



strong good conference with a lot of good networking a lot of good information shared. I just want to say thank you to one of the panel sessions was, as you all know, Nevada continues to have high rates of suicide, suicides attempted suicides and all that. And so that's a big part of our work right now with the coalition. And one of the panels, there were two panels that were connected. One was telling their stories and it was an incredible panel because these are all people who have experienced suicide on a personal level, and so the first panel was them talking about their personal experiences. Telling their stories of how suicide has impacted their families. And then that was followed by a panel because all of them are also involved now with high level programs, NAMI, the National Suicide Prevention and Awareness Group, the defensive line, they're all involved with programs that now help people and educate folks and bring awareness to suicide awareness and prevention with their cultural twist on it, right, understanding that from a cultural lens the impact that it has on diverse communities. So those two were very impactful. They were heartfelt and I just wanted to point that out because their stories were incredible and they were able to share that with us. So, but that was the Impact Summit. It happened and we were happy to be able to put that forward for our community. So that is that is my report for today.

C. Villarta, another thing that's really huge to say and maybe you can share a little bit more information, but our suicides in Nevada we're starting to see at the age of 6, I believe is that was that.

C. Melendrez, Last year they had to change the numbers because we did have a last year you had an 8 year old and a 9 year old complete suicide in Nevada. So when you see the national commercial or when you see the statewide commercials they used to talk about, the high risk group was especially amongst black and Latino males the age range was 14 to 24 was the group last year because of what happened they had to bring it. Now when you hear those commercials you'll hear it say from 8 to 24 and so that is it, it's disheartening. But the good thing is because of all the work that's happened in Nevada, our numbers are going in a good direction. So that is something good to put out there, but there's still a lot of work to be done and a lot of education and awareness and you know and unfortunately. Public health is, you know, before the pandemic, it's always one of those areas that's very underfunded. And just to show you what's going on at the federal level, the president's current budget that went forward, they significantly cut money to public health areas. And then, as I understand it, there was no money included at all for anything related to COVID. And so that's just an example of where public health traditionally stands to be. I will share another positive thing for us, this Commission especially we did receive, we went after a grant, a hersal grant. We received it for \$1.5 million and its focus, its focus is to bring diversity into the public health fields. So if you know anybody that's potentially interested in coming back and getting either a bachelor's



degree in public Health, Healthcare Administration, a Masters degree certificates in those areas, we have funding for them to go to school. And so they would apply, they could either qualify if they're eligible, they can qualify for a scholarship or if they're at the graduate level, they can qualify for a graduate assistantship. If they're able to get into our programs or if they're currently in our programs, they could transition and apply for these dollars. But it is targeted at diverse community bipod communities willing to go into the fields of public health and healthcare administration. So that is some really good news that we're excited about. We're getting ready to market and promote the program and all that good stuff. So that's my report.

C. Villarta, That's great news Commissioner Melendrez, you know, and that's going to fulfill some of the other things we talk about when it comes to community and also with the workforce development, economic development, it hits all of those air. Thank you for that report.

C. Taylor, Vice Chair, I also have a comment to make for the health subcommittee, just to preference your wonderful work, Commissioner Melendrez. I did include the information amongst other things. So within the annual report under for the Health Subcommittee for the recommendations the Commission recommends continued support a program such as the defensive line to train facilitators on suicide awareness and prevention. So that's within our annual report. Also, I included the career opportunities and the funding that was received as well to facilitate more diversity in the public health arena. So those recommendations are within our annual Governors report. So thank you for your wonderful work, Commissioner Melendrez.

C. Melendrez, thank you, thank you chair for making sure that information was in there because it is, it is going to be critical to Nevada the more that we can increase the diversity within our public health professionals.

g. Education – Commissioner Melendrez

We kicked off an initiative at UNLV on mental health and we had our first meeting at the beginning of the semester and there was over 100 students that showed up and I would say easily 85% of the students were students of color. So, it's initiative is kicking off on campus. Students brought up issues about you know, not only being mindful about what's going on with students and also with staff and with faculty and all that. So they were very much about being inclusive everybody. And so that's building towards and I want to say we don't have an exact date yet, but in February there'll be a big kind of mental health public awareness campaign festival they'll take place at UNLV and I know you know. Once we have that information, I'll put it out to the Commission because we're going to be looking for vendors, folks who can have information tables, things like that, all areas if



you're doing any kind of work and mental health, I think it's called, I think we're calling right now. The name is Share the Love Event. And so it's going to be a pretty big deal and giving where everything's happening with mental health and you know, for those of you who aren't aware of it. In higher education that's been a big issue across the state of Nevada, making sure that our students are safe and then given the tragedies that recently happened across United States of Virginia and in Iowa or wherever that was. I mean it's, it's it just shows you unfortunately the kind of the pressures that students are feeling with everything that's happening. So you know, just let's keep all those people in our prayers. But it's this kind of, it's kind of these kinds of community actions that I think are going to be huge and I'm excited. That, you know, he's leading one of these, that'll be a big deal in the Spring.

C. Lau, I just kind of want to say that I've been reaching out trying to get our name out there to all the schools here in Northern Nevada. I've had a contact with Washoe County schools. They reached out to the UN, our multicultural center, upward bound at UNR and things like that. Haven't really gotten too many responses yet, but just want to say reaching out trying to get us our names out there so we can be involved with their any initiatives that they have or events that they put together.

C. Villarta, Very good. Thank you, Commissioner Lau. Let's get Reno in our conversations. You and I are. Do we have any additional comments? On education.

C. Melendrez, Yeah, I do. I do have one more. I'm sorry. Go rebels as we fight this weekend to win the cannon back from you and R so just putting it out there that it's happening and if you haven't been to if you haven't been to college football game they're fun. But if you haven't been to college football game at Allegiant Stadium it's a blast. So I would tell you all. And so Reno and you and I are playing this weekend for the cannon. So let's go rebels!

4. NEW BUSINESS (for discussion only)

- Chair Taylor reminded Commissioners that she is available to meet one-on-one with them on Mondays to check on their progress with subcommittee goals
- Chair Taylor reminded Commissioners to disseminate the old NCMA brochures in order to start using the new stock of brochures

5. PUBLIC COMMENT (2ND PERIOD)

None

JOE LOMBARDO
Governor

STATE OF NEVADA

TERRY REYNOLDS
Director



6. NEXT MEETING

January 23, 2023. Location TBD

7. ADJOURNMENT

Commissioner Steele moved to adjourn the meeting, Commissioner Villarta second. The meeting adjourned at 10:58am

DRAFT