

STEVE SISOLAK
Governor

ELISA CAFFERATA
Director

KARA M. JENKINS
Administrator



COMMISSIONERS
Connie Y. Harper, Chair
Tiffany Young, Secretary
Ivette A. Fernandez
Ngai Pindell
Krista Wahnefried

MEETING MINUTES

Name of Organization: Nevada Equal Rights Commission

Date and Time of Meeting Thursday, October 28, 2021 at 2:30 p.m.

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

Meeting ID: 845 3142 5996
Passcode: 438285

The following items may be taken out of order and/or items may be combined for consideration. Items may also be removed from the agenda or the Nevada Equal Rights Commission (Commission) may delay discussion relating to an item on the agenda at any time. Prior to the commencement and conclusion of a contested case or a quasi-judicial proceeding that may affect the due process rights of an individual, the Commission may refuse to consider public comment. See NRS 233B.126.

Commission Members Present: Chair Connie Harper; Tiffany Young, Secretary; Krista Wahnefried, Ivette Fernandez, Ngai Pindell.

Others Present: Sophia Long, Senior Deputy Attorney General; Kara Jenkins, Administrator, NERC; Lila Vizcarra, Chief Compliance Investigator, NERC; Darrell Harris, NERC Supervisory Compliance Investigator, Investigator II, NERC; Coralie Peterson, Administrative Assistant III, NERC; Christina Ennis, Administrative Assistant II, NERC; Graciela Hernandez, Administrative Assistant II, NERC.

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

Chair Connie Harper called the meeting to order at 2:30 p.m.

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

Coralie Peterson called roll and confirmed that a quorum for the meeting was present, and further confirmed that the meeting was posted in accordance with Nevada's Open Meeting Law, as contained in NRS 241.010.

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 welcomed members of the public to speak. Deputy Attorney General Sophia Long asked Ms. Peterson confirmed that no written public comment was submitted for this comment session and no members of the public were present to provide public comment. Hearing no comments, she closed this item and proceeded to the next agenda item.

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

- June 15, 2021 Commission Meeting Minutes

Chair Harper asked if all had an opportunity to review the draft minutes from the June 15, 2021 Commission, and if so, she asked if someone would like to raise a motion to approve them. **Commissioner Ngai Pindell** raised a motion, which was seconded by **Commissioner Krista Wahnefried**.

All were in favor and the motion passed without objection.

5. Discussion/for Possible Action – Administrator's Update - Kara Jenkins, Administrator

EEOC Contract: Administrator Kara Jenkins thanked the Chair and the Commissioners for the support and participation that they have given to NERC. She went to note with pride that the Commission had fulfilled the EEOC contract obligations to the *best of their ability*, receiving from them over half a million dollars (\$511,150.00) to help supplement NERC's budget. She commented that these fees, paid by the EEOC for each case closure, represent much-needed funds to help pay NERC salaries, as well as providing for supplies and equipment.

Settlement/Conciliation Efforts: In addition to case closures, Ms. Jenkins added that NERC was also able to give back to Nevadans approximately *two and one-half million dollars* in successful settlements/conciliations, with no court costs (no litigation). She

thanked the hard-working investigators, and the support of the commissioners and DETR, as well, with their programs, through a difficult period.

Outreach Efforts: Ms. Jenkins drew attention to significant two-day Outreach training conducted in partnership with Senator Dina Neal celebrating the Crown Act (Creating a Respectful and Open World for Natural Hair). The entire presentation is recorded and can be viewed at:

<https://detr.nv.gov/NERC/crown-forum>

She encouraged all to share the information to let other know that Nevada will not tolerate discrimination based on hair textures/styles.

EEOC/NERC Joint Training: This brown bag (lunch hour) training provided employers with important answers to various questions on what is, and is not, an appropriate inquiry related to Covid vaccinations, *or* how employees can be accommodated if they have, not only a disability or pre-existing condition, consequences if they do develop Covid.

NERC Staffing: During this past year, while NERC still does have some vacancies, the agency was able to recruit, hire and train two amazing new investigators, bringing NERC to fifteen FTE (full time employees.) She reminded all that NERC is fully allocated to have 24 FTE; however, right now we are working lean, but effectively. We are grateful that our EEOC partners have loan us an EEOC officer to help us with intakes, and in addition, the Vocational Rehabilitation program has allowed us to use one of their interns to help with administrative duties, helping us to get jobs done during this time.

Office of the Attorney General Open Meeting Law and Ethics Training available.

Administration Jenkins said that she will provide the Commissioners with links to training available online from the Attorney General's office on both Ethics and Open Meeting Law.

Farewell to Commissioner Ngai Pindell:

Administrator Jenkins announced the departure of Commissioner Ngai Pindell, an appointee of Governor Sandoval, who has made use of his extensive background in (real estate) law and fair housing, as well as his expertise in diversity and inclusion, serving the Commission for over two years. She went on to congratulate Commissioner Pindell, who has been appointed as Dean of the Peter A. Allard School of Law, University of British Columbia, Canada, commencing November 1, 2021.

To read in full the article Administrator Jenkins cited in part, go to the following link:
<https://academic.ubc.ca/dean-peter-a-allard-school-of-law>

Chair Connye Harper thanked Commissioner Pindell for his service to the Commission and added that she was proud to have known Commissioner Pindell, especially in view of his extensive accomplishments, and she also joked that she welcomed any opportunity for the Commissioners to visit him in his new location in Canada.

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 invited members of the public to comment. Ms. Peterson commented that they were none present for public comment.

7. Adjournment – Connye Harper, Chair

Chair Harper adjourned the meeting at 2:46 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, October 27, 2021.***

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. In addition, the agenda was mailed or e-mailed to groups and individuals as requested.