

STEVE SISOLAK  
Governor

KARA M. JENKINS  
Administrator



COMMISSIONERS  
Connye Y. Harper, Chair  
Tiffany Young, Secretary  
Lisa Levine  
Jocelyn Cortez  
Stewart Chang

## MEETING MINUTES

**Name of Organization:** Nevada Equal Rights Commission

**Date and Time of Meeting** Thursday, May 26, 2022 at 2:30 p.m.

**Place of Meeting:** Nevada Equal Rights Commission  
1820 E. Sahara, Suite 314, Conference Room  
Las Vegas, NV 89104

**Commission Members Present:** Chair Connye Harper; Commissioner Tiffany Young, Secretary; Commissioner Jocelyn Cortez, Commissioner Stewart Chang, Commissioner Lisa Levine.

**Others Present:** Sophia Long, Senior Deputy Attorney General; Kara Jenkins, Administrator, NERC; Coralie Peterson, Administrative Assistant III, NERC; Christina Ennis, Administrative Assistant II, NERC; Yeesha Aggarwal, Management Analyst, NERC.

**1. Call to Order -**  
*Connye Harper, Chair*

Chair Harper called to order at 2:32 p.m.

**2. Roll Call, Confirmation of quorum, and Verification of Posting - Coralie Peterson,**  
*Administrative Assistant III, Nevada Equal Rights Commission (NERC)*

Mrs. Peterson called roll and advised Chair Harper that a quorum was present and confirmed that the meeting was posted in accordance with Open Meeting Law as contained in NRS 233.010.

**3. Public Comment:**  
*Members of the public will be invited to speak before; however, no action may be taken on a matter during public comment until the matter itself has been included on an agenda as an item for possible action. Public comment may be limited to three (3) minutes per person at the discretion of the chair.*

**Chair Harper** announced the First Public Comment Session and invited members of the public to speak. Hearing no comments, **Senior Deputy Attorney General Sophia Long** added that only NERC staff were in attendance and that Mrs. Peterson could confirm if any written public comment had been submitted.

Nevada Equal Rights Commission Meeting  
Thursday, May 26, 2022 – 2:30 p.m.

Ms. Peterson confirmed that no written public comment had been submitted. The agenda item was closed by Chair Harper, who proceeded to the next item.

**4. For Possible Action - Approval of the Commission Meeting Minutes – Connye Harper, Chair**

- January 31, 2022 Commission Meeting Minutes

**Chair Harper** suggested grammatical corrections on page 3 of the minutes. Mrs. Peterson confirmed that these two corrections would be made.

**Chair Harper** stated that she would now entertain a motion to approve the corrected minutes.

Before taking a motion, Senior DAG Long noted that two of the newly appointed Commissioners, Commissioner Stewart Chang and Commissioner Lisa Levine, had not been present for the previous meeting and would need to be excluded from this vote.

**Chair Harper** then asked for a motion to approve the corrected minutes.

**Commissioner Jocelyn Cortez raised the motion and Commissioner Tiffany Young seconded her motion. A vote was taken and the motion passed without objection.**

**5. Discussion/for Possible Action – Administrator’s Update – Kara Jenkins, Administrator**

- Welcome Commissioner Stewart Chang
- Discussion of Possible Public Hearing

Administrator Kara Jenkins proceeded to provide her update to the Commissioners, highlighting the following:

**Case Management System** – Approval has been received by the Interim Finance Committee (IFC) in the amount of approximately \$652,000.00 for a new case management system through the American Rescue Plan (ARPA) funding grant she applied for and was awarded on behalf of NERC. Administrator Jenkins reminded the Commissioners that the agency has been manually tracking cases of discrimination since the Commission’s inception in 1961 but now, with this funding, NERC will host its own centralized case management system that will allow NERC to streamline cases, collect data more accurately and note trends seen in discrimination issues. She added that NERC’s Management Analyst will be instrumental in tracking data/trends seen in Nevada to be shared through our website.

Nevada Equal Rights Commission Meeting  
Thursday, May 26, 2022 – 2:30 p.m.

**Staffing Needs** - NERC is currently at its lowest number of FTE since 2008, and that several team members left for promotional opportunities; higher pay being the incentive, and that NERC is working with DETR to fill the positions left vacant.

**Possible Public Hearing: Administrator Jenkins** went on to comment on an important reason for this meeting was approval of a possible public hearing.

**Senior DAG Sophia Long** explained that the Commission would act as the tribunal in determining whether there was a violation of any of the state's discrimination statutes that occurred.

**Administrator Jenkins** thanked Ms. Long for her comments and added that this is an administrative procedure to enforce statutes.

**Commissioner Cortez** asked about logistics for the tribunal determination and Ms. Long responded that the decision would be made in a public and on the record, and she would then prepare a Court Order for the commission's signature.

**Commissioner Chang** asked when the last public hearing took place and Administrator Jenkins shared that this took place over two years earlier. She referred to a case (NERC vs. Red Rock). A settlement took place shortly before the Public Hearing.

**Administrator Jenkins** continued to state that if a Public Hearing takes place, the commissioners weigh the evidence presented by named parties, and reach a decision based on the evidence.

**Commissioner Lisa Levine** made a motion for a possible Public Hearing; motion was seconded by **Commissioner Tiffany Young**. All were in favor and motion passed without objection.

After the discussion regarding the possible Public Hearing was closed, Administrator Jenkins welcomed the new commissioners to introduce themselves.

**Commissioner Stewart Chang** – greeted the commissioners and noted his appreciation for joining what he referred to as an all-star cast and is humbled to be part of the commission. He went on to explain that he moved to Las Vegas in 2018 to become a professor of law at UNLV Boyd School of Law. Prior to that he taught at Whittier Law School in California and earlier, spent ten years in private practice, specializing in domestic violence law. Half his practice involved family law (for example, getting restraining orders revoked, child custody and the other half was dealing immigration benefits issues (valid substitutions, new visas, infant applications) sharing some common interests with Commissioner Cortez. In teaching, he is able to train in family law and immigration, and also contracts and property. He concluded his comments by restating that he looks forward to working with all the commissioners.

Nevada Equal Rights Commission Meeting  
Thursday, May 26, 2022 – 2:30 p.m.

**Commissioner Lisa Levine** – commented that she was very humbled to be appointed to the Commission, as she feels that the Nevada Equal Rights Commission fills a very important function in our society and our state, which is no longer the wild, wild west and added that Nevada is rich in diversity and is a welcoming place for all people. She feels privileged to be part of that movement going forward. She added her thanks and looked forward to working with all. In response to a question from Chair Harper, she commented that she holds a Bachelor Degree from University of Nevada, Las Vegas in Political Science, a Masters Degree in Public Administration and is currently in ‘dissertation mode’ teaching public affairs. She added that she also worked in government and public affairs in Nevada for many years and worked in government relations for AGT (largest gaming and technology manufacturing company in Nevada). During the pandemic, she started her own public affairs company called Safeware Strategies and for a short time served on the Board of Regents for Nevada System of Higher Education (NSHE). She stressed the importance of public service and thanked NERC for having her as a member.

#### **6. Second Public Comment – Connye Harper, Chair**

*Members of the public will be invited to speak; however, no action may be taken on a matter during public comment until the matter itself has been included on an agenda as an item for possible action. Public comment may be limited to three (3) minutes per person at the discretion of the chair.*

Chair Harper announced the Second Public Comment Session and hearing no comments, she adjourned the meeting.

#### **7. Adjournment – Connye Harper, Chair**

Meeting was adjourned at 3:01 p.m.

**Notice: Persons with disabilities who require special accommodations or assistance at the meeting or information regarding obtaining supporting materials for the meeting should contact Coralie Peterson, Nevada Equal Rights Commission (NERC), between the hours of 8:00 a.m. – 5:00 p.m. at (702) 486-4010 or by writing to the Nevada Equal Rights Commission (NERC) 1820 E. Sahara Ave., Suite 314, Las Vegas, Nevada 89104; or fax (702) 486-7054 on or before the close of business on Wednesday, May 25, 2022.**

**Notice of this meeting was posted at the following locations on or before 9:00 a.m. on the third working day before the meeting:** DETR, 2800 E. St. Louis, Las Vegas, NV; DETR, 500 East Third St., Carson City, NV; DETR, 1325 Corporate Blvd., Reno NV; NEVADA JOBCONNECT, 3405 S. Maryland Parkway, Las Vegas, NV; NEVADA JOBCONNECT, 4500 Sunset Road., Henderson, NV; NEVADA JOBCONNECT, 2827 N. Las Vegas Blvd., North Las Vegas, NV; NEVADA JOBCONNECT, 1929 N. Carson St., Carson City, NV; NEVADA JOBCONNECT, 172 Sixth St., Elko, NV; NEVADA JOBCONNECT, 480 Campton St., Ely, NV; NEVADA JOBCONNECT, 121 Industrial Way, Fallon, NV; NEVADA JOBCONNECT, 475 W. Haskell, #1, Winnemucca, NV; NEVADA JOBCONNECT, 4001 S. Virginia St., Suite G, Reno, NV; NEVADA JOBCONNECT, 2281 Pyramid Way, Sparks, NV; GRANT SAWYER OFFICE BUILDING, 555 E. Washington Ave., Las Vegas, NV; LEGISLATIVE BUILDING, 401 S. Carson St., Carson City, NV; NEVADAWORKS 639 Isbell Rd., Ste. 420, Reno, NV; WORKFORCE CONNECTIONS, 7251 W. Lake Mead Blvd., Las Vegas, NV. This agenda was also posted on DETR’s Web site at [www.detr.nv.gov](http://www.detr.nv.gov). In addition, the agenda was mailed or e-mailed to groups and individuals as requested.