



STATE OF NEVADA
DIVERSITY AND
INCLUSION LIAISON (DIL)
ANNUAL MEETING





Welcome!
Call to order

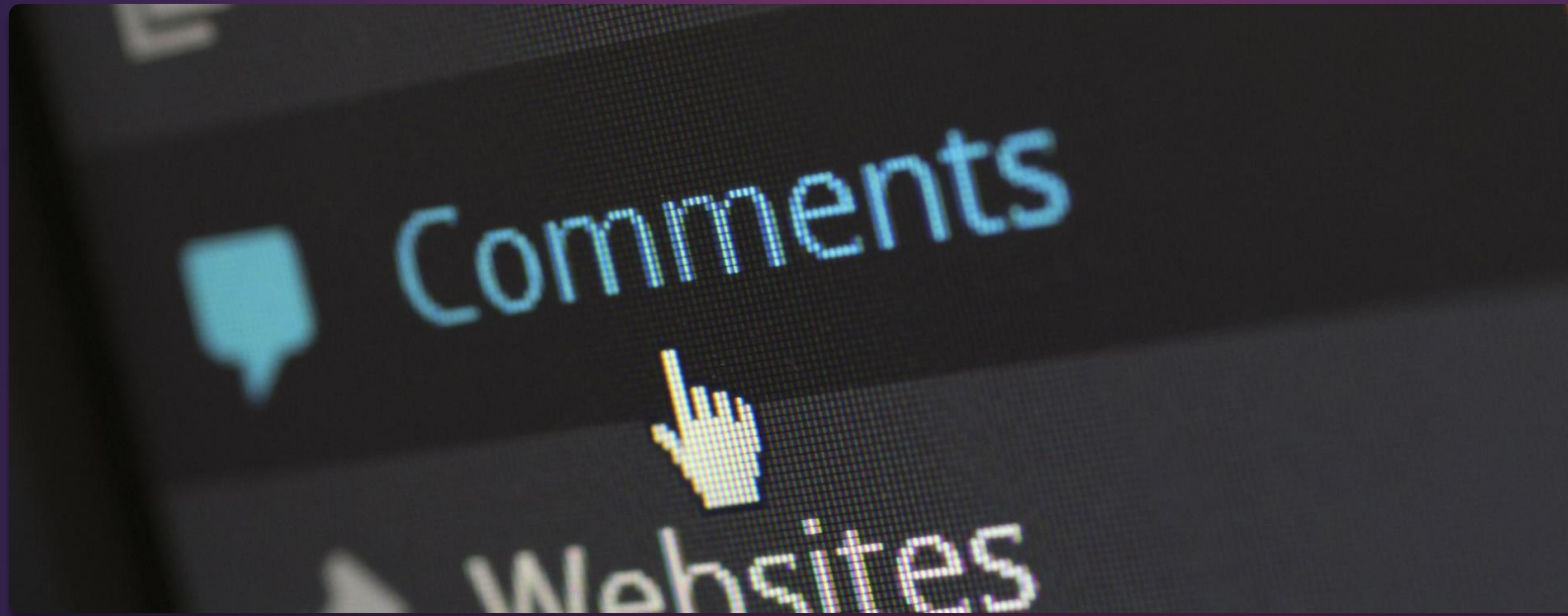
Roll Call and Opening Statements

- ▶ Please say, "here or present" when your name is called.



A person in a grey suit is shown from the chest up, holding a very tall, thick stack of papers. On top of the stack sits a silver alarm clock. The person's hands are clasped together at the base of the stack. The background is a dimly lit office with wooden shelves filled with papers and folders. The overall tone is dark and somber, suggesting a heavy workload or time pressure.

Approval of Minutes



Public
Comment

“Collaborations Across Communities” : Presentations on the Power of Working Together

- ▶ Breaking Barriers, Building Bridges: Advancing Diversity, Equity, and Inclusion through Action
- ▶ Fostering Unity: Advancing Equity and Inclusion in Historically Marginalized Communities
- ▶ Manifesting Internal DEI Initiatives Into External Service Delivery
- ▶ Advancing a Diverse, Equitable, and Inclusive Clean Energy Economy in Nevada



Breaking Barriers, Building Bridges

Advancing Diversity, Equity,
and Inclusion through Action

Marcela Rodriguez-Campo, Ph.D.
Nevada State University



**COMMUNITY, EQUITY,
DIVERSITY, AND INCLUSION**

NEVADA STATE COLLEGE

Table of Contents

1. Intro
2. Defining DEI
3. The why
4. Principles

Hi, I'm Dr. Marcela



- ▶ Director of the Office of Community, Equity, Diversity, & Inclusion @ Nevada State University
- ▶ Education & Immigration Community Scholar
- ▶ Former CCSD teacher & teacher-educator



Diversity



The who

- Multidimensional = Y'all means all
- Diversity drives innovation

(In)equity



The why

- Equality \neq Equity
- Unequal access to resources causes inequities to persist
- Ensuring everyone has what they **need** to succeed

Inclusion



The how

- Intentionally designing services & experiences with the community in mind to enable engagement & participation.
- Collaborative iterative process

The Why

2X

- BIPOC likely to die from Covid-19.

10X

- Native American women are murdered or go missing.

4X

- Likely to live in poverty.

3X

- Black women maternal mortality rate.

1/2

- As likely to earn a bachelors.

8X

- White family wealth to Black & Hispanic families.

Median white family \$184,000 compared to \$23,000 and \$38,000 for the median Black and Hispanic families

SOURCE: U.S. TREASURY (2022), CENTERS FOR DISEASE CONTROL (2022)

1. Share Power

“Who is speaking & to whom?...
We fear those who speak about us
who do not speak to us & with us.”



Bell Hooks
Marginality as site of resistance



2. Synergy

“If you have come hereto help me you are wasting your time, but if you have come because your liberation is bound up with mine, then let us work together.”



Lilla Watson
Aboriginal activist & Educator



3. Redistribute Resources

“People closest to the problem are closest to the solution.”

...But furthest from power & resources.”



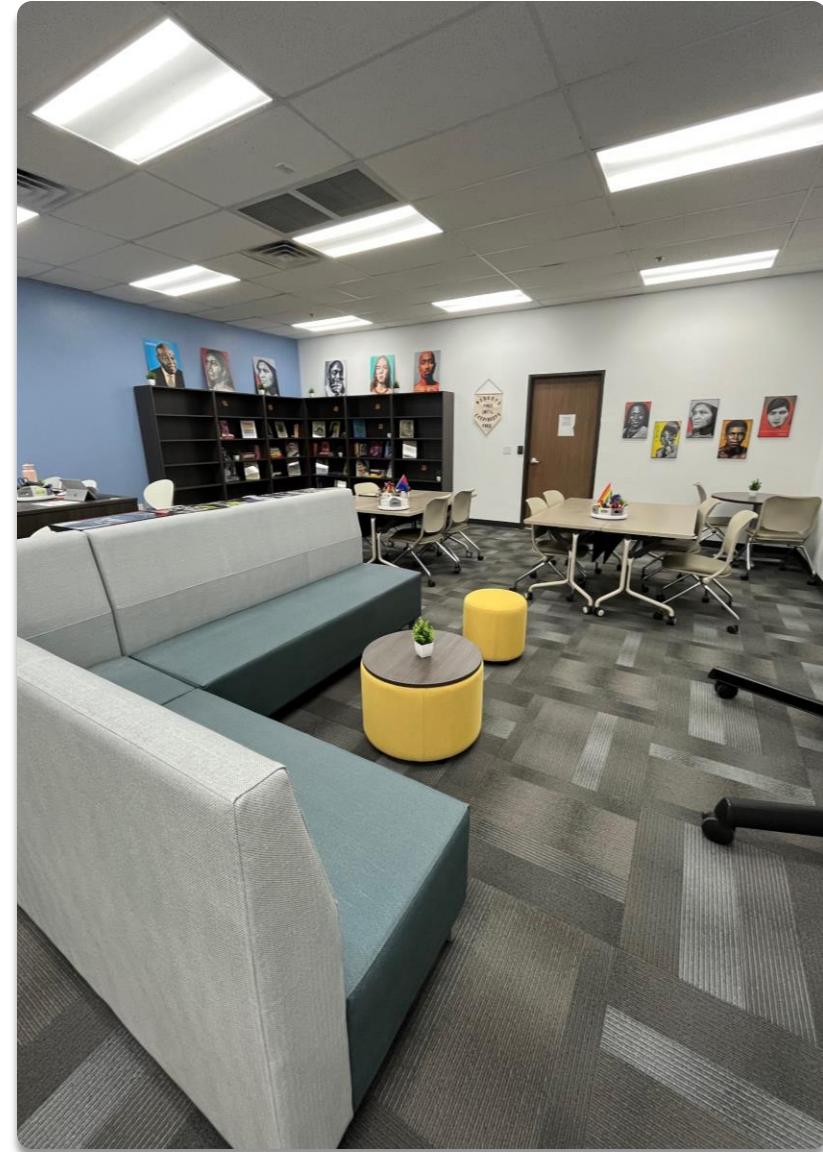
Glenn E. Martin
President, JustLeadership USA



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Advancing Equity and Inclusion in Historically Marginalized Communities

From the perspective of a Minority Serving Organization

Guy Girardin, President – Puentes

- ▶ Puentes is a 501 (c)(3), nonprofit organization focused on reducing inequality through the development of sustainable support and services which improve the social determinants of health in the communities we serve.

Community Resource Assistance

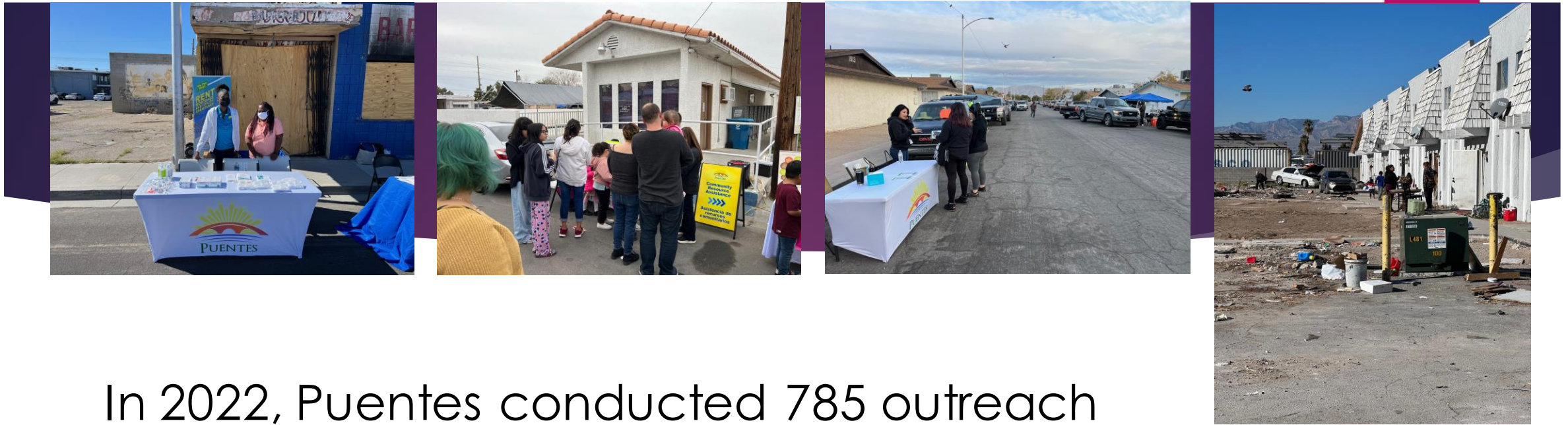
Bilingual Guidance,
Navigation and Support

Direct, On-Location
Engagement

Culturally Sensitive &
Conditionally Aware

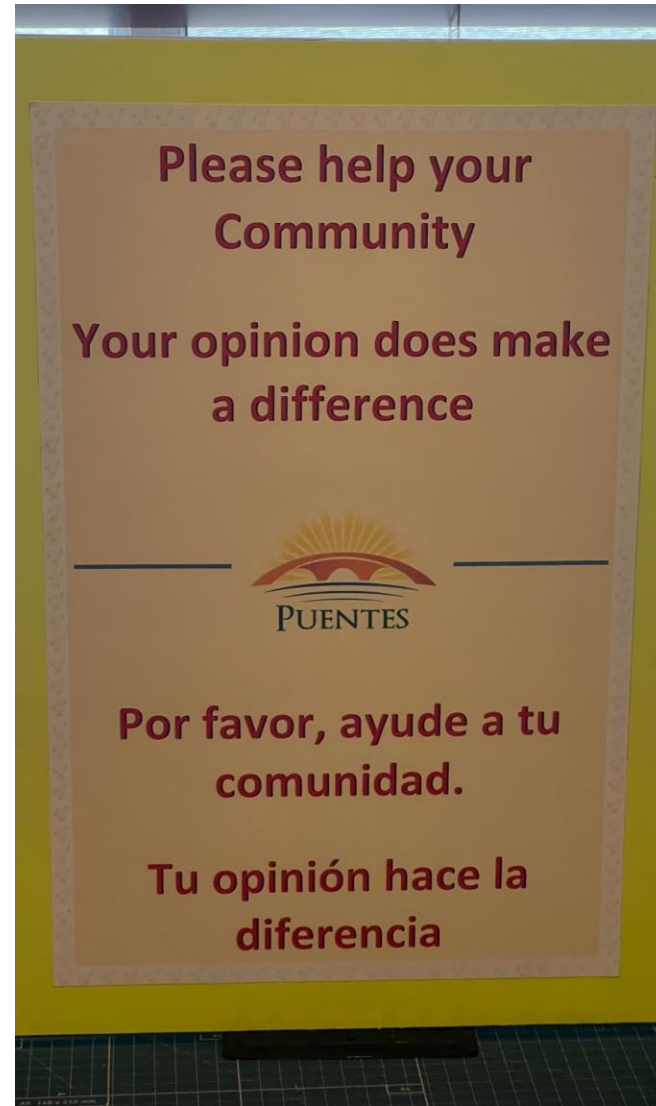
Historically Marginalized
Community Focus





In 2022, Puentes conducted 785 outreach engagements in areas of concentrated poverty within historically neglected communities, home to many from different social and cultural backgrounds.

Advancing equity and inclusion in neglected communities begins with contextualization, done without assumption, bias or judgement in order to enlighten ourselves of realities and perspectives very different from our own.



Subsequently, direct, sincere engagement is necessary to overcome hesitancy and distrust before communities will be receptive to conversations involving historical injustice, social cohesion and the concept of belonging.

“No one cares how much you know, until they know how much you care”

— Theodore Roosevelt



Have patience; understand that the conversations you want to have today may not be a priority for families struggling with the realities of daily life. Don't give up – instead, view DEI as an element of comprehensive, SDOH driven support.



Work with MSOs to ensure programs are vetted for implicit bias, exclusionary policies and procedures as well as cultural, conditional and operational relevancy.



Establish relationships through street-level outreach by personnel representative of the community.



Note to Funding Agencies:

- ▶ Consider how metrics, evidence-based practices, surveys and funding processes can perpetuate inequity.



And to
ourselves:

- ▶ Affirm and embrace the diversity, beliefs, values and practices of people from different social and cultural backgrounds



▶ Develop an innate spirit of cultural sensitivity borne of curiosity, mutual respect and the eager acceptance of ways of being not necessarily our own.



▶ Seek understanding,
recognized how one's own
cultural influences interaction
with others.




▶ Become aware of cultural differences and similarities without judgement, asserting power or assigning them a value – positive or negative, better or worse, right or wrong.



► And in closing, recognize that one approach does not fit all communities, but the best approach begins by listening to the community's needs and concerns, acknowledge fears and historical injustices then develop solutions contextualized to the community.





Thank you for your kind attention. Please
feel free to reach out if ever we can be of
assistance.
It would be a privilege!

Guy Girardin

(702)250-8055 | guy.g@puenteslasvegas.org



Joe Lombardo
Governor



Richard Whitley
Director

Manifesting Internal DEI Initiatives Into External Service Delivery

Division of Welfare and Supportive Services

Niani Cooper, Social Services Manager I

Department of Health and Human Services

Helping people. It's who we are and what we do.

Core Value Assessment

- ▶ Office of Minority Health and Equity (NOMHE) created the Core Values Assessment (CVA) to determine the efficacy of Nevada's Department of Health and Human Services (DHHS) current service delivery to marginalized communities.
- ▶ A total of 687 employees from DWSS took part in the Core Values Assessment Survey 2022. Many individuals did not complete the survey entirely. As a result, the total number of responses may vary. Of those individuals, 557 have a position that faces the public or engages with diverse and marginalized communities.
- ▶ The data indicated that staff could improve our division's efforts to ensure that services are culturally competent, linguistically appropriate, and accessible to minority groups and underserved communities.
- ▶ The Department of Health and Human Services (DHHS) created CVA groups that worked on an action plan with help from NOMHE to improve our employee's knowledge around cultural competency and accessibility in helping underserved communities.



DEI Advisory Group

- ▶ In 2020, the previous administration issued a Proclamation declaring racism as a public health crisis. In response to this crisis, DHHS formed the DHHS Diversity, Equity and Inclusion (DEI) Steering Committee. The DEI Steering Committee is chaired by all levels of staff from each Division.
- ▶ The DHHS Director's Call to Action and the Situational Analysis will solicit interest in participating in DEI Advisory Groups. Each Division will have its own DEI Advisory Group, comprised of staff from every level.



Internal DEI Works Manifests to External Services



DWSS social services managers attended the Cultural Competency Workshop Training in 2023.



DWSS has added DEI messaging to our monthly newsletter, giving staff tips and information about the DEI landscape.



Our DEI liaison is available for staff to have a point of contact for DEI related occurrences or questions.



DWSS staff is trained in cultural competency (with positive DEI messaging) to help internal staff serve the public better.

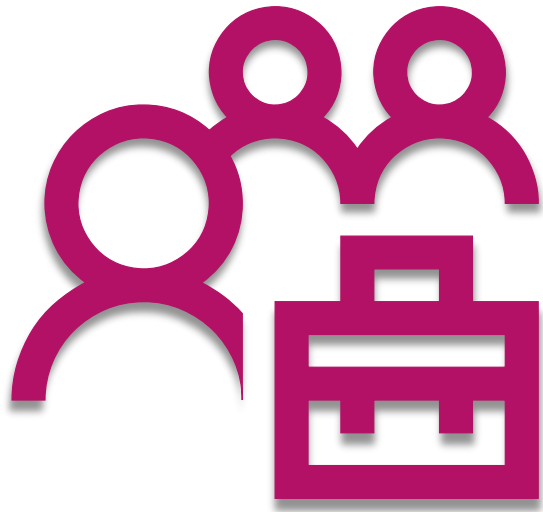


Targeted Outreach Partnership (TOP)

- ▶ DWSS has TOP staff working in the community, meeting customers where they are.
- ▶ TOP is in 183 sites, both virtual and in person, and will be expanding.
- ▶ TOP staff attend local community events statewide with information covering all DWSS programs and eligibility criteria.



Workforce Service & Development



- ▶ Recovery Friendly Workforce
- ▶ Workforce and Development
- ▶ Homeless to Housing

DEI State of Nevada & Community Based Organizations

DEI advancement

-Expand outreach work within state agencies.

-Train all state employees with a DEI lens.

-Create a safe, open, transparent place for community organizations and state agencies to share information.

-Understand the work is hard.

-Understand the importance of DEI advancement to individual and our community.



Contact Information



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- ▶ Social Services Manager I (H2H)
- ▶ ncooper@dwss.nv.gov

Advancing a Diverse, Equitable, and Inclusive Clean Energy Economy in Nevada

Presentation by Kirsten Stasio, CEO, Nevada Clean Energy Fund



About the Nevada Clean Energy Fund

The Nevada Clean Energy Fund (NCEF) is a 501 (c)3 nonprofit organization

The mission	The need	The solution	The impact
Support a thriving, affordable, and accessible clean energy economy in Nevada	Nevadans lack the resources necessary to access clean energy opportunities, reduce energy costs, and live in a healthy environment and climate	Provide access to capital and technical assistance to residents, affordable housing, schools, local businesses, nonprofits, and others in Nevada for building efficiency and electrification, clean vehicles, renewable energy, and storage	Tackle climate change Reduce energy insecurity Advance energy justice Improve air quality & health create quality jobs

The NCEF Board of Directors

NCEF's Board of Directors bring expertise and networks in energy, investing, real estate, economic development, finance, policy, industry, and education



Sharath Chandra, Board Chair

- Real Estate Administrator, Nevada Department of Business and Industry
- 15+ years in affordable housing, NV gov't



Les Lazareck, Board Vice Chair

- Managing Member, Home Energy Connection
- 20+ years as a building performance specialist; energy auditor



Robert Johnston, Board Treasurer

- 30+ years in utility regulation, clean energy and climate policy
- Attorney



Dwayne McClinton, Board Member

- Director, Nevada Governor's Office of Energy
- 20 years in the energy sector



Guy Snow, Board Member

- President of SolarNV
- 20+ years as an electrical and solar contractor



Sandy O'Laughlin, Board Member

- Commissioner, Nevada Financial Institutions Division
- 30+ years of banking experience



Chris Wile, Board Member

- Assistant Business Manager / Business Agent, IBEW Local 357
- >1 GW of solar + storage sites in Nevada



James Humm, Board Member

- Director of Public Policy & Government Affairs, Nevada Governor's Office of Economic Development



Jason Geddes, Board Member

- Energy & Sustainability Manager, Washoe County School District
- Nevada System of Higher Education Regent

NCEF is Based on Successful Green Bank Model

- NCEF was created by state legislation in 2017 to serve as the state's "green bank," an institutional model executed in over a dozen US states

Nevada Governor Signs Green Bank Bill

BY COALITION FOR GREEN CAPITAL | JUN 6, 2017

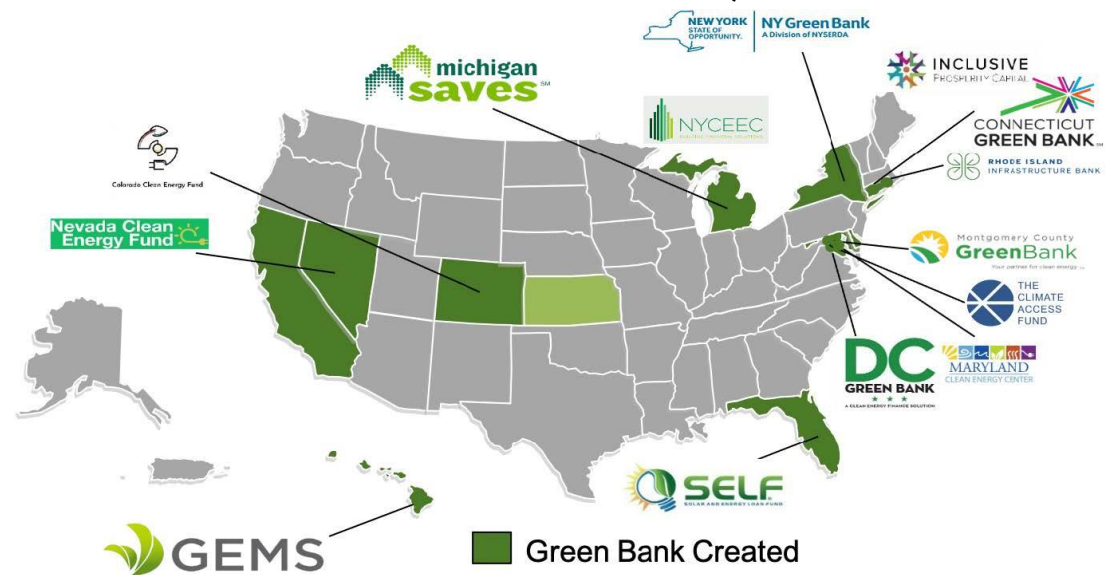


This week, Nevada Governor Brian Sandoval (R) signed a bill establishing a Nevada Green Bank into law. **The bill** directs the Nevada Governor's Office of Energy to create an independent, nonprofit corporation named "the Nevada Clean Energy Fund." The Nevada Clean Energy Fund purpose will be to support the deployment of clean energy technologies in the state. To accomplish this goal, the Clean Energy Fund will offer a range of financing structures, forms, and techniques for clean energy projects.

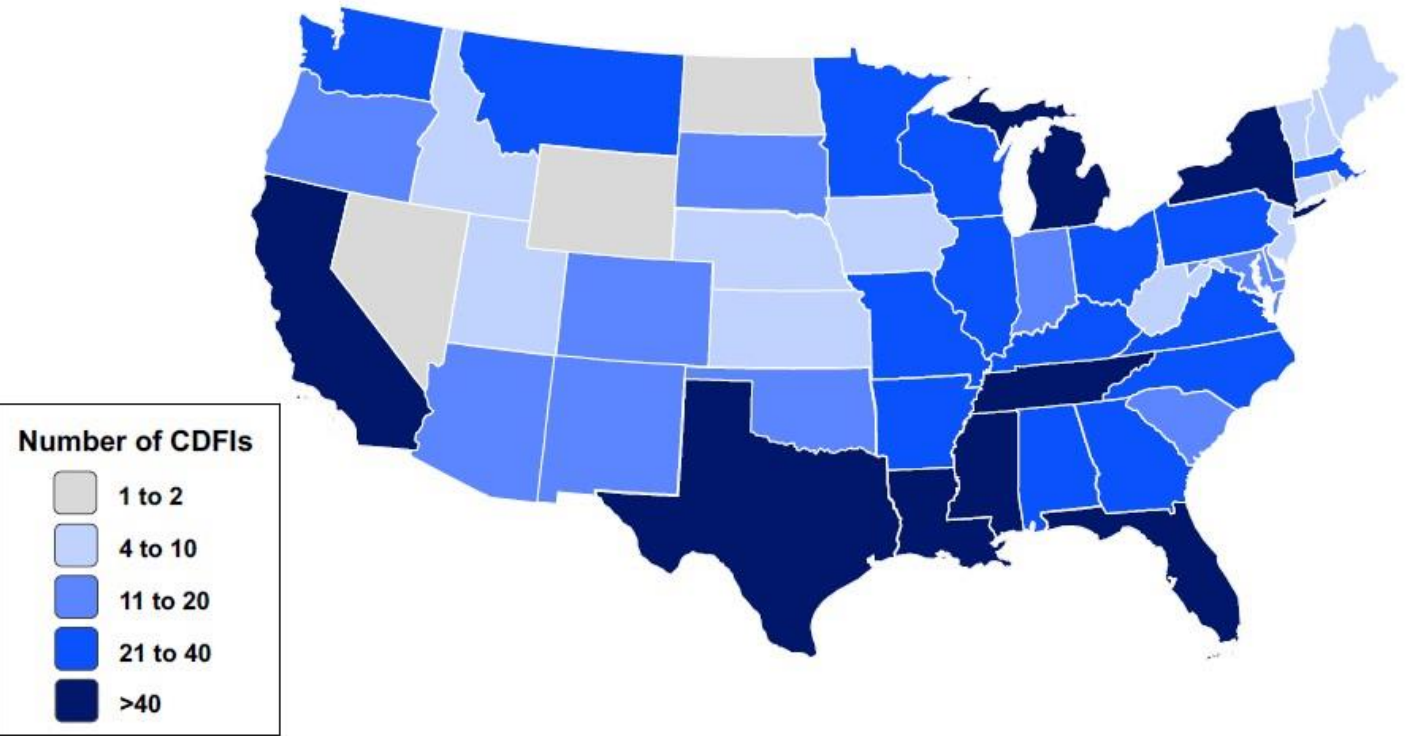
A Green Bank is an enormous opportunity for Nevada

- NCEF is launching proven solutions implemented by other green banks for over a decade

A Dozen States Have Green Banks, More in the Works



Community Financing Ecosystems by State

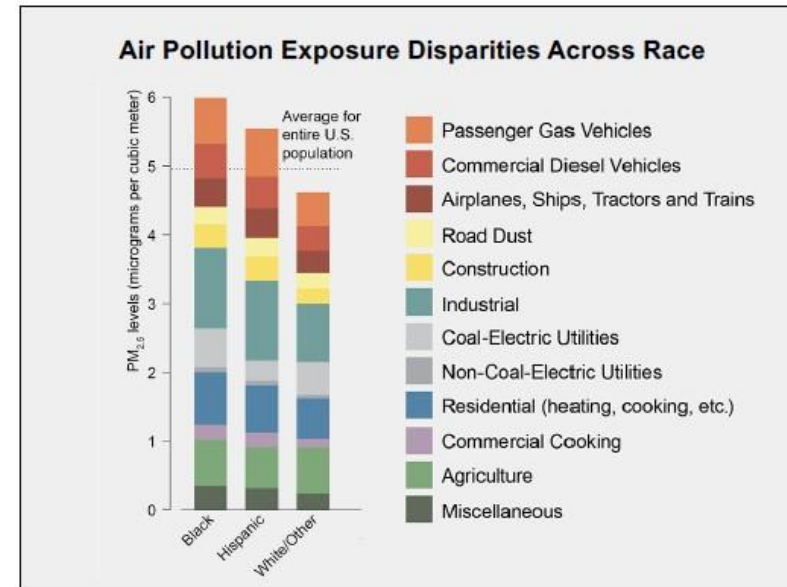
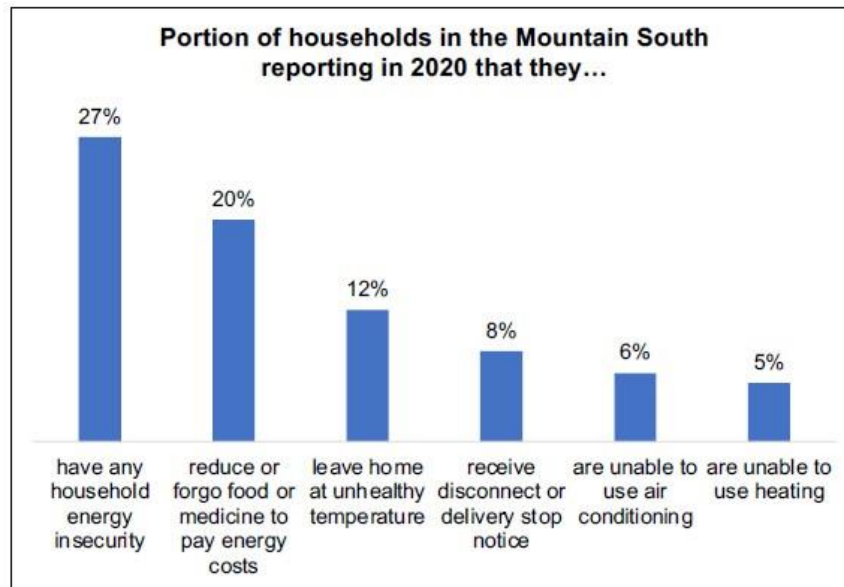


Source: CDFI Fund (April 2021)

Underserved Communities Bear the Greatest Energy Burden

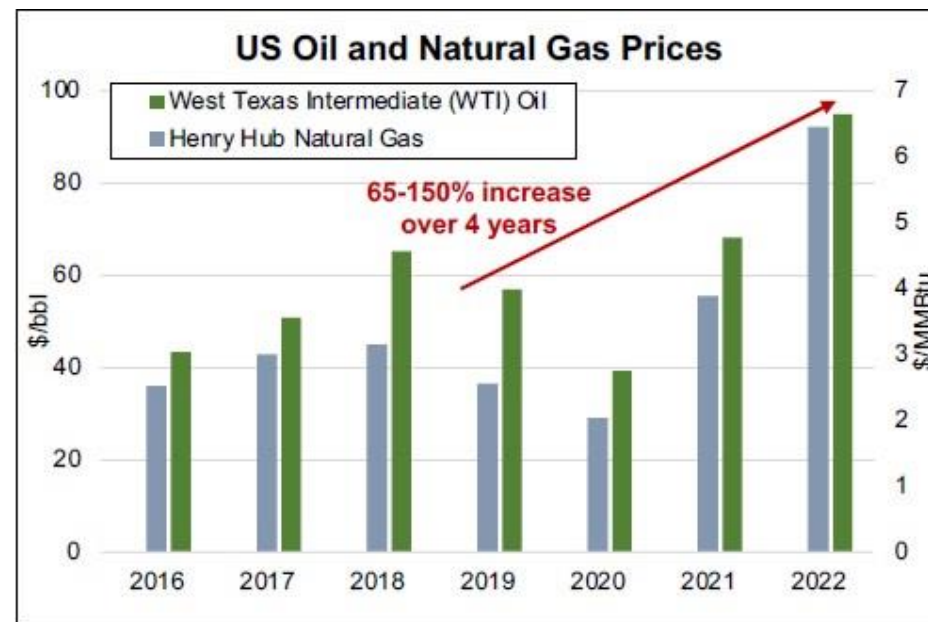
Low-income households in Nevada spend >10% of their income on electricity and natural gas alone, and significantly more than that on gasoline.

People of Color and low-income communities are disproportionately exposed to air pollution from the energy sector.



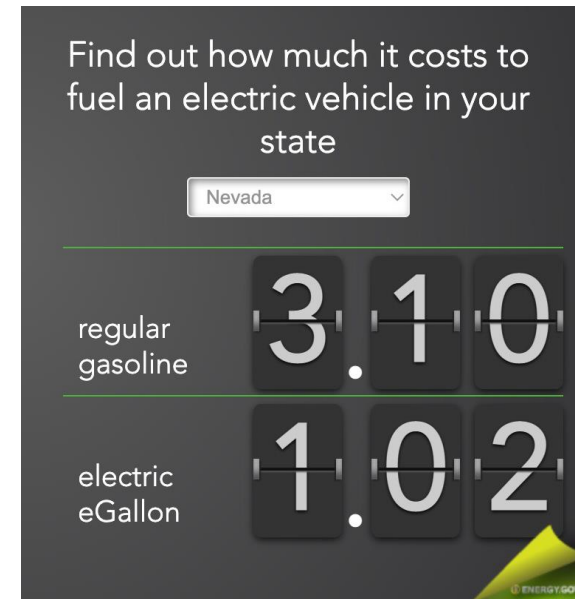
The Need for Affordable, Clean Energy is Becoming More Urgent

- Since 1970, Las Vegas and Reno temperatures rose 5.5°F and 7.4°F, making them the fastest-warming cities in the US and driving up A/C demand.
- Aridification of the southwestern US is reducing water supplies, further straining power resources and prices in the region.



Clean Energy Resources Enable Significant Cost Savings

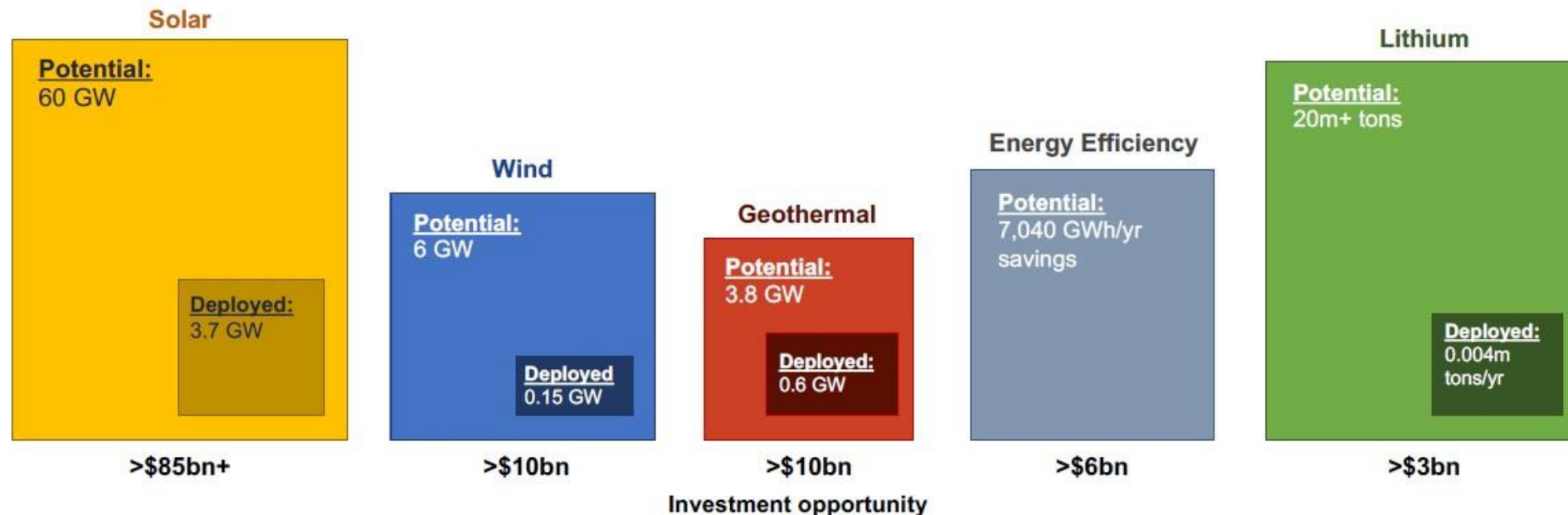
- Payback periods and return on investments (ROIs) on clean energy investments can be very attractive but require an initial capital investment to realize.
- Subsidies and health/climate benefits make these investments even more attractive to consumers and society.



Source: NREL ResStock (2017)

Nevada Has Immense Potential to Drive Renewable Energy, EV Growth in the West and the World

- Renewables meet ~30% of Nevada's electricity needs today. Nevada has a goal of sourcing 50% of its electricity needs from renewables by 2030 and a net-zero GHG emissions target by 2050.
- Nevada has significant untapped solar, geothermal, wind, and energy efficiency resources that could be economically developed, and continued potential growth as a key player in battery and EV supply chains



Key Barriers Preventing Access to Clean Energy

Lack of information on efficient, cost-effective energy measures

Lack of education of federal, state, and/ or utility incentives available

Lack of trusted contractor to install measure

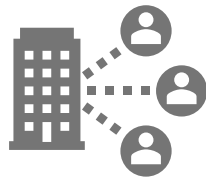
Lack of access credit to invest in more efficient, clean measure

NCEF Programmatic Priorities to Make Clean Energy Accessible to Nevada

- ▶ NCEF's programs provide clean energy financial and technical assistance to residents, Tribes, affordable housing developers, local businesses, schools, governments, community leaders, and others in Nevada
- ▶ These programs support clean energy measures such as building efficiency and electrification, clean vehicles, and solar and energy storage.



Single-Family Homes



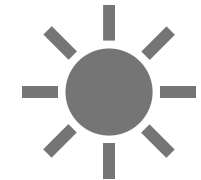
Multifamily Homes



Commercial Buildings



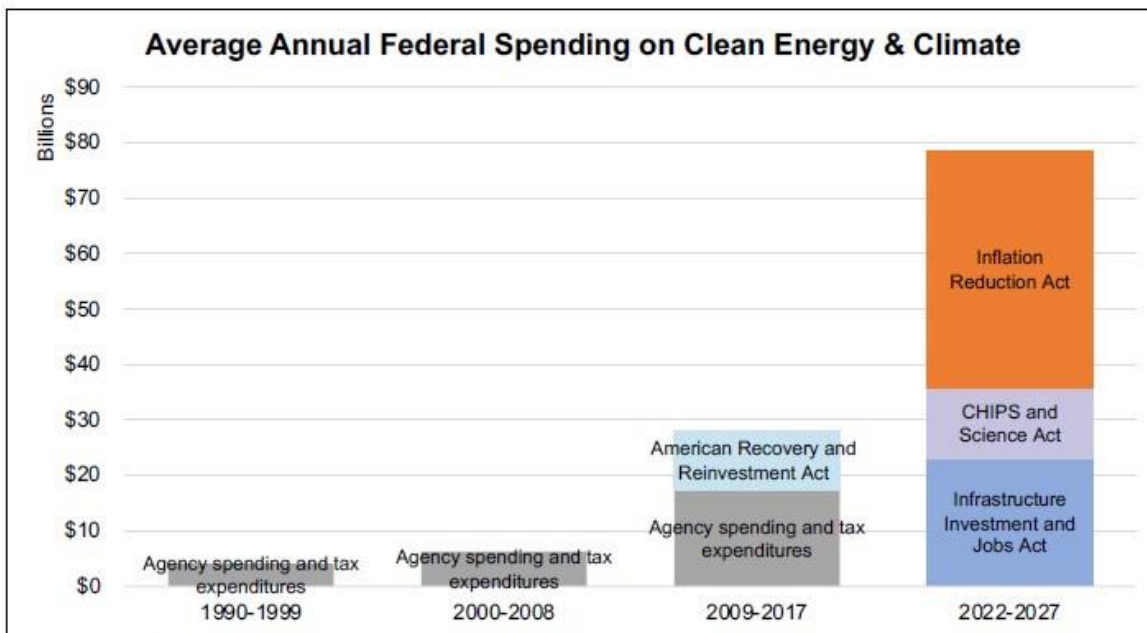
Vehicle Fleets



Rural & Tribal
Solar + Storage

A Singular Opportunity for Nevada and Our Climate

- The Inflation Reduction Act makes nearly \$400 billion of federal funds available to advance clean energy and climate solutions – an unprecedented amount that can enable the US to make great strides towards its climate goals.
- The \$27 billion Greenhouse Gas (GHG) Reduction Fund will be competitively administered by the US Environmental Protection Agency for nonprofit entities like NCEF to launch clean energy financing and assistance programs




Data Source: RMI, December 2022.

The Federal Government's Justice40 Initiative

- Executive Order 14008 on January 24, 2021, set the goal that 40% of the overall benefits of certain Federal investments benefits disadvantaged communities (DACs).

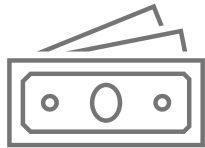
Justice40 Policy Priorities

- 
- | |
|--|
| 1. Decrease energy burden in disadvantaged communities (DACs). |
| 2. Decrease environmental exposure and burdens for DACs |
| 3. Increase parity in clean energy technology (e.g., solar, storage) access and adoption in DACs. |
| 4. Increase access to low-cost capital in DACs. |
| 5. Increase clean energy enterprise creation and contracting (MBE/DBE) in DACs. |
| 6. Increase clean energy jobs, job pipeline, and job training for individuals from DACs. |
| 7. Increase energy resiliency in DACs. |
| 8. Increase energy democracy in DACs. |

What Community Engagement Means for NCEF



Target programs to address chronic barriers for underserved communities



Build capacity to access federal, state and local clean energy funding



Meaningfully engage communities in program design and implementation



Support a diverse and inclusive clean energy workforce



Ensure that disadvantaged communities substantially benefit from clean energy

Thank you



Website: <https://nevadacef.org/>

Twitter: <https://twitter.com/nevadaCEF>

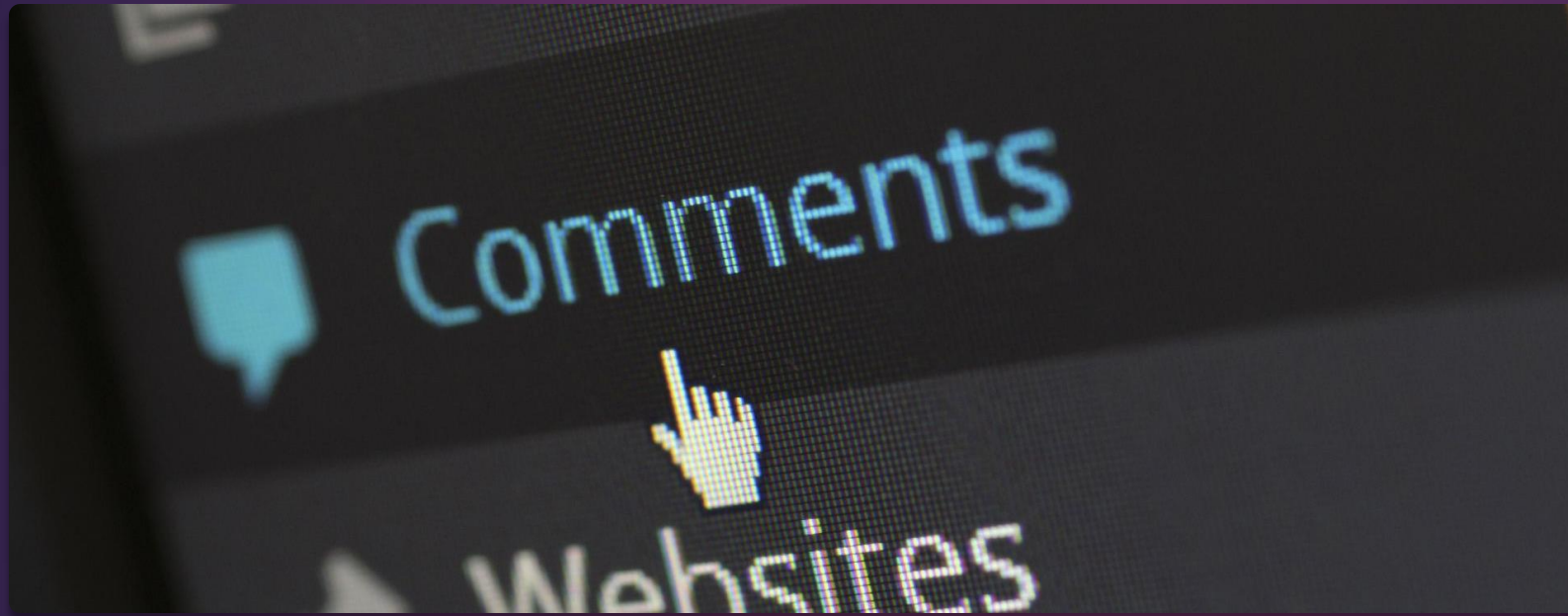
Contact the CEO:

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Facilitated Discussion
between Diversity
Inclusion Liaisons (DILs)
and Minority Serving
Organizations (MSOs)



Public
Comment

Next Steps →



Adjournment