



Minutes (DRAFT)
Of the meeting of the
Diversity and Inclusion Liaison (DIL) Annual Meeting
July 24, 2024

1. Call to Order

Iris Jones, Director, Governor's Office for New Americans (ONA)

Iris Jones stated the date as July 24, 2024. She informed all participants that this meeting had the closed captioning feature available. To enable this function, she advised attendees to select the 3 dots along top toolbar and then select Language/Speech. She officially welcomed everyone. She introduced herself as Iris Ramos Jones, Director of the Governor's Office for New Americans (aka ONA).

Iris Jones states that ONA, along with the Nevada Office of Minority Health and Equity (aka NOMHE), and the Nevada Commission for Minority Affairs are the 3 organizations identified by statute to support the work of Diversity and Inclusion Liaisons (or DILs). Instead of naming the 3 agencies, collectively they are known as the Minority Interagency Collaborative – or as MIC.

Iris Jones stated that the Diversity and Inclusions Liaisons (DILs) assist their respective agencies with four functions.

1. Assist their state agency with promoting effective communication and cultural competency in providing effective services to minority groups.
2. Serve as a contact person who shall maintain ongoing communication between their state agency and members of minority groups.
3. Provide technical assistance to the state agency on new programs and services offered by their state agency that are intended to increase accessibility for members of minority groups.
4. Collaborate with other Diversity and Inclusion Liaisons from other agencies to increase accessibility and inclusivity for members of minority groups.

Iris Jones indicated that this meeting served as the 2024 DIL Annual Meeting and it is the only statutorily required meeting of DILs and must include representatives from Minority Serving Organizations (MSOs).

Iris Jones asked that in lieu of a virtual roll call:

- All attending DILs should add their contact information in the Chat box. They were asked to enter their name, department and/or agency, and email. They were also asked to indicate if they were a DIL. DILs were encouraged to remain camera on at all times during the meeting.
- All attending MSOs were asked to add their contact information in the Chat box as well. They were asked to include their name and organization. Furthermore, they were asked to end their entry by indicating if they were an MSO.

Iris Jones advised other individuals attending from the public who were not DILs or MSOs to not enter their information in the chat box. Also, they were advised to remain camera off unless they were going to offer remarks during one of the opportunities for Public Comments.

Iris Jones reminded individuals to state their name every time they made a Public Comment. She turned it over to Angie Rojas.

Diversity and Inclusions Liaisons and alternates were instructed to enter their information in the chat.

- **Present:** Aimee Morrill from the Department of Employment, Training, and Rehabilitation (DETR), Brandon J. Bishop from the Conserve Nevada Program & Nevada Water Conservation Infrastructure Initiative (DCNR), Brettani Weinhold from the Nevada State Public Charter School Authority, Carol Shelton from the Commission on Mineral Resources, Division of Minerals, Charvez Foger from the Department of Business & Industry, Cheyenne Acevedo with the Sagebrush Ecosystem Program, Debra Mason with the Department of Public Safety, Denise Castillo with the Governor's Finance Office, Denise Beronio with the Nevada Department of Conservation and Natural Resources, Division of Outdoor Recreation, Donielle Allen from the Division of Public and Behavioral Health, Eric Antle with the Nevada Department of Conservation and Natural Resources, Division of Forestry, Erika Hernandez with Public Utilities Commission of Nevada, Iris Jones with the Office of New Americans, Janice Keillor with the Nevada Department of Conservation and Natural Resources, Division of State Parks, Jennifer Jackson with the Nevada Department of Conservation and Natural Resources, John Guillory with the Nevada Department of Conservation and Natural Resources, Division of Water Resources, Jose Sepulveda with the Department of Sentencing Policy, Kelly Benoit with the Department of Tourism & Cultural Affairs, Kenny DuPree II with the Office of Military Nevada National Guard, Kimberly Smith with the Department of Administration, Division of Human Resource Management, Lis Dziminski with the Governor's Office of Science, Innovation & Technology (OSIT), Maria Janos with the Division of Children and Family Services (DCFS), Melany Aten with the Nevada Department of Conservation and Natural Resources, Conservation District Program, Melissa Spears, with the Nevada Department of Conservation and Natural Resources, Division of Natural Heritage, Michelle Sibley with the Governor's Office of Economic Development, Miles Terrasas with the Division of Aging and Disability (ADSD), Monica Schiffer with the Division of Health Care Policy and Financing (DHCFP), Niani Cooper with the Division of Welfare and Supportive Services (DWSS), Nicholas R. Wilhelm with the Department of Taxation, Peter P. Handy with the Department of Indigent Defense Services, Ross Armstrong with the Nevada Commission on Ethics, Sara Tajalli with the Nevada Cannabis Compliance Board, Sarah A. Bradley from the Nevada State Board of Medical Examiners, Tammy Brunson with the Office of the Secretary of State, Tya Mathis-Coleman with the Nevada State Treasurer's Office, Vickie C. Coll with the Department of Motor Vehicles, and Viki Windfeldt with the Nevada State Board of Accountancy.
- **Absent:** Alan Vance from the Nevada Department of Conservation and Natural Resources, Division of State Lands, Blanche Dieket from the Department of Veteran Services, Chuy Ampudia with the State Controller's Office, Felicia Gonzales with the Department of Education, Fred C. Dilger with the Department of Nuclear Projects, Frederick Perdomo with the Nevada Department of Conservation and Natural Resources, Division of Environmental Protection, Kaitlyn Blagen with the Silver State Health Insurance Exchange, Kaleb Hall with the Colorado River Commission, Leslie Bittleston with the Nevada Public Employees Benefits Program (PEBP), Mary Carolina Kludasch with the Department of Transportation, Melanie Sanchez Hernandez with the Nevada Department of Agriculture, Division of Administrative Services, Rebecca Lynn Palmer with the Nevada Department of Conservation and Natural Resources, Nevada Office of Historic Preservation, Sharhea Noble-Muir with the Nevada Gaming Control Board, and Sharla Bennett with the Department of Correction.
- **Also present:** Adela Victorino with Nevada Health Link, Andrea Gregg from Area Health Education Centers (AHEC), Angie Rojas from the Commission on Minority Affairs, Ashlen Ramit from Hearth, Demetrius, Devani Silva with the Department of Administration, Division of Human Resource Management,

Dominique Carter with the Division of Children and Family Services (DCFS), Evelyn Donis de Miranda with the Nevada Office of Minority Health and Equity (NOMHE), Fuilala Riley from the Help of Southern Nevada, Gwen Taylor with Accept, Jason Banales with the Nevada Cannabis Compliance Board, Jessica Turner with the Office of New Americans, Kaiulani Karosich with the Alzheimer Association, Karina Fox with the Nevada Office of Minority Health and Equity (NOMHE), Linda Anderson with the Nevada Public Health Foundation, Marcela Rodriguez-Campo with Nevada State, Milan Devetak, Nic Steele with Access, Nicholas Chiang, Nicole Stephens with the Governor's Finance Office, Patricia Olmstead with the Department of Taxation, Princette Bowling with the Nevada Office of Minority Health and Equity (NOMHE), Ricardo Rubalcaba with High Sierra AHEC, Ro Gil with the Food Bank of Northern Nevada, Samantha DeAndrea with the DOULA Co-Op of Nevada, Senator Melanie Scheible, Shannin Pierce with the Division of Public and Behavioral Health, Sheena Childers with DETR, Tina Dortch with the Nevada Office of Minority Health and Equity (NOMHE), Michael Venton II.

2. Approval of July 19, 2023, Minutes (For Possible Action)

Angie Rojas, Nevada Commission on Minority Affairs

Angie Rojas introduced herself as the Management Analysis for the Commission on Minority Affairs. She moved to the agenda Item #2 which was the Approval of the July 19, 2023, meeting minutes. She stated that this section was only for the DILs to participate.

Angie Rojas asked for a motion to approve the minutes.

Angie Rojas stated that Ross Armstrong made the motion to approve the minutes. Then she asked for a second.

An individual seconded the motion but failed to state their name.

Angie Rojas asked if DILs had any comments regarding the minutes. Seeing none, Angie Rojas moved to approve the minutes.

All were in favor.

Angie Rojas stated that the minutes for the July 19, 2023, minutes were approved.

Angie Rojas turned it over to Tina Dortch.

Tina Dortch thanked Angie Rojas. She called the meeting to order at 2:07 pm. Also, she reminded everyone to state their name when speaking. This is important for the development of the minutes.

3. Public Comment

Tina Dortch, Program Manager, Nevada Office of Minority and Equity (NOMHE)

Tina Dortch stated that no action could be taken on a matter raised under this item until the matter is included on a future agenda as an item on which action may be taken. The Facilitator placed a two (2) minute limit on the time individuals could address the DILs, the Governor's Office for New Americans, the Nevada Office of Minority Health and Equity, and the Nevada Commission on Minority Affairs. The Facilitator elected to allow public comment on a specific agenda item when that item is being considered. To provide public comment telephonically, individuals were instructed to dial (775) 321-6111 any time after the Facilitator announced the period of public comment. When prompted to provide the Meeting ID, enter 817 833 891#.

Tina Dortch asked for assistance locating individuals who had raised their hands to provide comments.

Kelly Benoit stated that she did not want to make a public comment but stated that she was having issues putting her name in the chat. She asked the facilitators to record that she was present in the meeting.

Michelle Sibley stated that she was receiving the same message.

Viki Windfeldt stated the same.

Carol Shelton stated that they were having the same message as well.

John Guillory stated the same.

Jennifer M. Jackson stated the same.

Iris Jones pointed out that people outside the organization were having that issue. Furthermore, she stated that she had a message on her chat that said that some people who are outside the organization do not have the ability to reply on the chat.

Carol Shelton stated that this was correct.

Tina Dortch stated that for the sake of time, the chat matter would be worked out offline. She acknowledges two individuals for public comment.

Kaiulani Karosich introduced herself as a public program manager at the Alzheimer's Association in Nevada. She stated that the association they are trying to get into the underserved communities and expand their education programs. They are trying to provide support in different areas. As the new state plan comes out, there is a big focus on the underserved, and they are trying to tackle it all as a group. They are present to provide support.

Tina Dortch thanked Kaiulani Karosich and asked if there were any other individuals who wanted to make public comment.

There were no other public comments, so Tina Dorch turned it over to Iris Jones.

4. [Annual Diversity and Inclusion Liaison \(DIL\) Meeting Presentations by Senator Scheible \(For Information Only\)](#)

Iris Jones, Director, Governor's Office for New Americans – Introduction Senator

Iris Jones stated that this year, the guest speaker was Senator Melanie Scheible. She is a leader in the Nevada Legislature, representing District 9. She is the Chair of the Senate Judiciary Committee and a Majority Whip. She is the sponsor of the bill that created the Diversity and Inclusion initiative. Since being elected in 2018 Senator Scheible has been instrumental in reforming the Nevada Department of Corrections to bring justice to incarcerated people and their families. She has also been recognized as a champion for the LGBTQ people and is an active member of the community. Melanie attended Columbia Law School as a Public Interest Fellow, where she graduated with a Juris Doctor degree. She also served as a pro bono mediator for the Department of Justice Equal Employment Opportunity Commission. Before law school, Melanie attended Stanford University, earning her undergraduate degree in Public Policy and Honors in Ethics in Society.

Iris Jones turned it over to Senator Melanie Scheible.

Senator Melanie Scheible stated that she was thrilled to be part of the meeting. She thanked Director Ramos Jones for her leadership on this issue and for inviting her to the meeting. She also thanked Angie Rojas for ensuring that she made it to the meeting. Likewise, she thanked Tina Dortch for all the hard work leading up to the meeting.

The Senator stated that she saw several dozen DILs or Diversity and Inclusion Liaisons in the meeting and that was amazing. When the bill was passed, they had to invent some enforcement mechanisms. The bill itself did not have built-in ways to ensure that when the bill was passed, it was going to be implemented. This was a concern. One of those concerns was that department could not designate somebody for this role. Everyone has stepped up and go above and beyond. The Senator acknowledged that there were many DILs from the same organization, but different agencies, arms or branches and that was fantastic. She stated that this was the exact point of SB 222 of the 21st session. The idea was to create more points of contacts in government agencies. This was to ensure that nobody felt to the cracks, whether it was in the Department of Conservation and Natural Resources, the Department of Health and Human Services, or the State Treasurer's Office. The Senator expressed her excitement about seeing representation from government agencies. The idea behind the bill was to ensure that people have access to their government because a good government is a transparent government. A government where people are able to voice their opinions, where people are able to participate in the process and where everybody has the opportunity. Furthermore, the purpose of creating this program included having a point person to create one liaison within an office who is responsible for ensuring that the needs of minority communities are being heard. This bill was first passed in 2021. Legislators borrowed language from existing statues and from existing case law. Ultimately, it was decided to leave it up to the members of those communities to define themselves.

Senator Melanie Scheible stated that when the bill was passed it was intended to provide a place where the community could bring concerns, complaints, questions, and/or suggestions. She expressed her excitement to hear that this is what the DILs have been doing within their own agencies. One of the reasons why The Senator brough SB 222 back in 2021 was to acknowledge the work that so many people were already doing across the state of Nevada and across the government. She thinks that often people are members of minority communities end up shouldering the burden of doing this kind of work without being acknowledge of it. They become the default liaisons and The Senator wanted to elevate that work and say that these individuals are not by default obligated to do this. For the current DILs, if this is a responsibility that they had to take on, it shouldn't be on top of all their other responsibilities. The Senator understands that in government agencies often responsibilities get piled on each other, and sometimes the reward for good work is more work. That is not what the bill was trying to do. The bill was trying to recognize individuals from government agencies who are the official liaisons and give DILs the support of the Office of New Americans and the minority health office by having this annual meeting. Previously, it has been talked about having these meetings more often. DILs are not supposed to be working nights and weekends to ensure that concerns get addressed. The Senator was very impressed with the coordination that she has seen coming out of the minority serving organizations that have tried to create that cohesiveness in the state of Nevada. There is a lot of different minority communities in every corner of Nevada. Being able to meet the needs of Nevadans where they are is part of what makes Nevada an amazing place to live. Everyone contributes to that by serving as the DILs in their respective agencies. DILs ensure that when somebody has an issue with their government agency; the community has a point of contact. Points of contacts across different agencies exists to ensure that the government is meeting all of the needs the LGBTQ community, tribal members, or people with disabilities. What the LGBTQ community faces in Las Vegas is different from the challenges that people face in rural Nevada. Individuals' needs might be different in rural Nevada, just like they might be different for people with disabilities or for people who are new Americans who are struggling with language access. Everybody should have that connection that they need in order to have transparency to be able to avail themselves of all the great work that you and your department already do.

The Senator stated that she was so thrilled to see so many DILs in the meeting; to see that so many departments have recognized the value of having a DIL established and having a person who is not just responsible but who is recognized for their abilities to reach across cultural competency issues. These individuals know the language barriers, so they ensure that they are serving the people. The Senator was here to welcome everyone to the

meeting. She also planned to stay for a few minutes because she wanted to hear more about what is happening in the DILs' offices and what kind of support they need. The Senator wants to know if there are additional legislative changes that need to be made to ensure that every office not only has a liaison, but every liaison has the resources they need. She believes that all the work that has been done has made an impact on countless Nevadans. She thanked all the DILs for stepping up and taking on this responsibility and for being part of this project, which ensures that Nevada is the best place to live, everyone feels welcome and has access to their government. She was happy to take any questions.

5. Diversity and Inclusion Liaisons (DILs) List (For Information Only)

Angie Rojas, Management Analyst II, Nevada Commission on Minority Affairs

For agenda item #5, Angie Rojas asked Evelyn Donis de Miranda to drop an excel spreadsheet with the DILs' information.

Evelyn Donis de Miranda stated that she was having issues uploading the excel spreadsheet and stated that she would troubleshoot to figure out the issue.

Angie Rojas moved to the next agenda item.

6. Minority Serving Organizations (MSOs) List (For Information Only)

Angie Rojas, Management Analyst II, Nevada Commission on Minority Affairs

Angie Rojas stated that the MSO list was also created based on registration for the meeting. Furthermore, this list was populated with information of organizations that the Office of New Americans, the Office of Minority Health and Equity, and the Commission of Minority Affairs have worked with in the past. This document could assist state agencies connect with MSOs to disseminate existing or new information on their programs and essential services.

Angie Rojas stated that she would move to the next agenda item as Evelyn Donis de Miranda was having issues sharing the documents.

7. Facilitated Discussion between Diversity Inclusion Liaisons (DILs) and Minority Serving Organizations (MSOs) (For Possible Action)

Angie Rojas Management Analyst II, Nevada Commission on Minority Affairs

Angie Rojas asked individuals who had issues using the chat to try and use it.

Kelly Benoit stated that the issue had been resolved.

Angie Rojas moved to the next agenda item, the facilitated discussion between State agency DILs and Minority Serving Organizations. During this agenda item there were a total of 13 questions and both DILs and MSOs had the opportunity to participate. Around 6 minutes per question were allocated to each question. Angie Rojas advised participants to raise their hand, when wanting to speak. Others could answer the question on the chat. She reminded individuals that their participation during this agenda item is important as their responses will serve as data for the annual report to the Governor and the Legislative Counsel Bureau.

Angie Rojas started the facilitated discussion.

1. The first question was a poll question and asked, **as a DIL, do you feel prepared to perform your role.** Fifty-seven percent stated “Yes”.
2. Question number two asked, **what are the barriers that DILs face to perform their role.** Angie Rojas acknowledged Erika Hernandez with the Public Utility Commission for comment. Erika Hernandez shared that some of the barriers that she faces are trying to get out in the community, especially low-income communities. For example, one of those places is the West side. Erika Hernandez indicated that she has been able to tackle the East side thanks to Angie Rojas’ great expertise. Erika Hernandez stated that she often has to go to different organizations to find out what meetings are being held. She wishes that there was a one stop shop type of thing where people can go and find this information. She did notice that the Commission of Minority Affairs does have a calendar on their website. She saw an upcoming event on the 3rd, which was great. Erika Hernandez stated that if she could go to one place and get that information, it would be helpful. Lastly, Erika Hernandez emphasized the barrier of trying to find where community events are taking place; where she could go and provide information to the public. Angie Rojas acknowledged Miles Terrazas for comment. Miles Terrazas introduced himself and indicated that he was with the Department of Health and Human Services, Aging and Disability Services Division (ADSD). Miles Terrazas pointed out Senator Scheibel’s earlier point about having one role for the DILs. Within ADSD, being a DIL is among many other duties that Miles Terrazas is doing. So, being a DIL is not designated specifically to diversity and inclusion. Miles Terrazas was recently appointed to being a DIL; he is not sure if the bill had allocated funding for this specific positions. That seems to be a barrier. If the position is not going to be truly dedicated to overseeing these activities. Angie Rojas acknowledged Janice Keeler for comment. Janice Keeler introduced herself as the Deputy Administrator and DIL for the Nevada Division of State Parks. Janice Keeler stated that one of the barriers that she is facing is having the expertise to be able to train her staff in the things that they need to learn about. The Division of State Parks is a public facing agency with 27 state parks and staff all over the state. She thinks that training materials would be helpful for her in order to train her staff who have very different opinions on exactly what their goals are and how they can implement them in their own parks. Angie Rojas moved to the next question.
3. The next question asked, **as a DIL what tools you need to be able to perform your duties.** Angie Rojas acknowledged Gwen Taylor for comment. Gwen Taylor stated that she was with Access in Reno. Gwen Taylor stated that this was her first time attending this meeting and she did not know what is required of her as a DIL. Angie Rojas stated that there are specific functions that DILs have to meet. Angie Rojas stated that perhaps she could talk to Gwen Taylor separately. Angie Rojas temporarily disconnected from the meeting. Tina Dortch acknowledged that she could not hear or see Angie Rojas at this time. Angie Rojas came back to the meeting. Tina Dortch asked if Gwen Taylor was from Except. Gwen Taylor said “Yes”. Tina Dortch apologized to Gwen Taylor. Gwen Taylor would be considered as part of a Minority Serving Organization (MSO). Tina Dortch advised Gwen Taylor that this question was for the Diversity and Inclusion Liaisons (DILs) and that Gwen Taylor would not be in a position to answer this question. Tina Dortch displayed her appreciation towards Gwen Taylor for being in the meeting and advise her to participate in the meeting section that focuses on MSOs. Tina Dortch reiterated that this question was for DILs only. Angie Rojas acknowledged Monica Schiffer for comment. Monica Schiffer introduced herself and stated that she was with the Division of Healthcare Financing and Policy. Monica Schiffer stated that she wanted to jump on what Gwen Taylor said, even though Gwen Taylor is from a Minority Serving Organization. For some of the new DILs, it would be beneficial to know where resources are. Monica Schiffer feels the same as Miles Terrazas. Monica Schiffer also recently transitioned to being a DIL. Any type of information that can be provided to find resources and training materials would be good. Also, providing the NRS information could be helpful for DILs. Angie Rojas asked Monica Schiffer is she was part of the DIL Teams channel. Monica Schiffer asked what the channel would be called. Angie Rojas stated that the Teams should be under ONA-MIC DIL. Angie Rojas mentioned that a Teams channel was created

last year for all DIL related matters. There is some information there that might be useful for DILs. For example, recordings from previous meetings are available. Also, there are some training materials posted in there. Angie Rojas stated that she would make sure that Monica Schiffer gets added to the chat. Angie Rojas acknowledged Deborah Mason for comment. Deborah Mason introduced herself and stated that she works for the Department of Public Safety. Deborah Mason was also new to this initiative and was just assigned to being a DIL. Deborah Mason feels honored but knows little about this project. She would appreciate any available resources. Angie Rojas stated that Deborah Mason will be added to the Teams channel as well. Angie Rojas acknowledged Eric Antle for comment. Eric Antle introduced himself as the Deputy Administrator for the Division of Forestry under the Department of Conservation and Natural Resources. Eric Antle stated that he feels fairly comfortable as a DIL and meeting the needs of statewide customers. He does not feel comfortable changing the culture within his organization. Eric Antle stated that it would be beneficial if there were any training opportunities available to train staff on handling customers and being inclusive especially for wildlife firefighters. Angie Rojas thanked Eric Antle for his comment and acknowledged that several participants reacted virtually to his comments. Angie Rojas stated that some of these questions reference the NRS, so it is important to get enough information by the end of the meeting. MIC is responsible for these meetings and having enough information from the annual meeting for the report that will be delivered to the Governor's Office.

4. The next question asked DILs to **provide three ideas to collaborate with other DILs to increase accessibility and inclusivity of services to members of minority groups**. Angie Rojas asked for volunteers and emphasized that people could also use the chat to answer the questions. Angie Rojas called on Mr. Chavez from the Department of Business and Industry. Charvez Foger with the Department of Business and Industry introduced himself as the Deputy Administrator from the Battle Real State Division. Charvez Foger stated that he felt the same way as the other people who had spoken. He is still trying to learn about their role as a DIL and producing ideas on how to make this program for efficient. Charvez Foger as an administrator, he is over 54 staff members. They have been trying to increase the accessibility to their services. They try to promote diversity, especially in the hiring process. Charvez Foger would still like to get more information on this initiative. He was appointed as a DIL last year and he still trying to learn more about it. Angie Rojas acknowledged Monica Schiffer for comment. Monica Schiffer stated that she was also the tribal liaison for her agency. Tribal liaison within DHHS have a great foundation and are great at getting messages out, but also getting any type of information where meetings, health fairs, or organizations' events are held. If one tribal liaison cannot attend, another liaison may attend. They work collectively as a department and not just a division. Everyone's time is valuable, so instead of having everyone attempt to connect with an MSO, group collaboration should be facilitated. One DIL could go and provide information for everyone that share similarities in service delivery. Angie Rojas thanked Monica Schiffer for the great ideal. Angie Rojas acknowledged Miles Terrazas for comment. Miles Terrazas stated that he had added his comment in the chat, which referenced the need for inclusive training and education. Miles Terrazas with ADSD stated that his agency is trying to provide training to outside state agencies, outside of the Department of Health and Human Services. ADSD has been collaborating in that way and gaining ideas on how to be more accessible, especially to those with disabilities. They are trying to have content accessible on social media. For example, they have been trying to provide materials in braille and large print. ADSD is trying to think about the big picture, and they are standardizing all their process across the board. They are thinking about diversity and inclusion. Angie Rojas acknowledged Erika Hernandez for comment. Erika Hernandez reference some of the recommendations stated in the 2023 meeting minutes. Erika Hernandez was wondering if the Commission of Minority Affairs (NCMA) could add an item to their public meetings' agenda to allow DILs to come and present. DILs can say their piece about what they do. This will allow to whoever is on board listening will be able to get what DILs are and what they do. Angie Rojas stated that Erika Hernandez's ideas could be possible. Angie Rojas stated that

she doesn't have voting power in the NCMA and that she would have to ask. Angie Rojas was unsure about this being possible during the next NCMA's public meeting. Angie Rojas asked Erika Hernandez to clarify her idea. Erika Hernandez stated that during the NCMA's public meetings, they have allowed for roundtable discussions. DILs could present during these meetings. People could then access the meeting minutes to find information. Angie Rojas stated that the NCMA's Vice Chair was present during the meeting, and he thought that it was a good idea. So, there might be a possibility for Erika Hernandez's ideas to get implemented. Angie Rojas stated that the NCMA's minute's purpose is to collect and disseminate information on essential services and programs from state agencies. Erika Hernandez stated that if DILs present during those meetings, their information could be added to the master DIL list. Folks can then access that information.

5. The next question was for only Minority Serving Organizations (MSOs) and asked via poll, **as an MSO, are you able to locate/identify a state agency's DIL**. Tina Dortch mentioned that one of the recommendations from last year was ensuring that agency website included the name of the DIL and their function. This would help MSO identify the DIL right away. Angie Rojas stated that some individuals were having issues responding to the poll question. Angie Rojas advised individuals to enter their answer in the chat. Six individuals responded the poll. Out of the six individuals four indicated that they did not know how to locate a DIL in the state agency's website. Furthermore, two more people entered in the chat that they did not know how to identify a DIL in the agency's website. Angie Rojas stated that by the end of the meeting, facilitators plan to provide an excel spreadsheet containing DILs and MSOs' contact information.
6. Angie Rojas asked MSOs, **what do you expect from DILs**. Fuilala Riley with Health SLS in Nevada stated that she did not know what to expect from the DILs. Angie Rojas asked O'Reilly to provide one priority of their organization with relation to serving community that state agencies could assist. The goal of this meeting is for MSOs and state agencies collaborate and assist minorities. Fuilala Riley indicated that there was somebody from aging and disability present in the meeting. Fuilala Riley stated that in her organization there is a number of individuals who are minority and homeless. They should not be in the homeless system, but more in the aging and disability system. Get these individuals housed seems to be the first priority. They are sitting in the homeless youth center, which is for 16- to 24-year-olds. In her organization they are assisting young people that are minorities and homeless, who come from low income or no income families. They have some severe disabilities. They have to wait to get a return call from state agencies. It would be great if MSOs could know what to expect from this Bill. Fuilala Riley asked if this circumstance is something that DILs could help with. She understands that everyone is understaffed and overworked, but what can MSOs expect from DILs. Angie Rojas stated that it is the function of DILs to connect with minority serving organizations. Angie Rojas asked any other MSOs to participate and acknowledged Gwen Taylor for comment. Gwen Taylor asked what the expectations from MSOs are. Gwen Taylor was wondering if MSOs should share what services they provide or what services are needed. Angie Rojas stated that under the statutes there are no specific functions for MSOs. The functions are mainly for DILs. This meeting is serving as a space to form those functions, as DILs, they do not know what the needs of the community are. MSOs can share what the needs of the community are when dealing with the community. Gwen Taylor asked Angie Rojas if MIC or DILs would like to talk to minority groups to see how they feel about the state and what the state offers. Tina Dortch stated her appreciation towards Gwen Taylor and her questions. Tina Dortch referenced the Senator Melanie's remark about often time when legislation is created and it turns into an active process, there is silence on the implementation of such legislation. At this time, the implementation stage of the bill is happening. DILs play an essential role as liaison between government and the community, but it is impossible that DILs have the pulse of every individual from a subpopulation in the community. MIC is trying to create a bridge between the liaisons and the minority serving organizations. These organizations have a better pipeline and better pulse point about that the needs are for the population that they are serving, and MSOs can

bring that information back to the DILs. MSOs can ask DILs what resources apply or address the needs that are being identified in the community. The relationship between MSOs and DILs should be symbiotic. MIC wants to know what MSOs are seeing in the community and what resources can be provided at the state level. Gwen Taylor thanked Tina Dortch for the comment. Gwen Taylor stated that everybody needs housing. Then she proceeded to ask if she would want to talk to a DIL, are DILs assigned based on the topic, or she could talk to any one of them. Tina Dortch answer Gwen Taylor's question and indicated that she should be able to talk to any DIL. Tina Dortch reference Gwen Taylor's example about housing and provided an example on how engagement could occur between an MSO and a DIL. For example, if there are constituents, the clientele that Gwen Taylor is serving, she sees the need that is just rising above all other needs and that is affordable housing. Gwen Taylor should go to an agency of state government that supports housing needs and that DIL should be able to help you navigate the complex dynamic that is that agency. That DIL may not be the person who was actually issuing section 8 vouchers, but they should be knowledgeable enough of their department to indicate who would have that information. The DILs should put you in the right path so that it creates less of a barrier to access for the community. Gwen Taylor believed that there was a list of DILs and their departments and what they do. Tina Dortch indicated that there is a list available. MIC attempted to share this document in the chat but had technical problems. It seems that Teams was giving issues. Tina Dortch stated that state agencies are required to use Teams and Teams was not being friendly, especially with individual outside the state. Tina Dortch stated that both rosters would be shared at some point, and she emphasized the importance of everyone sharing their contact information. Tina Dortch stated that the list of DILs would be stratified by department. Gwen Taylor thanked Tina Dortch for answering all her questions. Angie Rojas acknowledged Andrea Gregg from AHEC for comment. Andrea thanked Tina Dortch as the information she provided help her too. Andrea wanted to share a few things that came to her mind, and they were mainly suggestions, but they may become questions. Andrea wanted to know how the collaboration will work and how there might be potential possibilities for co-designing programs. So, ensuring that partners or MSOs can co-create programs and initiatives alongside with the DILs. In a manner that includes the involvement of representatives from not only those minority serving organizations, but from the constituents that DILs are serving in planning and designing programs and initiatives. Nevada is fragmented and there are major gaps. Andrea asked if anyone could speak about those approaches that might be incorporated to bridge the gap from co-designing and collaborating. Tina Dortch stated that this is the exact type of dialogue what MIC hoped to gain at this point of the agenda. The agenda items stated facilitated discussion between DILs and MSOs. MIC wants to get out the way and just help bridge the dialogue. Tina Dortch stated that what Andrea was proposing would be a logical next step that MIC members could recommend. Perhaps MIC could look at designing or co-designing ways and means to address the breaks in service delivery that have been identified. This could address some needs of the state. This topic goes back to the infrastructure of service delivery in state government and how subject matter experts at the state agency can work with the minority serving organizations. Andrea stated that this reminded her of community based participatory research. Allowing the community to have a space within this space to be heard as far as the design and potential implementation of programs. Angie Rojas moved on to the next question.

7. The next question asked MSOs, **what can state agencies do to promote effective communication with minority groups**. Tina Dortch acknowledged that this question may have been answered already. Angie Rojas asked anyone else to add any other remarks. Angie Rojas acknowledged Kimberly Smith for comment. Kimberly Smith suggested to create some type of dashboard or something that talks about what each agency is doing. Withing Kimberly Smith's agency, they are trying to create a training. They are trying to get out to meet people and make sure that they are accessible to questions if needed and to let people know what resources they have available. Letting people know what the agency is doing, getting a newsletter out, not just internally, but agency wide. Maybe there could be separate websites for DILs

and MSOs to promote what they are doing. If everyone is listing what they are currently working on; that offers an opportunity for collaboration. Kimberly Smith referenced Erika Hernandez's comment regarding having an agenda item and letting people speak about what they have been doing and how they can be of assistance in the community. Angie Rojas acknowledged Andrea Gregg for comment. Andrea stated that she seconded wholeheartedly Kimberly Smith's comments. Also, Andrea wanted to ask the DILs, how confident are they in the work that MSOs are doing and what need to be done from the perspective of resource pooling and information sharing so that DILs have the tools and resources that they need to be successful and confident. Furthermore, how then those referrals and those connections have to be made in order to each unique need that each and one of DILs are managing. Andrea is unsure how DILs can be successful if there is no clarity in what the MSOs are offering. Andrea asked if DILs are growing in numbers. Angie Rojas answered that yes, there has been an increase in DILs. Also, Angie Rojas reminded everyone that MSOs can be non-profit organizations with different focus, so MIC could have a long list but not every organization will be in the list. Angie Rojas pointed out that in the registration form for the 2024 DIL annual meeting, it asked if MSOs could provide additional information on other MSOs that they have worked with in the past so MIC can start creating a larger network of MSOs. The whole purpose of having DILs is to be able to connect with MSOs. Angie Rojas acknowledged Kenny Dupree for comment. Kenny Dupree introduced himself as being part of the Nevada National Guard. He is a DIL as this agency, but soon will leave this role. Kenny Dupree stated that for him is important to have an interaction with the MSOs, especially because of his military background. So, when MSOs have events, he would love to attend those and have a booth representing the National Guard. He can provide information and speak to families. Kenny Dupree is in Carson City and Reno. He has also attended some events in South ACDC. DILs could attend any of those functions that MSOs have. It would be a matter of just letting the DILs know. Kenny Dupree stated that as a military entity he is looking to recruit people who need money for schooling and things like that. Kenny Dupree doesn't necessarily work with individuals who have a language barrier, but it is usually the family members of these individuals who may need interpretation and his agency does collect information to know what language is being spoken as a first language. That way they can have interpreters ready in case the member is deployed, and they need services or there are some explanations that need to be done regarding benefits and things like that. This is how he interacts with MSOs. Angie Rojas stated that Kenny Dupree's comment completely applies to the interaction between DILs and MSOs.

8. Angie Rojas asked DILs and MSOs **to provide at least one strategy to ensure that members of minority groups are able to access programs and services offered by state agencies and interact with state government.** Angie Rojas advised everyone to participate as the responses to this question will be an important piece of the DIL annual report. Angie Rojas read a comment from the chat that stated that if anyone is hosting events, both DILs and MSOs can share information about their services. Then, Angie Rojas asked participants to react to that comment. Around six individuals reacted to this comment. Angie Rojas asked participants if anybody had any other strategies besides hosting events. Angie Rojas read a comment in the chat from Miles Terrazas. The comments said to integrate equity and inclusion into the policy development process by conducting impact assessments and consulting with minority groups during the drafting and implementation phase. This could ensure that new policies and programs consider and address the unique challenges faced by minority communities. Angie Rojas asked who agreed with Miles Terrazas' comments and to react via chat. Angie Rojas indicated that there were many reactions coming through. Angie Rojas read a comment from Kimberly Smith. The comment stated to ensure accessibility, open communication and transparency. Angie Rojas asked individuals to react to this comment. Monica Schiffer stated that Andrea Gregg from AHEC indicated via comment in the chat, that perhaps the state can help map DILs and MSOs based on area of emphasis and priority. Angie Rojas read another comment from Andrea Gregg that stated that AHEC would love to connect with all DILs leading the charge for healthcare workforce development, diversity, and distribution. Angie Rojas asked Andrea

Gregg to elaborate more on her comment posted in the chat. Andrea Gregg stated that when her agency posts updates regarding their action plan on their website, they post that as well as a public comment. Angie Rojas read another comment from the chat regarding hosting more events specific to diversity and inclusion. Angie Rojas read a comment that stated that for anyone doing this work and gain community support, this work is so new to many individuals that they could use a lot of guidance.

9. Angie Rojas moved to the next question that asked participants, **what are some concerns when dealing with DILs and MSOs**. Angie Rojas acknowledged Erika Hernandez for comment. Erika Hernandez stated that one of the concerns for the DILs and MSOs is not being clear on what is expected of them. Another concern is being able to get the information out there appropriate, having those connections. Angie Rojas read a comment from Miles Terrazas that indicating, he is figuring out his role as a DIL. Angie Rojas read a comment from Andreas Gregg, which emphasized the provision of resources to support barrier elimination, such as transportation, childcare, and internet access barriers. Angie Rojas acknowledged Eric Antle for comment. Eric Antle with the Division of Forestry stated that one of his concerns as a DIL is being able to serve the community correctly. Since he became a DIL he has not had any request for services. He is concerned that he is not able to meet any request for the minority groups. Angie Rojas stated that this is where MSOs can jump in and keep in mind to notify the community about DILs and that they exist to help. Angie Rojas read a comment from Ross Armstrong. The comment focused on metrics or standards for what a successful DIL looks like. Angie Rojas asked individuals to react to that comment. Around 9 individuals reacted. Angie Rojas read a comment from Kimberly Smith. There were no concerns from Kimberly Smith, she indicated that everyone just needs to build upon the foundation that it is currently in place and move forward. This group could be an awesome resource for those in need. In her role, Kimberly Smith deals with these issues, but knowing that there is a community to assist the public is a great start.
10. The next question asked, **in order for state to lead in best practices between DEI work, what recommendations would you have for state leaders and community partners**. Angie Rojas acknowledged Ricardo Rubalcaba from High Sierra. Ricardo Rubalcaba stated that it seems like there are a lot of discrepancies with current standards that each organization or state agencies have. Maybe finding a way to cross check all of those standards and finding ways to fill in the gaps would be a good practice. In his role, Ricardo Rubalcaba provides training specifically on issues surrounding cultural humility and cultural responsiveness and what it looks like to foster and create a culturally responsive work environment. He believes in providing training beyond the scope of public health. Having more opportunities for collaboration and interaction would be crucial and beneficial for this network. Angie Rojas acknowledged Miles Terrazas for comment. Miles Terrazas added that DILs could get some type of certification process and commit to continue learning and improving. There are some true subject matter experts on DEI topics within MIC. It would be helpful to have a firm process. Angie Rojas acknowledged Kimberly Smith for comment. Kimberly Smith referenced a comment from Niani via chat. The comment said something about state leaders need to be trained so they can be able to assist DILs. Some type of training and just like Miles Terrazas said, a training for state leaders that can allow for certification in these areas and deliver proper services.
11. Angie Rojas moved to the next question that asked individuals, **what are your thoughts about how state government is handling systemic racism and structures of racial discrimination within the state**. Angie Rojas emphasized that this question was extracted from the NRS content. Angie Rojas acknowledged that Denise had dropped a comment in the chat. The comment indicated that it would be helpful to have examples of systemic racism and racial discrimination to know how to address those cases or individual issues. Angie asked participants to react to this comment and a few individuals reacted.
12. Angie Rojas asked, **what are some recommendations that state government could implement to eliminate these issues**. Angie Rojas acknowledged Kimberly Smith for comment. Kimberly Smith stated that her office handles a lot of these issues, something that they are trying to do is to get out there more.

They are training more because it comes from the top down. She is a true believer in training and get people trained, so they know what is correct and what is not correct. It is a learning curve for sure. And it takes baby steps, and everyone should participate from all levels. Furthermore, Kimberly Smith provided a recommendation that starts with training and then knowing that there are resources to conduct continuous training. Training leaders is important because then they can help ensure that their agencies aren't participating in such actions.

Angie Rojas concluded with all questions and thanked everyone for their participation. She moved to the next agenda item.

8. Next Steps

Angie Rojas, Management Analyst II, Nevada Commission on Minority Affairs

Angie Rojas stated that approximate 46 out of 68 registrants for this meeting indicated that they would be interested in attending a training to increase their knowledge on what their role as a DIL is. Based on the facilitated discussion, it became evident that training is needed. MIC is estimated to have three training sessions for no more than two hours each. MIC recommends that DILs attend all three training sessions. Each training session will cover a different topic. MIC will let individuals know when these sessions will take place, but they might happen in September or October. The main objective of the training is to provide information on cultural competency. Everyone is expected to promote cultural competency between agencies. In addition, this meeting's comments will be taken in consideration when developing the training. MSOs indicated interest in attending these trainings, so the invitation will be extended to them as well. Lastly, Angie Rojas encouraged DILs to make sure that their information is listed on their websites and that it indicates that they are the DILs for the agency. This is in the statute. Angie Rojas read a comment from the chat. Ro Gil was asking how they can get invited to the training. Ro Gill stated that she is with the Food Bank of Northern Nevada. She did not register for the meeting; someone forwarded her the meeting information. Angie Rojas advised Ro to include her information in the chat. Angie Rojas read a comment from Andrea Gregg. The comment indicated to avoid duplication and focus on resource pulling. A lot of great training opportunities already exist. Angie Rojas stated that she would take that comment into advisement.

9. Public Comment

Tina Dortch, Program Manager, Nevada Office of Minority and Equity (NOMHE)

Tina Dortch thanked Angie Rojas for facilitating the discussion.

Public Comment took place during this agenda item. No action can be taken on a matter raised under this item until the matter is included on a future agenda as an item on which action may be taken. The Facilitator placed a two (2) minute limit on the time individuals addressed the DILs, the Governor's Office for New Americans, the Nevada Office of Minority Health and Equity, and the Nevada Commission on Minority Affairs. The Facilitator could elect to allow public comment on a specific agenda item when that item is being considered. To provide public comment telephonically, individuals were instructed to dial (775) 321-6111 any time after the facilitator announced the period of public comment. When prompted individuals were instructed to provide the Meeting ID, 817 833 891#.

There were no public comments

10. Adjournment

Iris Jones, Director, Governor's Office for New Americans – Introduction Senator

Before adjourning, Iris Jones asked DILs or MSOs to make any final comments or ask final questions. She reminded everyone that convening of DILs, and MSOs occurs annually. MIC anticipated that the next meeting would occur in July 2025.

Iris Jones asked for a motion to adjourn the meeting.

Iris Jones made the motion to adjourn the meeting.

Denise Beronio seconded the motion. To adjourn the meeting.

All were in favor.

Iris Jones adjourned the meeting on July 24th, 2024, at 3:38 PM.