



**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, May 21, 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. (phone), C. Kari Emm (person), C. Janelle Conine (person), C. Cedric Cole (phone), C. Flores (phone) and Secretary Emily Ku, Management Analyst for the Commission on Minority Affairs (person).
- B.1. Public Attendance: Myisha Williams, Adleen Stidhum, D. Edward Chaney, Hasaan Azam

2. PUBLIC COMMENT

N/A

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

- A. Approval of April 16, 2018 meeting minutes (for discussion and possible action).
 - a. C. Rhodes-Ford moved approval of the minutes of the April 16, 2018 meeting. The motion carried.
- B. Update on Commission candidates
 - a. C. Rhodes-Ford welcomed the new Commissioners who are attending the meeting as members of the public. The new Commissioners are Myisha Williams, Adleen Stidhum, D. Edward Chaney, Hasaan Azam, Michael Flores, and Jetoon Patel. The terms begin on July 1st and all the new Commissioners have been approved by the Legislative Commission.
- C. Subcommittee Updates (for discussion and possible action).

1. Education

C. Emm is attending the Native American Institute for Advocacy in June in Hawaii, and they are doing a presentation and highlighting student research with American Indians in the state. C. Emm is also traveling to Vegas to help with the Tribal College Initiative. They will be conducting a focus group with the Paiute Tribe. The Tribal College intends to start as a community college, with the University of Nevada, Reno sponsoring the college until it is accredited. It is in the early planning stages with discussions around location, degrees offered, etc.

2. Health

C. Conine attended the Girls on the Run breakfast. Danyelle Musselmann spoke on self-esteem of young women, and one participant shared her testimony about participating in the program. C. Conine handed

out several Commission brochures.

On the new marijuana law, C. Conine commented that people are not aware that some places with federal affiliations drug test, and they have to withdraw their job applications as a result. C. Cole added that there is a breakfast meeting 8-10 am hosted by Fisher Philips on June 21 on navigating the legal climate of marijuana in the workplace.

C. Flores is involved with the new UNLV medical school, specifically with the recruitment and retention of new minority students to increase the number of providers in Nevada. They had their first meeting with the new incoming class, and they have been able to offer scholarships for minority students.

3. Housing

C. Austin was not able to present the housing report to the Financial Security Taskforce because they pulled it from their agenda, but it did allow the Commission see where we need to do greater work. We spoke with the Nevada Housing Division to learn about the Home is Possible program, and they presented us with data on the race/ethnicity of their participants. We learned that 6.5% of the loans are going to the African American community, which represents about 13% of the population. That led us to question how they are speaking with their lenders. C. Austin and M.A. Ku also met with NAHAC (Nevada Affordable Housing Assistance Corporation) and learned about their new home buying program. They are facing similar challenges with diversity and are working to close the gap – they go into diverse communities when they give presentations and are intentional about having communities of color shown on their advertisements.

M.A. Ku gave a brief overview of the Home is Possible program and NAHAC's Hope Brings you Home. She will circulate the flyers to the Commissioners. C. Austin reiterated that the money will get exhausted quickly, and we need to help spread the work so the minority community can take advantage of the program.

4. Workforce Development

C. Cole gave an overview about apprenticeship programs statewide. The State website lists all the apprenticeship programs and career pathways <http://gov.nv.gov/OWINN>. Another place is the State Eligible Training Providers list- however, there is only one apprenticeship program listed, so we may need to look into why there's only one listed. On May 17th, OWINN issued a press release about the first cybersecurity apprenticeship program was approved, and also new occupations in IT, advanced manufacturing, and hospitality with MGM was also approved. We do not have information about how many people from the minority community are applying and becoming employed as a result of the apprenticeship programs. That may be data the Commission requests.

5. Economic Development

C. Lee has been working with large enterprises, such as Amazon, Honest Company, Fanatics on how to assist them with their diversity supplier programs and getting them to work with other organizations in town, such as the Latin Chamber and the Urban Chamber. They understand the importance of diversifying their supplier base. Right now, a lot of the sports teams in town only want to work with the national suppliers that have a sports niche, but they are looking into requiring their national suppliers to break down some of the large contracts for the small businesses. C. Lee and M.A. Ku also met with Jerrie Merritt at the Bank of Nevada about the Nevada Opportunity Fund, which is an alternative funding program available for small business. It is a not a large pool of funds, but they can receive more funds once the initial funds are loaned out. They have already closed several loans. We helped them put together a flyer, so we will distribute it when it is finalized. M.A. Ku chimed in with further details about the loan program.

C. Lee also described the Nevada Business Opportunity Fund for seniors and veterans. The business loan program is designed to fund startups for seniors and veterans, and there no interest in the first year.

Borrowers can perpetually loan from the program as long as they do not have more than one loan outstanding. M.A. Ku mentioned that fund is on hold right now because they are in the middle of switching lenders.

The Commission had a booth at the Clark County Small Business Expo, where the graduates from the Small Business Opportunity Program had an opportunity to meet with buyers from the county. The format is reversed so the buyers walk the floor to meet the individual businesses with booths. The event was fairly well attended, and allowed a lot of small businesses to showcase themselves and to better learn skills and best practices from other graduates of the program.

C. Lee has been in touch with the Small Business Council of the Los Angeles Unified School District for the sharing of best practices, with the hope that they can attend a future Commission meeting. They have streamlined their vendor process and eliminated barriers such as bonding issues for construction. They have an umbrella policy for the entire district, which covers any small construction company so they can be competitive. Small businesses also get extra points in their bidding process so they can get equal footing. Even if a larger contractor is awarded a contract, they are mandated to subcontract at least 30% to the small businesses and they track that very tightly. There are different state guidelines that we have to adhere to, but we can still learn from our neighbors.

6. Legislative

C. Rhodes-Ford: The legislature recently passed Asian Culture Day in Nevada, and several events took place to honor that day. C. Lee and M.A. Ku staffed a booth at the Asian Expo, and future Commissioner Adleen Stidhum participated in the event. They had a lot of programming to showcase the diversity of the Asian community. We were able to connect with a number of community organizations who were exhibiting at the expo, such as the Asian Community Development Council (ACDC), that offers citizenship classes, voter registration, and licensing. They try to remove barriers when it comes to language because there are many Asian dialects, and if you do not speak the main language, then you are at a disadvantage. ACDC plans to establish a second office in Reno, with the vision of expanding to other states.

C. Lee and C. Rhodes-Ford are working to draft several BDRs through Senator Segerblom. C. Rhodes-Ford explained the process of how a BDR becomes a bill. There are some activities in business development within the state that we feel can be improved with the right legislation.

7. Community Liaison

C. Rhodes-Ford asked if anyone is on any sheriff's advisory councils so we can coordinate our communications in that regard. C. Lee said she is working with the counterterrorism centers to help engage small business owners more actively, especially in Southern Nevada. We can be a powerful voice and eyes in the minority community for law enforcement. We are working on meeting with the FBI citizen patrol.

C. Rhodes-Ford highlighted a report on community policing by The Guinn Center, a non-profit, non-partisan policy think tank. It has information about police shootings and statistics on arrests, etc., and compares different police departments across the state.

C. Austin III plans to attend the Power of Justice event tomorrow, a criminal justice discussion at Victory Baptist from 6-8pm.

C. Flores attended the meet and greet with Henderson Police Chief Watson. M.A. Ku is working on scheduling a meeting with Chief Watson.

D. Management Analyst update

M.A. Ku participated at the Nevada Minority Health and Equity Coalition meeting, and about 20 non-profits attended. They formed last year and are still forming their board, and they are trying to organize their first conference in October with a panel and workshops. It will be free and open to the public. They are trying to mobilize the health community up North, so they are organizing a meet and greet with the HHS Director in Reno, and C. Conine will try to attend. There is a membership fee of \$100, which we may want to consider further down the road if we decide to get involved. M.A. Ku also met with the Office of Minority Health and Equity to see how we can align our resources so we are not duplicating efforts. They have three areas of focus: childhood obesity, mental health, and substance abuse. Since the healthcare subcommittee works on childhood obesity, that is one area where we can work together.

M.A. Ku also attended the Committee to Study Affordable Housing meeting. The housing situation in Nevada is dire—we are short 200,000 units, which grows at a pace of 20,000 per year and we only build 800 a year. They are working on a BDR for state tax credits alongside HUD credits for possibly \$40 million to start, so we will watch this issue as it develops.

There are two SBA events that M.A. Ku attended. One was hosted by the SBA National Ombudsman's office and the Deputy Ombudsman C. Natalie Lui Duncan spoke. They help small businesses with federal regulation and help them seek regulatory relief. M.A. Ku also attended the Global Federation of Chinese Businesswomen of Las Vegas event. The SBA was there again and also the US Commercial Service, which gave a presentation on how they help small businesses in Nevada export their goods overseas. They will actually research and set up meetings with potential partners/suppliers, so they are a great resource.

Several upcoming events include: a seminar on Innovations in the Healthcare System specific for the Latino Community at the Latin Chamber on Wednesday, an event at the Nevada Institute for Children's Research and Policy also on Wednesday – they conduct research in health and education of children, and an Asian Chamber luncheon on Thursday – the marketing director at the convention center will be speaking. M.A. Ku will be traveling to Carson City/Reno on June 19-20 and will be visiting the B&I office, meet with the Commissioners in the North, and exhibiting at the PTAC Small Business Matchmaker event on June 20. It is a one-on-one event with the small business and the procurement department, and we will have a side information booth representing both B&I and the Commission.

E. New collaterals and name badges

C. Conine proposed to order name badges for all the 9 Commissioners who are remaining or starting on July 1, 2018 and the Management Analyst to wear at events. C. Lee made a motion to approve the purchase of name badges up to \$200. C. Conine seconded. Motion carried unanimously. M.A. Ku proposed to get the brochure redesigned and printed, order business cards for all the Commissioners, and order another banner to use at events. C. Lee pointed out that there is a marked difference between our current brochures and the ones distributed by B&I, and future Commissioner Myisha Williams has offered her expertise to help us redesign the brochure. This represents our face to the community, and we need to work on improving our collateral. We have one-time money in the budget due to the creation of the new M.A. position. C. Lee made a motion to approve the purchase of new brochures, another banner, and business cards for new Commissioners and reappointed Commissioners not to exceed \$3000. C. Cole seconded. Motion carried unanimously.

F. Procedures for new media requests

M.A. Ku: There is currently no set policy for Commission media requests, and as our Commission gets elevated, there may be more requests for Commissioners to speak to the media. How does the Commission want to handle future media requests? C. Rhodes-Ford would like some time to digest and think about developing general guidelines if someone speaks on behalf of the Commission. C. Lee offered to draft a proposal on protocol for media relations, and we can distribute that to the Commissioners so they are prepared to discuss it at the next meeting.

G. New Business

C. Conine proposed looking into starting a social media presence for the Commission in the future and offered to help manage a Facebook page. C. Flores echoed the sentiment, as the Commission on Minority Affairs website does not list a lot of information. M.A. Ku commented that the Commission could add more information to the website if it wishes. C. Lee said we need to prioritize the time of the Management Analyst. C. Conine said that everyone is on social media and that is how they find events, so if we do not do it now, maybe we can revisit the topic in the future.

4. PUBLIC COMMENT

Future Commissioner Hasaan Azam is scheduled for a ride along with the Reno police and welcomed the Commission to submit any questions we would like for him to ask.

Future Commissioners Hasaan Azam and Myisha Williams both thanked the Commission for the meeting invitation and attending has helped them better understand the direction of the Commission.

5. ADJOURNMENT

- Meeting adjourned at 11:05am
- Next Meeting: Monday, June 18, 2018 at 9:30am
- o Reminder to complete monthly activity reports so all that information is on hand.