

STEVE SISOLAK  
Governor

KARA M. JENKINS  
Administrator



COMMISSIONERS  
Andre Martin, Chair  
Tiffany Young, Secretary  
Hanadi Nadeem  
Stewart Chang

## MEETING MINUTES

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

**Date and Time of Meeting** Monday, November 20, 2023 at 3:30 p.m.

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

Meeting ID: 857 7648 9772

Passcode: 006171

Join Zoom Meeting

[https://nvdestr-  
org.zoom.us/j/85776489772?pwd=WXNyNWJUQ0lQQ3ZuZWpSY3haOVVCUT09](https://nvdestr-<br/>org.zoom.us/j/85776489772?pwd=WXNyNWJUQ0lQQ3ZuZWpSY3haOVVCUT09)

**Commission Members Present:** Chair Andre Martin; Commissioner Hanadi Nadeem;  
Commissioner Stewart Chang; Commissioner (Secretary) Tiffany Young

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

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.

### AGENDA

1. **Call to Order** -  
*Andre Martin, Chair*

**Chair Andre Martin** called the meeting to order at 3:37 p.m.

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

**Administrative Assistant III Coralie Peterson** called roll and verified that a quorum was present and that the meeting was posting in accordance with Nevada's Open Meeting Law.

**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 Martin** announced the First Public Comment Session and invited members of the public to speak. Hearing no comments, he proceeded to the next agenda item.

**4. Discussion/for Possible Action – Approval of the Commission Meeting Minutes-**  
*Andre Martin, Chair*

- January 6, 2023 Meeting Minutes
- May 1, 2023 Meeting Minutes

**Chair Martin** asked if all had reviewed the draft of the minutes for the January 6, 2023 and the May 1, 2023 meetings and if so, he would entertain a motion for approval.

**Commissioner Tiffany Young** raised the motion which was seconded by **Commissioner Hanadi Nadeem**. The motion was passed unopposed.

**Administrator Kara Jenkins** clarified that the vote approved both sets of meeting minutes for the record.

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

- Administrator's Update

**Administrator Jenkins** commented that in view of the Thanksgiving holiday timing, she appreciated all for attending this meeting. She then proceeded to provide updates to the Commission, which included the following highlights:

**NERC EEOC Work Share Agreement:** Ms. Jenkins confirmed that NERC successfully met its obligation to investigate and close Nevada cases, also exceeding the numbers agreed upon in the annual agreement, resulting in funds of the \$444,500.00 to offset the general funds needed to support the agency.

**Commissioner Jenkins** stated that she is very proud of the NERC team and everyone is also gearing up for next year's commitment (that number is not known as yet) and noted that she is hopeful that vacant investigator positions can be filled to enable closing more cases. She reiterated that NERC's federal partners (EEOC) have been very happy with

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NERC's efforts and will be submitting an end of the year letter to add their commendations, which she will share with the Commission when received.

**Nevada Trans Day of Remembrance** – Administrator Jenkins drew attention to November 20<sup>th</sup> as being Nevada's Trans Day of Remembrance in an effort to honor transgender affirming Nevadans who have faced discrimination. She wanted to recognize all of Chair Martin's fine work. Chair Martin thanked Administrator Jenkins for her comments.

**Staffing:**

NERC has been attempting to fill current vacancies for some time. She noted that after the Covid Pandemic, NERC, as well as many other agencies, has faced challenges but is committed to finding the most qualified candidates for these positions (whether this be investigative or pre-law legal assistants) in partnership with DHRM.

She added that NERC has been very fortunate to have had the assistance of Senior DAG Sophia Long, which will have an announcement soon, as well as Coralie Peterson. Currently NERC is still operating with six (6) investigators state-wide (3 current vacancies) and administrative assistants.

**Administrative Assistant III Coralie Peterson** - She added that her next announcement is that Coralie Peterson would be retiring and that her expertise and the calmness and sophistication that she has brought to the agency will be missed. She said that Mrs. Peterson committed 13 years to state service, starting out at the DETR Directors office, and later to NERC to oversee the administrative team statewide. She added that as this would be her last NERC meeting, she wanted to thank her for her customer service and attention to detail, not only for Ms. Jenkins herself, but for everyone in the agency, telling her that they were happy for her next chapter, a well-earned time off. As she concluded her comments, each of the commissioners conveyed thanks to Mrs. Peterson as well.

**Mrs. Peterson** commented that, as she had mentioned to each of the Commissioners separately, they all have added so much to the Commission and we, at NERC, appreciated their vantage points. She went on to reassure them that they were not going to be left in the lurch, and that there were 'good hands following'.

**Administrator Jenkins** then asked Senior Deputy Attorney General Sophia Long to comment:

**Senior Deputy Attorney General Sophia Long** stated that Open Meeting Law Training, Public Records Requests should be uploaded shortly on the Attorney General website soon and she would share the link when available.

**Ms. Long** added that she is leaving the Attorney General's office and her last day would be in December and this would be her last meeting with the Commission and there will be replacement for her position soon, so as Coralie had put it, the Commission would be good hands also with the Attorney General's office.

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**Administrator Jenkins** commented that Ms. Long had been sensational, and although she is an attorney herself (not her chosen career) the person who could withstand the fire (as an attorney for NERC) was Ms. Long. She went on to explain that some of the things that NERC has had to deal with required great attention to detail, an understanding of the statutes, as well as maintaining confidentiality and integrity, and she noted that Sophia was the best attorney ‘hands down.’ She added that not one of the many probable cause cases she reviewed (over a thousand) has been returned to NERC, and that there has been no lack of guidance from the Deputy Attorney General. She wished her well and assured her that she would stay in touch with her as well as Mrs. Peterson.

Ms. Jenkins continued to add that she really thanked her from the bottom of her heart for all the work she had done on behalf of the commission; for example, two public hearings resulting in one settlement, sexual harassment prevention training, reviews of probable cause cases and she had also shared in a publication with Ms. Jenkins, adding that all this stands as a testament to her brilliance as an attorney.

After receiving many thanks from the commissioners, Ms. Long commented that she would miss the Commission and the work they do and her having been involved in it.

**Commissioner Stewart Chang** joined the meeting at this juncture and Administrator Jenkins commented to him that Ms. Long was promoting that that Mrs. Peterson was retiring.

**Commissioner Chang** apologized that a prior meeting ran long, and Administrator Jenkins briefly recapped with him that NERC had met its EEOC commitment in closing employment cases, bringing back \$444,500.00 dollars to add to the allocated general fund dollars. The NERC budget is small (2.5 million dollars annually) but she added that NERC does a lot with that money. In addition, NERC had settlements resulting in over a million dollars back to Nevadans this year.

She went on to add that NERC has been working hard to staff up and is confident that NERC will be meeting its EEOC contract and will be receiving an end of year letter to commend them for the work NERC has done for the federal partner. She and Mrs. Peterson worked tirelessly to invoice the EEOC quickly and the funding was received.

**Administrator Jenkins** concluded her update by stating that this was the last meeting for the current year and she wished all their celebrations (naming Kwanza, Hannukah, Christmas) were happy. She also stated that they were still hoping that Governor Lombardo will announce another commissioner welcomed them to send her recommendations they would like to be forwarded.

She thanked all the commissioners for attendance and participation and reiterated how much both Coralie Peterson and Sophia Long will be missed.

**Chair Martin** added his thanks and also commented on Mrs. Peterson and Ms. Long’s departures, thanking them again for their service.

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## 6. Second Public Comment – Andre Martin, Chair

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**Chair Martin** announced the Second Public Comment session and invited members of the public to speak.

**Administrative Assistant II Christina Ennis** commented that she appreciated and valued every moment that she had had with both Coralie Peterson and Sophia Long, saying that she had learned so much from them both and will cherish those moments with both of them.

**Administrator Jenkins** commented that no one was present either in the lobby or electronically joining the meeting.

## 7. Adjournment – Andre Martin, Chair

**Chair Martin** called for a motion to adjourn the meeting and Commissioner Young raised the motion. Commissioner Chang second the motion and all members were in agreement and the meeting was adjourned at 3:56 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 **Friday, November 17, 2023.***

**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.