



Diversity and Inclusion Liaison (DIL) End of Year Meeting

November 16, 2022

Minutes

1. Call to order

Nevada Governor's Office for New Americans (ONA) Senior Advisor Vincent Nava called the meeting to order at 2:01 pm. Mr. Nava thanked the DILs for joining the meeting and providing their diverse perspectives and input.

Mr. Nava asked participants to please stay muted throughout the meeting unless they are speaking, to turn on their cameras, and to drop any questions into the Teams chat box.

Mr. Nava also provided the following guidance to participants: instructions on how to activate closed captioning, how to update their name, and where to put their name and agency if they are not able to verbally say, "present." He reminded the participants that action may not be taken under public comment unless the agenda item is included on a future agenda.

2. Roll call and opening statements

Mr. Nava introduced the offices that comprise Minority Interagency Collaboration (MIC) that worked together to make this meeting possible. He highlighted ONA who he works for, the Nevada Office for Minority Health and Equity (NOMHE) Program Manager Tina Dortch, and the Nevada Commission on Minority Affairs' (NCMA) Management Analyst Angie Rojas, who was a big contributor to today's event, but was unable to join the meeting.

Vincent Nava led Roll Call. She asked non-DILs to add their name to the Teams chat box.

Diversity and Inclusion Liaisons or Alternates

- Present: Sheena Childers (DETR), Michael Baltz (DETR), Vickie C. Coll (DMV), Michelle Sibley (Governor's Office of Economic Development), Jeanette Holguin (Governor's Office of Economic Development), Rhonda Vivor (Department of Administration – Division of Human Resource Management), Sandy Lopez (Nevada Department of Agriculture – Division of Administrative Services), Nick Wilhelm (Department of Taxation), Sara Tajalli (Nevada Cannabis Compliance Board), Ross E. Armstrong (Nevada Commission on Ethics), Lauren Karp (DHHS – Division of Child and Family Services), Niani Cooper (DHHS – Welfare Supportive Services), Bachera Washington (DHHS – Aging and Disability Services Division), Annette Altman (DHHS – Division of Public and Behavioral Health), Jorja Powers (Department of Sentencing Policy), Jose Sepulveda (Department of Sentencing Policy), Dominique Etchegoyhen (NV Department of Conservation & Natural Resources), Colin Robertson (NV Department of Conservation & Natural Resources), Rick Perdomo (NDCNR – Division of Environmental Protection), Kristin Szabo (NDCNR – Division of Natural Heritage), Melissa Spears (NDCNR – Division of Natural Heritage), Patrick Smorra (NDCNR – Division of State Lands), Janice Keillor (NDCNR – Division of State Parks), John Guillory (NDCNR – Division of Water Resources), Rebecca Lynn Palmer (NDCNR – NV Office of Historic Preservation), Kelly Benoit (Department of Tourism & Cultural Affairs), Charvez Foger (Department of Business & Industry), Tricia Bookhart (Nevada Gaming Control Board), Tim Lindley

(Nevada Public Employees Benefits Program), Vincent Nava (Governor's Office for New Americans), Denice Castillo (Governor's Finance Office), Felicia Gonzales (Department of Education), Brettani Thomas (Nevada State Public Charter School Authority), Tya Mathis- Coleman (Nevada State Treasurer's Office).

- Absent: Peter P. Handy (Department of Indigent Services), Tammy Smith (Department of Administration – Division of Human Resource Management), Erika Hernandez (Commission of Nevada, Public Utilities), Kathleen Douglas (Department of Taxation), Tiana Bohner (Nevada Cannabis Compliance Board), Blanche Dieket (Department of Veteran Services), Stephanie Simpson (NDCNR – Division of Environmental Protection), Eric Antel (NDCNR – Division of Forestry), Grahame Ross (NDCNR – Division of State Lands), Kenneth R. Dupree (Office of Military Nevada National Guard), Sonnie A. Braih (Department of Transportation), Michael Morton (Nevada Gaming Control Board), Judy Iannacchino (Nevada Gaming Control Board), Kaitlyn Blagen (Silver State Health Insurance Exchange), Rebecca Ely (Commission on Mineral Resources, Division of Minerals), Fred Dilger (Department of Nuclear Projects), Kaleb Hall (Colorado River Commission), LaShawn Smith, Ronald Oliver, Danyele Madsen, Torrie Smith (Department of Corrections).
- Also present: Zuly Terrazas (ONA), Evelyn S. Donis de Miranda (NOMHE), Kathleen Taylor, Jon Lau, Gabriela Wyett (NCMA), Xavier Foster (SNHD), Nahayvee Flores-Rosiles, Esmeralda Chavez, Mickena Butler, Godwin Nwando (DHHS – Division of Public and Behavioral Health), Glahnnia Rates (CDC Foundation – DHHS), Martin Hefner (DMV), Marla McDade Williams (DHHS – Directors Office), Journee Baham (DHHS), Nic Steele

3. Approval of July 28, 2022 Minutes

Tina Dortch requested a motion for the approval of the July 28, 2022, minutes.

Niani Cooper (DHHS – DWSS) made a motion to approve the July 28, 2022, minutes.

Ms. Dortch asked if there was a second motion to approve the minutes.

Michael Baltz (DETR) seconded the motion to approve the minutes.

Ms. Dortch advised that the motion has been made and seconded, Ms. Dortch requested that all in favor say, "aye."

Kathleen Taylor (NCMA), Jorja Powers (Department of Sentencing), and Dominique Etchegoyhen (NDCNR) all said, "aye" confirming the July 28, 2022, meeting minutes.

4. Public Comment

Vincent Nava invited public comment.

Ms. Taylor said that she commends the work that is being done for diversity, inclusion, and equity for Nevada's communities and wanted to thank them for being included in the conversation.

5. Presentation of 2022 Diversity and Inclusion (DIL) Report Draft

Ms. Dortch went over the purpose of the 2022 DIL Report:

Senate Bill 222 which passed in 2021 during the 81st legislative session, has been codified as NRS 232.0083 – 232.0087 and in section 12 part 2 requires that before January of each year that NOMHE, NCMA, and ONA collaborate on a report about the findings and recommendations from the DIL annual meeting to the governor, director of the Legislative Council Bureau, and for transmittal to the Legislative Commission.

Ms. Dortch outlined the discussion sections of the report:

The report consists of an introduction, overview of the purpose for DILs and their functions, a review of activities that took place during the inaugural year, content about the survey, recommendations, conclusion, acknowledgement, and appendix.

Ms. de Asis went into further detail of what the DIL report elaborated on:

The 12-question survey results of the programs and initiatives the DILs departments/divisions offer to Nevada's community will be highlighted to identify the baseline of what services are currently offered and define the level of service delivery in respect to cultural competency.

The report will discuss the annual meeting that was held on July 28 that was statutorily required by SB 222 and how minority serving organizations (MSOs) who's services range anywhere from immigrant and refugee services to mental health education had a facilitated discussion with the DILs and provided recommendations.

6. Facilitated Discussion of 2022 DIL Report Draft with Recommendations from DILs

Ms. de Asis and Ms. Dortch informed the DILs of the recommendations that were gathered will be the heart of the report and shared the 4 recommendations that have been gathered so far:

1. The DILs should receive some type of funding. To rationalize this recommendation, it will be mentioned that due to current shortages and turnover of staffers is felt by the public we serve and will disproportionately affect Nevada's minority population.
2. Strengthen relationships with MSOs. This recommendation is so DILs can effectively amplify any agencies individual reach by bringing awareness of the DIL role.
3. Intentional engagement from state agencies to minority communities in Nevada. The survey revealed that the biggest barrier to accessing the DILs services, programs, and initiatives was the lack of awareness of these services.
4. There should be more interagency collaboration. The survey indicated that only 39 percent of agencies/ divisions collaborate with each other, and 61 percent said they do not collaborate with other state agencies.

7. Public Comment

Charina de Asis invited public comment.

Godwin Nwando (DHHS – DPBH) asked if DILs who get funded by their department/division would the DIL position be their only role or if it would be additional funding based on the roles they are already tasked with?

Ms. Dortch clarified that they see the DIL role not being a singular function and be combined with an already existing position that has similar responsibilities like, social competency training and community outreach.

8. Q&A/ Next Steps

Ms. Dortch advised the next steps for the DILs are to provide input for recommendations. She asked the DILs who are in the meeting what they would like of NOMHE, ONA, and NCMA next year and if any recommendations come to mind later on that they could be emailed to onainfo@ona.nv.gov before November 28.

Annette Altman (DHHS – DPBH) asked if there will be basic training/ orientation offered annually because of the turnover. She wants to do well but does not recall getting the training material that was provided after the first orientation meeting.

Zuly Terrazas (ONA) said she will resend the training information to anyone who needs it.

Ms. Cooper advised that she would like more meetings and suggested quarterly meetings because she feels she could be doing more in her role.

Ms. Dortch replied that her suggestion has been noted and will be considered when scheduling decision are made.

Ms. Altman added that she would like the meetings to be more casual/ more discussion based rather the Open Meeting Law format that has been used throughout this year.

Ms. de Asis replied to the suggestion advising we will ask our Deputy Attorney General (DAG) and will keep it in consideration.

Ms. Taylor suggested we look into working more collaboratively by having a common theme to focus on and help minority communities have access to information on that theme.

Sandy Lopez (NDA – Division of Administrative Services) suggested that she found monthly language access meetings with United Way have been helpful when it comes to brainstorming and talking.

Ms. de Asis replied saying that she is also a part of that group and is a good group to be a part of if anyone is interested because SB 318 which mandates state agencies to create a language access plan overlaps language access coordinators and SB 222's DILs.

Ms. Dortch advised that NOMHE, ONA, and NCMA's next steps are to keep the DIL roster up to date, make sure agencies are keeping their websites with DILs up to date, work out details for the next meetings.

9. Adjournment

The meeting was adjourned at 2:59pm.