

BRIAN SANDOVAL
Governor

DON SODERBERG
Director

KARA M. JENKINS
Administrator



COMMISSIONERS
Kevin E. Hooks, Chair
Tiffany Young, Secretary
Ivette A. Fernandez
Charlotte Centuori
Sean Higgins

MEETING MINUTES

Name of Organization: Nevada Equal Rights Commission

Date and Time of Meeting: Wednesday, October 17, 2018

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

Nevada Equal Rights Commission
Conference Room
1325 Corporate Blvd., Room 115
Reno, NV 89502

Commission Members Present: Kevin Hooks, Chair; Ivette Fernandez, Charlotte Centuori

Commission Members Absent: Tiffany Young (excused), Sean Higgins (excused)

Others Present: Sophia Long, Deputy Attorney General, Kara Jenkins, Administrator, NERC; Michael Baltz, Chief Compliance Investigator, NERC; Lila Vizcarra, Chief Compliance Investigator, NERC; Coralie Peterson, Administrative Assistant III, NERC, Laura Chiesa, Administrative Assistant II, NERC.

**Please note that all attendees may not be listed above.*

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.

1. **Call to Order** -
Kevin E. Hooks, Chair

Chair Hooks called the meeting to order at 3:08 p.m.

2. **Roll Call, Confirmation of quorum, and Verification of Posting -**
Kevin E. Hooks, Chair

Chair Hooks called roll and confirmed the presence of a quorum.

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 Hooks announced the First Public Comment Session and invited members of the public to speak.

Coralie Peterson, Administrative Assistant for the Nevada Equal Rights Commission, commented for the record that the notice for this meeting was posted in accordance with Nevada's Open Meeting Law requirements. Hearing no further comments, Chair Hooks moved to the next agenda item.

4. **For Possible Action - Approval of the June 21, 2018 Commission Meeting Minutes**
- Kevin E. Hooks, Chair

Chair Hooks stated that he would consider a motion to approve the June 21, 2018 Meeting Minutes. **Charlotte Centuori made a motion to approve the minutes, which was seconded by Ivette Fernandez. The motion passed unopposed.**

5. **Discussion/for Possible Action – Administrator's Update – Kara Jenkins,**
Administrator, Nevada Equal Rights Commission

Administrator Kara Jenkins thanked all for attending the meeting, and exceeding the requirement per NRS (Nevada Revised Statute) to conduct at least two meetings per calendar year, with this meeting constituting the third meeting.

Ms. Jenkins then went on to provide some highlights on the activities of the Nevada Equal Rights Commission, such as:

Personnel - (State wide FTE: 17) Since the last report, NERC lost two (2) Compliance Investigators from its LV office and one (1) Administrative Assistant II from its LV office. NERC was able to underfill the vacant AA2 position on October 8, 2018, leaving currently two (2) investigator vacancies remaining. NERC will begin recruitment efforts to fill the vacancies in November with hopes to begin training by the end of the calendar year.

NERC remains committed to recruit talent with criminal backgrounds through its partnership with **Hope for Prisoners** and its sister agency through DETR: **Job Connect**. Note, since January 1, 2018, NERC is the designated agency to enforce against criminal background check discrimination.

NERC remains committed to education and outreach to employers regarding Nevada's Ban the Box legislation. NERC recently sent out to employer's templates meant to assist public employers in their recruitment and hiring efforts with recommended language regarding criminal history. NERC plans to post these templates to its web site and can be used by employers at no-cost.

***Partnership with UNLV Law School** – NERC established a partnership with the UNLV Boyd School of Law. With the assistance of the interns, NERC's DAG backlog of approximately 40 cases is now down to 17. NERC will be accepting interns from Boyd during the next semester/cycle in anticipation of more legal review assistance.

Outreach –

Outreach for SFY 19 (July 1, 2018 through September 30, 2018) includes live in-person training of approximately 625 employers/ees.

On August 16, 2018, NERC hosted a state-wide Sexual Harassment Training in partnership with the U.S. EEOC office and UNLV's Greenspun College of Urban Affairs. Training was geared toward employers, employment lawyers and HR representatives.

September 11-12, 2018, NERC also addressed the U.S. EEOC's annual training conference hosted in Las Vegas as part of its contract obligations (i.e. Nevada guidance re gender identity issues in public spaces, Ban the Box, and pregnancy protections.)

Client Settlements/Training/Case Closures – SFY 17 Discrimination settlements yielded back to Nevadans \$1,423,188.57. SFY 2018 Settlements through June 30 amount to approximately \$1,408,364.04. NERC met its goal with 693 closures [per contract]. Surplus cases from FFY 17 will be attributed to NERC's FFY 18 contract numbers. Case closures for FFY 18 is 700 cases.

Case closure for SFY 19 amount to 195 for contract credit (206 including state cases). Settlement amount during this period is \$576, 047.92.

After concluding her comments, Ms. Jenkins asked if the Commissioners had any questions.

Chair Hooks asked about the replacement for the Compliance Investigator vacancies, and Ms. Jenkins explained that NERC would conduct the standard state recruitment for those two positions, which she expects to be filled by the end of the year.

Commissioner Centuori asked for further detail about how the NERC receives reimbursement from the EEOC. Ms. Jenkins stated that once the contract year is completed, NERC invoices the EEOC (this year closing 700 cases, in which case the EEOC gives NERC surplus money, also called an *upward modification* to the original contract.) This comes as one check, or disbursement, per year. When the contract funds exhaust, the agency operates using ‘general funds’ from the State.

6. Discussion/for Possible Action – Future Meeting date and Agenda Items –

Kevin E. Hooks, Chair

Chair Hooks commented that NERC will look at dates for the meetings for next year and thanked all for helping them fulfill the meeting requirements for the last year. Ms. Jenkins added that some of the commissioners will be leaving the Commission (Charlotte Centuori and Sean Higgins) and they will be reaching out for replacements in the future.

7. Public Comment:

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 Hooks announced the Second Public Comment Session and asked if any would like to speak. Hearing no comments, the adjourned the meeting.

8. Adjournment - Kevin E. Hooks, Chair

The meeting was adjourned at 3:17 p.m.

*Notice: Persons with disabilities who require special accommodations or assistance at 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 **Tuesday, October 16, 2018.***

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 6490 S. McCarran Blvd., Building A, Unit 1., Reno, NV; WORKFORCE CONNECTIONS, 7251 W. Lake Mead Blvd., Las Vegas, NV. This agenda was also posted on DETR’s Web site at www.nvdetr.org. In addition, the agenda was mailed or e-mailed to groups and individuals as requested.