



**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, June 18, 2018 at 9:35 am, Pursuant to public notice: Via video conference call between all locations: (Las Vegas). State Building LV 3300 W. Sahara Ave. Suite 425 Las Vegas, Nevada 89102 and Conference call: Carson City: 775-687-0999 Las Vegas: 702-486-5260 Participant's Collaboration Code: 64575

1. COMMISSION BUSINESS

- A. Vice Chair Commissioner Rhodes-Ford called the meeting to order at 9:35 am.
- B. Present: C. Chair Lee (person), C. Vice Chair Berna Rhodes-Ford Esq. (person), C. Kari Emm (phone), C. Janelle Conine (phone), C. Yolanda Flores (phone), C. Ender Austin III (phone), and Secretary Emily Ku, Management Analyst for the Commission on Minority Affairs (person).
- B.1. Public Attendance: Myisha Williams (person), Adleen Stidhum (person), Jatoon Patel (person), Denise Davis (person), Michael Flores (phone)
- C. Commissioners Absent: C. Cedric Cole

2. PUBLIC COMMENT

N/A

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

- A. Approval of May 21, 2018 meeting minutes (for discussion and possible action).
 - a. C. Rhodes-Ford moved approval of the minutes as amended of the May 21, 2018 meeting. C. Austin III seconded. The motion carried.
- B. Subcommittee Updates (for discussion and possible action).

1. Education

C. Emm visited the Moapa Paiute tribe, outside of Las Vegas, on May 30 for a tribal college focus group. It was a success, and they also brought in Cooperative Extension—they are also helping the tribe try to get grants for summer programs for their kids like 4-H. The Moapa Paiute tribe is very remote, so the resources they receive are limited. We also met with CCSD to help with building the relationship with the tribe. C. Emm also just attended the National Native American Institute for Student Advocacy that promotes research on Native Americans. She sits on a research group with undergraduate and graduate students to promote research on campus for American Indian students in any area of their choice, such as community health sciences or hydrogeology. C. Emm is meeting with the President of UNR tomorrow to discuss how to structure the new Chief Diversity Officer position. The previous Chief Diversity Officer was also the assistant to the president, so she had two jobs. Now they are turning the Chief Diversity Officer as a standalone full time position. Other higher education institutions are excited and supportive of the tribal college initiative. Resources are scarce, but they are trying to secure funding to hire a full-time staff person to help with administrative work and accreditation.

C. Flores would like to see collaboration between the Native American organizations and pipelines for medical school. In Southern Nevada, the numbers of Native Americans applying to medical school is very low, and she would like to work on inspiring young Native Americans and look into possible efforts—whether it's through education or policy.

M.A. Ku mentioned that the Interim Legislative Committee on Education is holding a meeting on Thursday, June 21 at 8:30am. There is a presentation by the Clark County Black Caucus on the unique educational challenges to be addressed in the African American community. This will be their second to last meeting before they hold a working group session. Commissioners interested can also watch them online and or watch the recording.

C. Austin asked if future Commissioner Michael Flores could speak about the Mentor Commission. They had their third meeting and sponsored by Assemblyman Tyrone Thompson. The idea is to increase capacity around mentoring, track how many mentoring organizations exist in the state, and to make sure communities are aware of them as well as find out what kinds of resources they need. Also make sure that the state is doing all it can to support mentoring organizations, such as leveraging federal grants or creating more infrastructure. They are also looking to hire someone to manage the work being done in the mentoring groups. This new commission came out of the last legislative session, and there is representation in higher education, K-12, North-South, and other sectors of the community. C. Rhodes-Ford asked how do they define “mentoring organization”, since many fraternities and sororities have mentoring organizations. Mr. Flores said they just started the commission and they are organizing a retreat to sort out various issues, like define what a mentoring organization is. There should be agreed upon standards and clarity on the term, and Mr. Flores will share more information as they continue their work. C. Flores requested inclusion of the professional schools such as law schools and medical schools. For information regarding this topic, the Diversity Liaison for the UNLV medical school is Mario Gaspar De Alba. C. Rhodes-Ford asked Mr. Flores if they plan to include the chambers with young professional groups. Mr. Flores said absolutely.

2. Health

C. Flores is involved with the UNLV School of Medicine and plans to attend several events with the minority medical students, and also helping with mentoring and shadowing to ensure their success. They just accepted their second medical student class and they will start July 1st. C. Flores wants to spread the word about the new allopathic medical school and serves all of Nevada. The community has needed this medical school for a very long time, so this will help ensure we have physicians to care for our growing elder population.

M.A. Ku attended several events in May. 1.) The Latin Chamber hosted a luncheon panel on the innovations in health care specifically as it pertains to Latinos. They spoke about how employers can help with the health of their Latino employees by taking a bigger role in their health and making sure they get annual checkups. Latinos have a much higher rate of diabetes compared to the general population. They also discussed several clinical trials, including one where you step on a scale every day, and that information is automatically get sent to your doctor's office. If your stats are off, then the doctor's office would call you to discuss. 2.) M.A. Ku also attended the 20th celebration of the Nevada Institute for Children's Research and Policy, which researches topics such as early childhood education and children's mental health. They also track bills in the legislature. It was great to meet other community organizations at the event and met with some organizations that can help with data gathering. 3.) The Nevada Minority Health and Equity Coalition had their monthly meeting and still assembling their board of directors. They are planning for their first minority health summit in October and also floating the idea of hosting a monthly speaker to speak about marketing, capacity building, and other topics that would benefit members.

C. Austin commented that Saturday, June 30, that Assemblywoman Daniele Monroe-Moreno hosts a community barbecue every year, and this year her focus is on health care. It will be at Craig Ranch park from 10-2pm, and C. Austin will be running healthy games for kids. There will also be health screenings.

C. Conine added that she spoke about the Commission and Health subcommittee at the Northern Pakistani American Association event. She gave out brochures and introduced Hasaan as one of the new Commissioners.

3. Housing

C. Austin disseminated information about the new housing programs for Nevadans, mainly to NAREB (National Association of Real Estate Brokers), an association of black realtors who work with minority communities. We worked with them in the past under former C. Chadha, and C. Austin discussed with them the racial demographics of the program. They were appreciative of the information.

4. Workforce Development

M.A. Ku worked with OWINN (Office of Workforce Innovation for a New Nevada) to get data on their Registered Apprentice programs. Out of the current ~4,000 RA participants, 95% are male and 5% are female, by gender/ethnicity, 35% are Hispanic, 9.5% black, 2.5% American Indian, 1.7% Asian, and 2.5% Hawaiian. They do not have race/ethnicity data on who is applying; they only track who is currently in an RA program. C. Lee asked if the programs are mostly labor related and if there were any in the service sector, and M.A. Ku responded yes, they include construction and heavy machinery. C. Rhodes-Ford thinks the service sector is probably more internship or volunteer based vs. apprenticeships. C. Lee said companies should modify their internship programs to qualify under the RA program. Mr. Flores commented that he works closely with OWINN, and they are in the midst of restructuring the apprentice program and approving apprenticeships through the Department of Labor.

C. Austin went to an event for getting people more involved in the politics and getting jobs in politics. It was a roundtable discussion on why people in minority communities do not pursue these jobs. For one, many jobs are never posted and you really have to know somebody, and secondly, often people's non-political skills are overlooked when in fact those skills are transferable to the campaign environment. We got some good feedback in the community, like how they cannot afford to be an unpaid volunteer. That was this past Saturday at the Pearson Center.

C. Rhodes-Ford met with an employee at Caesar's Entertainment, and they are looking to increase their diversity. He asked if we could help broadcast their job openings. C. Lee said there are several staffing companies that are not only minority owned, but their employees are minorities, and offered to share it with those staffing companies. C. Austin is running a temporary program so he really wants to make sure they have another job lined up so they do not fall into the trap of poverty/unemployment.

5. Economic Development

C. Lee is working with community partners like the Asian Community Development Center to try to create programs that aspiring entrepreneurs can attend and understand business requirements, especially for the Asian community who speak dialects and not the chief language of their home country. They have a track record in Southern Nevada and looking to expand to Northern Nevada. They serve the entire Asian community, not just Chinese, Japanese, Filipino, but also Indian, Pakistani, etc. With the incoming commissioners, we will be able to address some of the other communities that we have not addressed as strongly. We can reach out to them and listen to their concerns. Sometimes it is as simple as a checklist written in their language so they can understand it. There are packets now in the licensing department but it is not in every language, excluding some Asian business owners.

With the passage of recreational marijuana, we are targeting ancillary businesses such as lighting and technical workers. That allows us to reach out to specialty trade groups and see how they are addressing the increased demand, such as how do we train students who are prime candidates for highly skilled jobs experiencing shortages like trimmers. Some higher education institutions that starting to offer classes on cannabis or evaluating cannabis as a business major, because you need to navigate state laws, which differ

in every state. The US Congress may change the federal position with respect to marijuana, and that may increase cannabis business activity and make it more mainstream. With regard to economic development, there needs to be parameters. From a legislative standpoint, we are working on some items to help remove some barriers to entry. Right now in Nevada, it is dominating by traditional, old school networks. If you look at the ethnic makeup, there is not a lot of diversity. The barriers of entry are overwhelming from a financial, vocational, and networking perspective.

C. Rhodes-Ford said the Urban Chamber houses an incubator and allows up and coming businesses to use their location for a max of 2 years. The rent is really affordable and a great opportunity for new businesses to be able to have an office space and use the conference room for meetings. We need to help spread the word in the community, especially to any new businesses needing space.

M.A. Ku attended the last Asian Chamber luncheon. Michael Goldsmith, the VP of Marketing at LVCVA, spoke about the state of the tourism industry and the expansion of the new convention center. We will stay on top of that and make sure minority owned businesses are included when they start the construction phase.

6. Legislative

C. Rhodes-Ford restated that they are going to try to work on several BDRs for the upcoming legislative session and asked Commissioners for submissions by June 25th. We need to provide a general skeleton and LCB will do all of research to make sure it is a feasible idea and properly formatted. Last session, the Commission submitted a BDR to create a new Management Analyst position, testified for the Nevada Opportunity Fund, and went up to Carson City to meet with the Government Affairs Committee and to attend the Small Business Expo.

7. Community Liaison

C. Rhodes-Ford, C. Lee, and M.A. Ku will be attending a meeting with Henderson Police Chief LaTasha Watson on June 25, 2018 to start a dialogue about community policing and discuss the paper from the Guinn Center. C. Rhodes-Ford will prepare some talking points.

C. Austin attended a very interesting criminal justice discussion on May 21st called the Power of Justice at Victory Baptist Church. The Rights Society co-hosted it along with several other community groups. It was very well attended. They discussed bail reform and how bail negatively affects people, and how to reintegrate those who jailed for marijuana usage. Panelists included Assemblyman Jason Frierson, the public defender's office, and several criminal defense attorneys. They spoke on how the system disproportionately affects minority communities and what restorative justice looks like. Assemblyman Frierson plans to introduce some bills on this topic in the upcoming legislative session, and this may be an opportunity for the Commission to lend its support.

M.A. Ku reported that the Commission submitted several questions to future Commissioner Hasaan Azam to ask during his ride along with the Reno police. C. Lee added that some of the questions we submitted asked the police about their perspective and knowledge on minority communities and culture. Do they think that is important and do they receive workforce training.

C. Management Analyst update

M.A. Ku is traveling to Reno tomorrow to meet with C. Conine, C. Emm, and future Commissioner Hasaan Azam. On Wednesday, the Commission will be host a table at the PTAC Matchmaker event, where small businesses meet one-on-one with procurement agencies and also meet with Kathy Carrico, who is the Statewide Training Director for SBDC. We will be discussing some of the demographic data they collect on who attends their trainings.

M.A. Ku plans to attend the Sherriff's Asian Advisory Council dinner on July 17th. C. Rhodes-Ford

expressed interest in attending as well. C. Austin moved approval of spending \$20 for C. Rhodes-Ford to attend the Sherriff's Asian Advisory Council. C. Lee seconded. The motion carried.

Rundown of upcoming events the Management Analyst plans to attend:

-June 27: Children's Advocacy Alliance event. They are hosting an event to unveil the 2018 key indicators for children and Nevada's rankings on those metrics.

-June 28: Latin Chamber networking event

-July 26: NDOT will be present the findings of their disparity study on how minority businesses are faring with NDOT contracts and if they are reaching their goals.

-August 4: The Commission plans to have a booth at La Oportunidad Expo, hosted by the Latin Chamber. It will be at the Boulevard Mall.

-September 20: The Commission plans to have a booth at the Committed to Our Business Community event.

-October 4: The Nevada Minority Health and Equity Coalition will hold a one-day conference at Nevada State College

-October 5: Southern Nevada Diversity Summit at Nevada State College, will be more focused on gender topics but will have some topics on immigration and health care

-October 18: The Commission will have a booth at the Governor's Conference hosted by the Department of Business and Industry. They have seminars for small businesses and a luncheon.

D. New collaterals and name badges

M.A. Ku reported that all the collaterals—2500 brochures, business cards, name tags, and pop up banner have been approved and ordered.

E. Recognizing outgoing Commissioners

C. Lee stated that several Commissioners' terms are ending on June 30, so we would like to take the time to thank them:

Commissioner Ender Austin, III came in with a lot of enthusiasm and very well known in the community, which helped in several fronts. He stepped up to chair the Housing subcommittee even though he did not have a lot of expertise but he was passionate about advocating for the minority community. During the course the meetings and research, he successfully pointed out deficiencies in areas that could be strengthened, and different data could be collected so it would be further analyze to derive new information moving forward. He was able to persuade the Housing Division to consider new data collection practices. He also serves on the Community Liaison subcommittee and advocates for the entire minority community.

Commissioner Kari Emm has done really great work on the Education subcommittee. Not only does she reach out to all the educational institutions throughout the state, but she has successfully championed various causes, most notably the establishment of the Native American tribal college. She is able to give the minority community a strong voice.

Commissioner Cedric Cole chaired the Workforce Development subcommittee and coordinated with Equal Rights Commission, NAACP, and other large agencies. He spoke on many panels and helped us develop the framework of the Commission's strategic plan.

C. Lee spoke about Juneteenth Day and how it should be a big deal despite the fact it is not well-known. On January 1st, 1863, President Lincoln signed the Emancipation Proclamation. But because of the Civil War, he wasn't able to enforce it, so it took over 2 years before General Granger could get down to Galveston, TX and told 250,000 slaves there that they were free. The spontaneous celebrations resulted in Juneteenth day. Modern-day slavery still exists today such as sex trafficking, where victims are oppressed and do not have a choice. Commissions like this need to continue to be a voice for the minority community, reach out to them, and ask, "How can we better serve you?" This Commission has

existed for a long time, but we have not always had the opportunity to yield meaningful change until now. We implemented a systematic plan to find out what it takes to move forward, seemingly not noticeable, but we made some minor changes that is impacting us in a big way. The first, we obtained a very modest budget that we can build on. The second, we developed a strategic plan to give this Commission community awareness. The third, we needed someone on our team to help us advocate and coordinate the Commission, and we were able to hire a Management Analyst. She has made a huge impact, and most of the minority chambers and organizations have met her in two months' time. C. Lee asked how do we make our efforts have lasting change and impact? Through legislative support and a way to enforce it, and keep repeating that cycle. The new Commission has a lot of passion and enthusiasm, and C. Lee looks forward to seeing their efforts and working alongside them, but in a different capacity.

C. Rhodes-Ford recognized C. Lee as outgoing Chair and her contributions to the Commission. She has overwhelmingly taken this Commission to a new direction, and the Commission truly appreciates that. On the Economic Development front, she has shown ways on how minority businesses can improve and grow their businesses. She also took a vested interest in every single subcommittee and helped all the Commissioners grow.

F. Protocol for July meeting

M.A. Ku explained that the new Commissioners would be sworn-in during the July meeting. A public notary will be present to sign the oaths, so it is important to attend the next meeting in person. We will also be holding elections for Chair and Vice-Chair, chairs for the subcommittee, and how do we adjust the strategic plan. C. Lee explained the nomination process and mentioned that we will be spending July and August updating the strategic plan and ratifying the changes so that we can start acting upon them immediately.

G. New Business

Regarding the brief discussion last month on the Commissioners speaking in public, M.A. Ku mentioned that the Attorney General's office publishes a Board and Commissions manual, which sets out a protocol for public speaking. The Commission needs to approve it first by taking a vote on it. In the past, we have asked Commissioners to prepare written remarks if they are testifying on behalf of the Commission and ask them not to deviate from that. As a Commissioner, you can also testify as a private citizen, but you have to disclose that you are testifying as a private citizen and not on behalf of the Commission. C. Lee added that Commissioners have to submit written materials or presentation in advance so that Business and Industry can approve it as well. If questions arises, then answers should remain neutral.

C. Austin plans to attend the Juneteenth event in the Valley tomorrow night from 6-9pm. It is put on by the Rainbow Dreams Educational Foundation and will be at the Kiang Isoke Palacio Park.

4. PUBLIC COMMENT

Ms. Adleen Stidhum was pleased to attend the Commission meeting and listen to the accomplishments of the Commission. She looks forward to being a part of the Commission.

5. ADJOURNMENT

- Meeting adjourned at 11:10am
- Next Meeting: Monday, July 16, 2018 at 9:30am