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**Minutes (DRAFT)
of the meeting of the
Nevada Office of Minority Health and Equity (NOMHE) Advisory Committee
Tuesday, November 17, 2020**

The Nevada Office of Minority Health and Equity (NOMHE) Advisory Committee held a public meeting on November 17, 2020, beginning at 2:00 pm at the following locations:

This Meeting was held via Conference call only:

In accordance with Governor Sisolak's Declaration of Emergency Directive 006: Subsections 1: the requirement contained in NRS 241.023 (1)(b) that there be a physical location designated for meetings of public bodies where members of the public are permitted to attend and participate is suspended.

Teleconference number: (775) 687-0999, Access Code: 62151#

1. Call to Order, Roll Call

The meeting was called to order at 2:07 pm by Erik Jimenez Chair. Present were Advisory Committee members Chair Erik Jimenez, Alisa Howard as proxy for Andre Wade until he joined, Cassandra Cotton, Reverend Dr. Karen Anderson, Andrea Gregg (Vice Chair), and Dr. Crystal Lee

Advisory Committee members absent: Dr. Jennifer Kawi, Dr. Gillian Barclay

QUORUM achieved.

Also present were Senator Pat Spearman; Tina Dortch, Program Manager, NOMHE; Beth Hander, Deputy Director, DHHS-Director's Office; Alexandra Neal, NOMHE; Cyndee Joncas, DHHS, Grants Management Unit; Baldo Bobadilla, UNR Public Health Training Center; Janet Serial, NAACP Sparks/Reno; Jay Cafferata, UNR Nevada Public Health Training Center; Sara Hanafi, UNR Public Health Training Center; Dominique Seck, COVID-19 Program Coordinator; Tamara Telles, UNR Public Health Training Center; Sebastian Iza, DHHS, Grants Management Unit; Erika Marquez; Catherine Nielsen; Vickie Ives; Adrienne Michelson; Xavier Foster, Southern Nevada Health District; Jose Melendrez, UNLV School of Public Health; Gerold Dermid, UNR Public Health Training Center; and Sheila James, Regional Minority Health Analyst, Office of the Assistant Secretary for Health

2. Public Comment

Chair Jimenez invited public comment. There was none.

3. Review/Approve Minutes from August 18, 2020, NOMHE Advisory Committee Meetings

Action Item - Chair Jimenez invited a motion to approve the August 18, 2020, NOMHE Advisory Committee meeting minutes. Cassandra Cotton motioned to approve, seconded by Andrea Gregg. Motion carried unanimously; minutes approved with no changes.

4. NOMHE Sustainability Update

Budget Update - Sustainability

Chair Jimenez invited the Committee to review the attachment “Office of Minority Health and Equity SFY21” budget spreadsheet and commented that the NOMHE strives to maintain a balanced budget even in the face of a global pandemic. The total award was \$138,069.00, so far \$31,021.98 has been expended, \$107,047.02 is projected to be expended, leaving a balance of \$69.67. The Governor requested state agencies submit budgets reflecting a 12% reduction in general expenses going into the next biennium.

Beth Handler commented there would be no cuts or impacts to the NOMHE budget allocated during this biennium.

Chair Jimenez said it continues to be important to fight for sustainability in this budget so that the NOMHE can continue to support efforts to help the populations most impacted by the pandemic.

5. NOMHE Activities and Impact Reporting

Capacity Overview – Staffing

Tina Dortch said today’s meeting is the 10th Advisory Committee meeting which is an exciting milestone. Ms. Dortch said the NOMHE is currently supported by three additional funding streams – Alexandra Neal (CDC Foundation) through March 2021, Dominique Seck (CARES Funding) through December 2020, and Jay Cafferata, Baldo Bobadilla, and Tamara Telles (UNR School of Community Sciences, Public Health Training Center).

Activities and Impact Overview

1) Clinical Trial Diversification – Vaccine Awareness Efforts, Alexandra Neal, COVID-19 Minority Health Equity Specialist, NOMHE

Alexandra Neal invited the Committee to review the attachment titled “Overview of Flu Awareness Efforts”. Unfortunately, Nevada was the least compliant in the Nation in getting the flu vaccine in the

last five years. The goal is to raise the flu vaccination numbers within Nevada's BIPOC (Black, Indigenous, and Persons of Color) communities and contribute to actions that minimize flu related caseloads in the health care system. The NOMHE has collaborated with multiple organizations and is in the process of producing a two-part webinar series aimed at imparting information regarding the science and protocols related to immunizations and providing immediate and actionable information to be used when deciding whether or not to receive a vaccination. Ms. Neal displayed the information for the "Demystifying the Science Behind Influenza Vaccinations" webinar scheduled for November 20, 2020.

Ms. Dortch discussed Alisa Howard's efforts working with the Health District and Immunize Nevada to facilitate activities such as flu clinics. Ms. Howard has been instrumental in presenting community-based models, use of community health workers, and a brainstorming think tank with the faith-based communities.

Senator Pat Spearman said she participated in a zoom call with the Association of Psychologists and Psychiatrists and is disappointed to see the lack of collaboration in toto between state agencies and organizations that receive grants from state agencies. There is inadequate representation for people of color, the LGBTQ community, and the Differently Abled community. Senator Spearman's legislative agenda for 20/21 is going to be tied to Senate Concurrent Resolution 1 "Racism is a Public Health Crisis".

Chair Jimenez asked if there is a vaccination action plan for reaching the BIPOC communities and marginalized groups?

Ms. Dortch said the recently released State plan is a starting point and the NOMHE will continue to work with Dr. Gillian Barclay and many groups to develop a culturally sensitive outreach approach.

Senator Spearman said she is encouraged by Ms. Dortch's comments. It has been disappointing to see the reinvention of the wheel and lack of contact with people who have the trust of and credibility in the communities. Senator Spearman will be keeping an eye on fidelity and the continuance of adjunct supportive programs going forward.

Ms. Dortch commented an infrastructure is being designed with the end goal to increase compliancy and decrease hesitancy to take the vaccinations. Ms. Dortch invited the Committee to review the attachment titled "2020-2021 Seasonal Influenza in the Time of COVID-19: A Supplemental Action Brief".

2) "Amplify Equity" COVID Response Strategy – Toolkit, Dominique Seck, COVID-19 Program Coordinator, NOMHE

Dominique Seck invited the Committee to review the attachment titled "COVID-19 Toolkit Project". The Toolkit's purpose is to be a repository of resources to develop COVID-19 responses. The targeted end users include health equity advocates and organizations committed to culturally competent service delivery. The Toolkit Project will be completed in four phases. Resources will be vetted for cultural responsiveness and resilience. The four resource categories are 1) cultural literacy strategies; 2)

outreach and public awareness strategies; 3) contact tracing and emergency response strategies; and 4) action planning and reporting. A PDF overview of the toolkit and a glossary will be developed.

Ms. Dortch invited the Advisory Committee members to be reviewers of the beta version of the Toolkit. The goal is to have the Toolkit available on the NOMHE website by the end of 2020. The sustainability and utility of the Toolkit will be enhanced as individuals in the community are able to use the Toolkit.

3) Ally-Related Activities, Jay Cafferata, Public Health Diversity Advisor, UNR Public Health Training Center

Ms. Dortch invited the Advisory Committee to review the attachment titled “Cultural Competency Projects – 11/6/2020” as Mr. Cafferata experienced technical difficulties and could not access the meeting.

4) Health in All Policies (HiAP) Activities, Baldo Bobadilla & Tamara Telles, Public Health Diversity Advisors, UNR Public Health Training Center

HiAP Work Plan Overview

Tamara Telles invited the Committee to view the handout titled “Health in All Policies Update – 11/17/2020”. Ms. Telles introduced herself and said Sara Hanafi recently moved to another project. Ms. Telles is on board to help with the evaluation portion and final reporting for this project. Ms. Telles discussed the online asynchronous training launched at the end of August 2020. The focus for the evaluation portion is to collect data on the general consensus regarding comprehension of Health in All Policies, how intersectoral collaboration can improve public health, and other factors.

Baldo Bobadilla said he and Sara Hanafi presented on Health in All Policies at the Nevada Public Health Association Conference in September. Mr. Bobadilla gave an update on the HiAP Pilot Projects (see handout) including 1) LatinX Health Action Network; 2) Keep Truckee Meadows Beautiful (KTMB); 3) Rural Nevada Public Health Infrastructure; 4) Regional Transportation Commission Pedestrian Experience Index (PEI); 5) Construction Safety, Infectious Disease Prevention; 6) Nevada Housing Division Affordable Housing Unit Preservation Classification; and 7) Regional Transportation Commission of Southern Nevada.

5) Impact of NOMHE/UNR Efforts and Future Opportunities, Gerold Dermid, Director, UNR Public Health Training Center

Gerold Dermid said the collaboration between the NOMHE and the UNR Public Health Training Center will end May 2021. Through the Health in All Policies pilot projects additional funding was received to further develop the LatinX communications campaigns particularly related to COVID-19. Public Service Announcements (PSAs) were developed at no extra cost to the grant funding. A trans-gender healthcare access needs assessment is nearly ready to be launched. Additional funding to hire staffing and give incentives has been secured. Funding through The National Networks of Public Health Institutes funded a COVID training series which addressed the impact of COVID on minority populations.

Other funds will be used to host a monthly health equity webinar series. The Core Competencies for the Public Health Workforce and the Essentials of Public Health are being revised with health equity at the center. A health equity needs assessment focused on how well health equity is incorporated into health services will be launched soon. That data will be translated into an action plan and provided to the NOMHE. Funding totaling \$24,500 has been received to pay for seven MPH interns who will work on HiAP projects. Supplemental funding from the Health Resources & Services Administration (HRSA) was used to host the Sexual and Gender Minority Virtual Health Conference. A grant was secured for \$350,000 from the USDA to address COVID and opioid minority rural health natural community leaders' education and outreach program.

Chair Jimenez agreed with the importance of evaluating the data from the HiAP activities with regards to actually engaging people in the community and continuing to promote activities in the communities.

Mr. Dermid said Ms. Telles is going to produce an evaluation magazine which will review the results of the pilot projects and evaluation measures, and include bullet points for future needed policy, practice, and research.

Ms. Cotton has heard feedback regarding reluctance to take the COVID vaccination and commented on the importance of engaging trusted partners in conversations.

Ms. Dortch stressed the importance of demonstrating how any entity or activity that has a determining effect on health has a role to play in health equity.

Dr. Crystal Lee said the Navajo Nation has agreed to adopt vaccination trials by way of Johns Hopkins Center of American Indian Health. Even though the tribal leadership gave consent to for Johns Hopkins to do some vaccination trials on the reservation, and the need for services exists, feedback on the hesitancy to partake of the vaccinations has been received. It can be difficult to promote a practice that raises concerns on a multitude of levels so it may be better to disseminate information without leading with partiality.

Ms. Dortch discussed the "BIPOC Paradox" and the need as allies in the communities is to determine how to overcome the paradox. It is important to validate points of view and concerns as well as the impacts and disparities.

Dr. Lee commented on the belief of indigenous communities in holistic health and how vaccinations and drugs are mostly outside of indigenous peoples' thought and practice. A more holistic approach which includes messages such as a having healthy diet and the integration of a holistic balance may be better than just pushing the western medicine drug way.

Ms. Dortch asked everyone to promote the November 20, 2020 , Flu Awareness Webinar "Demystifying the Science Behind Influenza Vaccinations". The motivation for all efforts is equitable health. The ways to get to equitable health care will be discussed and Ms. Dortch invited interested parties to bring their comments to the webinar.

Ms. Cotton commented the toolkit/toolbox's value is in containing information to be used for conversations about medicines that can enhance a healthy life.

Alisa Howard commented on the value of bringing in the people who are on the ground who may have many followers to give credence to the reality of the COVID pandemic and efforts to meet health needs.

Ms. Dortch asked everyone to share the Flu Webinar information with community leaders. Ms. Dortch said the questions that were asked associated with COVID testing in the beginning of the pandemic did not ask for important information about co-morbidity or chronic diseases. Through social media the community was led to believe that the African American population was immune to the virus.

6) Nevada Minority Health Equity Coalition - #OneCommunity Campaign, Dr. Erika Marquez, Assistant Professor & Jose Melendrez, Executive Director, UNLV School of Public Health

Jose Melendrez invited the Committee to view the attachment titled "Prevention Tips – One Community One Response – We can Stop COVID-19". The One Community One Response Campaign targets seven of the ten most vulnerable populations. The campaign utilizes community based participatory research and provides mini grants to organizations who are able to facilitate focus groups, collect data and share information which contributes to the development of culturally relevant materials. Mr. Melendrez shared the goals of the Campaign and said in the future there will be a steering committee which will continue to address efforts to deal with the pandemic.

Dr. Erika Marquez discussed the implementation of the goals and lessons learned. One goal has been to identify areas in the community with high infection rates and determine how to implement outreach and education. When the CARES funding was received an RFP (Request for Proposal) was sent out across the State. Applications which focused on the seven vulnerable communities were received very quickly. Dr. Marquez discussed the One Community Campaign information dissemination methods including focus groups, website, social media, print media, and outreach. It is planned to roll out short videos in multiple languages about health issues. Dr. Marquez shared the "Nothing About Me Without Me" statement coined by a trainer and the "A Public Health Framework for Reducing Health Inequities – Bay Area Regional Health Inequities Initiative". The goal is to continue the work past the end of the year.

Mr. Melendrez commented that the COVID-19 pandemic brought health inequities to the forefront, but the reality is the inequities existed in public health before the pandemic. The work to address those inequities will continue.

Ms. Dortch thanked the Coalition for their work and commented the Coalition will build an infrastructure for information dissemination.

7) Actioning Governor's Proclamation Declaring Racism a Public Health Crisis, Tina Dortch, Program Manager, NOMHE

Ms. Dortch discussed the efforts to ‘action’ the Governor’s Proclamation Recognizing Racism as a Public Health Crisis including engaging a consulting firm – Social Entrepreneurs, Inc. The firm has augmented their staffing to be more diverse. A phased approach to action is being created as the Governor is intent on moving forward. A Federal Executive Order from the current Presidential Administration caused a momentary hiccup but the Order has since lost its teeth and bite. The NOMHE was instructed by the Director of the Department of Health and Human Services to proceed with actioning the Governor’s Proclamation. A steering committee has been put together which is made up of division leaders and members of a BIPOC support group. Situational analysis will be conducted to address disparities within human resources practices, and ultimately address disparities in service delivery. Resulting reports will be shared with the Committee.

6. NOMHE Advisory Committee Activity

NOMHE Advisory Committee Recommendation Letter to DHHS Director, Richard Whitley

Chair Jimenez said at the last meeting there was discussion on how the Committee could play a role in developing recommendations to help guide the Department of Health and Human Services (DHHS) and the Governor’s Office with actionable next steps for enacting the Governor’s Proclamation Recognizing Racism as a Public Health Crisis. Chair Jimenez invited the Committee to view the attachment which is a draft letter to Director Richard Whitley regarding systemic changes that can be done to meet this moment and have the potential to put the NOMHE in the position of facilitator to enact those systemic changes within all government agencies. The draft letter contains five recommendations.

1) The first recommendation is “Work to expand data pool utilized by DHHS through collaboration between NOMHE and the Office of Analytics within the Nevada Department of Health and Human Services to improve health outcomes among minority communities.” Comprehensive data collection will support focused attention to gaps in access to care and delivery of services.

Senator Spearman said the initial statistics regarding COVID’s impact was not disaggregated to show the impact to marginalized communities. Senator Spearman is working on a legislative bill to add another category (SOGI – sexual orientation and gender identity) to the data to support appropriate funds allocations. Collaboration with persons already working in these areas supports fiscal and time conservancy. Senator Spearman said it would be good if collaboration with entities such as UNLV is already happening.

Ms. Gregg commented many organizations will reap the benefits of data collection.

Chair Jimenez said the data could be used to help guide State agencies. As an example, if a community of color experienced a spike in cases of diabetes then the data collected could be routed to the Department of Education or the Department of Agriculture who then could apply for grants to target those needs.

Ms. Dortch commented much work is in the process of addressing this need. Ms. Dortch is working with the Chief Biostatistician. The Bi-Annual Nevada Minority Health Report contains a collection of statistics

about experiences and the current conversations are about ways to overlay those vulnerabilities. Another work group is seeking to expand and recognize categories such as SOGI (sexual orientation and gender identity) demographics.

Senator Spearman thanked Reverend Dr. Karen Anderson for her previous efforts in community outreach and engagement and suggested learning from Reverend Anderson's experiences. Senator Spearman suggested sharing information with and gathering information and feedback from the faith community.

2) The second recommendation is "Increase the role and footprint of the NOMHE to serve as a facilitator and convenor for Nevada's minority communities and the organizations who serve them." Information about valuable services and programs is not reaching Nevada's minority communities and the minority communities are not included enough when policy decisions are being made.

Ms. Gregg asked Ms. Dortch about the NOMHE's ability to be the convenor given current capacity?

Ms. Dortch said a paradox is created and that the scale of her current service would be increased. The current additional support has allowed for expanded effort but that will be reduced when the additional support ends.

Dr. Lee said with regards to her recent efforts working on getting Native voters in Nevada and Arizona out to vote she has since learned through the data that there are 25,000 to 30,000 Navajo people living in Clark County. The population living in Clark County out-numbers all of the other areas combined in the State. The Native people frequently travel back to their homelands for visits which could affect prevention, information dissemination, and health care efforts. Native people are not binary to their geographical location.

Ms. Dortch invited Alisa Howard to elaborate on engaging the people who are gatekeepers to a community or sub-population.

Ms. Howard said she has engaged in that process before with success when dealing with the HIV disease. When gatekeepers are invited to meetings and supplied with ongoing current information, they have helped with the information sharing. The gatekeepers should be included in all meetings and information for all public health needs. Feedback has commented on the situations of one-time invitations and lack of funds for support.

Dr. Marquez echoed Ms. Howard and said she has heard the same comments in the listening sessions across the state. Conversations and funding should continue to be shared with community partners past the current health situation. It is important to find out which key relationships can be aligned with research and data collection.

Ms. Dortch recently participated in a leadership call for all of the OMHEs which was also attended by Association of State and Territorial Health Officials, National Association of County and City Health Officials and the National Association of State Offices of Minority Health and collectively they are going

to tag team an approach towards the Office of Minority Health and Equity on the Federal level and motivate them to the new commitment to public health. It is hoped that funding will be made available for administrative purposes.

3) The third recommendation is “Work collaboratively with the Nevada Legislature to support the passage of legislation that would designate Chief Diversity Officers at State agencies.” This would create a cohesive strategy for State agencies to ensure they are meeting the needs of Nevada’s minority populations.

4) The fourth recommendation is “Convene an advisory council of diversity-focused agency leaders to meet and collaborate on an ongoing basis.” The advisory working group would develop a coordinated strategy for working to address systemic racism in State agencies. The data would be used to create actionable steps and ensure that the people who need the most help are being served.

Senator Spearman asked for any needed legislative action to be identified early.

5) The fifth recommendation is “Work to increase the resources available to the NOMHE through federal funding to best serve Nevada’s minority communities.” Additional funding from federal grant opportunities can be put directly into programs and communities where it can do the most good.

Chair Jimenez asked everyone to send any other feedback directly to him.

Ms. Gregg pointed out a typo in recommendation five – last sentence - “be”. Ms. Gregg will send other comments directly to Chair Jimenez.

Senator Spearman suggested getting assistance from persons skilled in the grant writing process and perhaps pulling them together to act as a subcommittee and search out the grant opportunities.

Ms. Dortch commented the next step from the Recommendations Letter is to create a comprehensive collection of equity goals. Community partners can then build grants around those goals to obtain funding.

Senator Spearman suggested that going forward everything produced by the NOMHE reference Senate Concurrent Resolution 1.

Chair Jimenez expressed he would like to finalize the Recommendation letter as soon as possible.

Ms. Dortch commented the next NOMHE falls after the beginning of the next legislative session and suggested the draft letter be approved by motion now.

Action Item - Chair Jimenez invited a motion to approve the draft NOMHE Advisory Committee Recommendation Letter to Richard Whitley, DHHS Director. Dr. Lee motioned to approve. Seconded by Ms. Howard on behalf of Andre Wade. Motion carried unanimously.

7. Scheduling & Agenda Topics

Scheduling Meetings and Proposed Agenda Topics for future meetings

Action Item - Chair Jimenez asked for any agenda items and suggested an agenda item addressing how to engage community leaders. He said he would like to start working with the Office of New Americans to determine better strategies for interfacing with the undocumented and immigrant populations.

Ms. Dortch confirmed with everyone that the meeting scheduled for February 16, 2021 from 10 am to 12 pm worked for everyone. There were no negative comments. Ms. Dortch asked the Committee members to check their calendars to ensure May 18, 2021 from 10 am to 12 pm and August 17, 2021 from 2 pm to 4 pm still worked for everyone.

Mr. Wade commented he has conflicts on Tuesdays between 2 pm and 4 pm.

Ms. Dortch asked for a show of hands for each meeting date and recorded the affirmative answers. The future meeting dates will be held for now and reviewed at the February meeting. Ms. Dortch suggested holding the August meeting from 10 am to 12 pm. The three meeting dates and times are:

February 16, 2021, 10 am to 12 pm

May 18, 2021, 10 am to 12 pm

August 17, 2021, 10 am to 12 pm

Senator Spearman unless she is called to the legislative floor, she will attend the NOMHE Advisory Committee meetings.

8. Public Comment

Chair Jimenez called for public comment.

Sheila James, Regional Minority Health Analyst, Office of the Assistant Secretary for Health said it is an honor to be on these calls and to be able to share with the National OMHE office what is happening here in Nevada. Ms. James is in constant contact with Ms. Dortch and will continue to look for ways to lift up the good work that is being done in Nevada. Nevada's efforts could be the model for other states.

There were no further public comments.

9. Adjournment

Action Item - Chair Jimenez called for a motion to adjourn the meeting. Mr. Wade moved to adjourn the meeting, Dr. Lee seconded, and the motion carried. The meeting was adjourned at 4:14 pm.