



Department of Business & Industry

Commission On Minority Affairs

Strategic Plan 2013

Commissioners:

Edward C. Vento, Chairman
Richard Boulware, Esq., Vice-Chairman
Anna Siefert
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Tamar Hoapili
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The Commission on Minority Affairs – 2013 Strategic Plan

The Commission on Minority Affairs met in February 2013 to discuss plans and goals for the 2013 Calendar Year. The Commission decided to produce a short-term strategic plan covering activities and goals for year 2013 set forth under its legislative mandates.

To its members' knowledge the Commission had not set a strategic plan in any of the previous years. The commission believes this is an imperative practice in the years to come in keeping with its mission and purpose stated below:

MISSION

The Mission of the Commission on Minority Affairs is to advocate for and to provide a voice to minorities residing in the State of Nevada in matters relating to areas including, but not limited to , education, housing, employment, civil rights, health, political empowerment, and economic development.

PURPOSE

The purpose of the Commission on Minority Affairs is to be the central advisory body coordinating discussion and study of issues affecting minority Nevadans. These areas include, but are not limited to, education, housing, employment, civil rights, health, political empowerment, and economic development. As well as to consider and facilitate legislation, funding sources, and community organizations geared toward making measurable improvements, in those areas which will raise the quality of life among Nevada's minority community.

The Commission has decided to investigate and report on five focus areas: Housing, Health, Education, Workforce Development and Economic Development. Additionally, the commission addressed and decided to present an operations budget to advise the Governor and the Director of their budgetary needs.

Since the Commission does not have funding and staff to address the workload associated with investigating the focus areas the Chairman, under Article VIII of the Commissions By-Laws adopted August 2008, has established committees for each focus area. Each Committee, when possible, will consist of three commission members. Under the By-Laws standing committees do not exist, these committees are ad-hoc and will expire January 31st, 2014 or if before upon a vote by the Commission.

The Committees established are:

Housing
Health
Education
Workforce Development
Economic Development

Each committee will focus on three or more information collection goals under each focus area.

COMMITTEE ASSIGNMENTS

Housing:

Commissioner Hoapili, Chair
Commissioner Romero
Commissioner Boulware

Health:

Commissioner Romero, Chair
Commissioner Hoapili
Commissioner Neal

Education:

Commissioner Debraga, Chair
Commissioner Boulware
Commissioner Young

Workforce Development:

Commissioner Padda, Chair
Commissioner Siefert
Commissioner Vento

Economic Development:

Commissioner Siefert, Chair
Commissioner Padda
Commissioner Vento

FOCUS AREAS & GOALS

HOUSING

1. Educate Minority groups on housing rights.
2. Determining which cultural groups of the community are being disparately impacted.
3. Learn which agencies or Non-governmental Organizations (NGO's) are dealing with discrimination and learn outcomes.
4. Learn who is advocating for the minority community in terms of access to housing, access to funding, and housing assistance.

Methods:

1. The Committee will solicit presentations, reports or data from NGO's or governmental organizations dealing with the above topics.
2. The Commission will use of Town Halls* covering several focus areas.
3. The Commission will use any other methods deemed appropriate by the committee.

Deliverables and Timelines:

1. Presentations and Data collection to be completed by end of 2nd quarter of 2013.
2. Report from committee chair to commission due by December 31, 2013 detailing above goals, data, reports and results with recommendations to be included in the calendar year 2013 report due to the governor.

HEALTH

1. Hear presentations on the Affordable Health Care Act and the extent to which uninsured members of the minority community understand their ability to access health care under the Act.
2. Identify resources for minorities in the area of health care.
3. Identify how the Affordable Health Care Act is being implemented in small businesses.

Methods:

1. The Committee will solicit presentations, reports or data from NGO's, private business, and/or governmental organizations dealing with the above topics.
2. The Commission will use of Town Halls* covering several focus areas.
3. The Commission will use any other methods deemed appropriate by the committee.

Deliverables and Timelines:

1. Presentations and Data collection to be completed by end of 2nd quarter of 2013.
2. Report from committee chair to commission due by December 31, 2013 detailing above goals, data, reports and results with recommendations to be included in the calendar year 2013 report due to the governor.

EDUCATION

1. To identify what school districts are doing/or lack of to prepare minority children to be successful in the workforce after leaving high school.
2. To collect data on graduation rates, cultural barriers, career readiness & vocational schools.
3. To continue study and data collection to advocate for full day kindergarten on a statewide level within each district.
4. To collect data on remediation at the college level and funding available for such remediation.
5. To assess what is being done for high school dropouts.
6. Assessing safety for students on and off school grounds.
7. Attempt to identify unused funding and resources that support students.

Methods:

1. The Committee will solicit presentations, reports or data from School Districts, NGO's, private business, and/or governmental organizations dealing with the above topics.
2. The Commission will use of Town Halls* covering several focus areas.
3. The Commission will use any other methods deemed appropriate by the committee.

Deliverables and Timelines:

1. Presentations and Data collection to be completed by end of 3rd quarter of 2013.
2. Report from committee chair to commission due by December 31, 2013 detailing above goals, data, reports and results with recommendations to be included in the calendar year 2013 report due to the governor.

WORKFORCE DEVELOPMENT

1. To assess and identify programs and resources available to unemployed or underemployed minorities in the state.
2. To identify training programs in the state.
3. To assess and/or identify whether the appropriate amount of resources are available to address workplace or hiring discrimination or abuses.

Methods:

1. The Committee will solicit presentations, reports or data from School Districts, NGO's, private business, and/or governmental organizations dealing with the above topics.
2. The Commission will use of Town Halls* covering several focus areas.
3. The Commission will use any other methods deemed appropriate by the committee.

Deliverables and Timelines:

1. Presentations and Data collection to be completed by end of 3rd quarter of 2013.
2. Report from committee chair to commission due by December 31, 2013 detailing above goals, data, reports and results with recommendations to be included in the calendar year 2013 report due to the governor.

ECONOMIC DEVELOPMENT

1. To assess and identify the needs of the minority business community.
2. To identify and assess the numbers of minority business owners obtaining: public contracts, access to funding, business counseling.
3. To understand the role of minority business in the State's economy.

Methods:

1. The Committee will solicit presentations, reports or data from School Districts, NGO's, private business, and/or governmental organizations dealing with the above topics.
2. The Commission will use of Town Halls* covering several focus areas.
3. The Commission will use any other methods deemed appropriate by the committee.

Deliverables and Timelines:

1. Presentations and Data collection to be completed by end of 4th quarter of 2013.
2. Report from committee chair to commission due by December 31, 2013 detailing above goals, data, reports and results with recommendations to be included in the calendar year 2013 report due to the governor.

Inclusiveness

The above focus areas are not all inclusive and the commission may add or delete focus areas and hear testimony on other subjects as it sees a need.

2013 LEGISLATIVE GOALS

1. To be available to the governor, legislators and other key state stakeholders for testimony or advice on the above areas of focus while the 77th Session is in progress. To be available during the rest of the year.
2. To coordinate with legislators and support the passage of A.B. 270 (BDR 18-130).
3. To support legislation that addresses the need for full day kindergarten.

2013 BUDGETARY GOALS

1. To make the Governor and Director of Business and Industry aware of the commissions budgetary needs through the submission of a pro-forma budget and strategic plan.
2. To work with the Department of Business and Industry to acquire a management analyst, on at least half time basis to produce, analyze and manage data collected. The Ombudsman for Minority Affairs remains the secretary for the commission.

*TOWN HALLS

The commission has set the goal of conducting a minimum of two to three Town Halls within the State of Nevada one in Southern Nevada, one in Northern Nevada and perhaps one to cover rural Nevada.

COMMUNICATION GOALS

1. To work with the public information person at the Department of Business and Industry to help the Commission communicate through various media.
2. To communicate the new strategic plan and the Commission's mission to key stakeholders in the state in including minorities.

3. Update of the Commission's web page, and the use of Social media.
4. To make each commissioner and expert in his/her focus area and to speak on behalf of the commission on those areas.
5. To make each commissioner accessible to the minority community, key stakeholders and partners.

The nine members of the Commission on Minority Affairs are committed to making the commission a relevant and useful resource for the Governor, Legislators, and other decision makers to make sound policy decisions that would improve and enhance the lives of minorities and our community as a whole. The submission and implementation of this strategic plan and constant assessment and improvement thereof is but a beginning step to meet the commission's mission and purpose.

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