



Minutes (DRAFT)  
of the meeting of the  
Nevada Office of Minority Health and Equity (NOMHE) Advisory Committee  
Thursday, June 9 2022

*The Nevada Office of Minority Health and Equity (NOMHE) Advisory Committee held a public meeting on June 9, 2022, beginning at 10:06am at the following location:*

*This meeting was held via Zoom.*

## 1. Land Acknowledgement

Dr. Crystal Lee read the following land acknowledgment:

The Office of Minority Health and Equity, as a program of the Nevada Department of Health and Human Services acknowledges, honors, and respects the diverse indigenous peoples connected to this land and recognize the State of Nevada is situated on the traditional homelands of Nuwu, Newe, Numu, and Wa She Shu.

We offer gratitude for the land itself, for the land itself, for those who have stewarded it for generations, and for the opportunity to work alongside our Tribal partners. We encourage everyone in this space to engage in acknowledgement and continued learning about the indigenous peoples who work and live on this land since time immemorial, and about the historical and present realities of colonialism.

Ms. Dortch said that NOMHE is a proud sponsor Silver State Equality's Luncheon on June 20<sup>th</sup> in honor of Pride Month. She encouraged everyone to educate themselves on sexual orientation and gender identity causes.

## 2. Call to Order, Roll Call, and Opening Statement:

Chair Jimenez called the meeting to order at 10:06am.

Committee Members Present : Erik Jimenez (Chair); Andrea Gregg (Vice Chair); Dr. Crystal Lee; and Dr. Samuel Hickson, Dr. Reimund Serafica, Dr. Rutu Ezhuthachan, and Rev. Dr. Karen Anderson

Ex-Officio Member Present: Senator Pat Spearman (joined at 11:19am)

Quorum achieved.

Also present were the following NOMHE staff: Tina Dortch, Dominique Seck, Alexandra Neal, Princette Bowling, Carlos Ramirez, Amanda Annan, and April Cruda. Members of the public present: Kelly Marschall, Charina de Asis, Felicia Gonzales, Judy Iannacchino, Linda Anderson, Sean Sever, Tabitha Pederson, Oscar Fernandez, Jay Cafferata, Fatima Taylor, Tracy Johnson, Barry Gold, Priscilla Acosta, Kelly Benoit, Allison Genco, Lori Kearse, Brittney Rosiles, Tyler Shaw, Marla, Kathi Thomas, Vanessa Dunn, Lea Case, Asma Awan, Angie Rojas, Nick Wilhelm, Alisa Howard, and ASL interpreters Cynthia Crawford and Joseph Bishara.

Chair Jimenez welcomed new advisory committee members: Dr. Hickson, Dr. Serafica, and Dr. Ezhuthachan. Ms. Dortch would like to fill the remaining two seats by the end of the year. Interested parties should contact her. He invited new members to introduce themselves.

Dr. Serafica is an associate professor at University of Nevada—Las Vegas' School of Nursing. He is currently the president of Asian American Pacific Islander Nurses Association of Nevada where his term is expiring. He expressed his excitement to join NOMHE's Advisory Committee.

Dr. Ezhuthachan is a pediatrician who has lived in Las Vegas for the past 20 years. She said expressed her excitement to work with the committee to decrease health disparities and improve the community. She currently serves as the Chief Medical Officer for Health Plan Nevada Medicaid. She is passionate about serving vulnerable Nevadans.

### **3. Public Comments:**

Chair Jimenez invited public comment.

Barry Gold (AARP) reminded everyone that when the public health emergency is declared over at the federal level, Nevada Medicaid will begin redeterminations for eligibility. During the emergency people could not be disenrolled regardless of eligibility. Once they begin redeterminations, people that do not meet eligibility requirements will be disenrolled. Additionally, people should update their information and follow up when they receive their redetermination notice. Nevada Medicaid has a website not just for beneficiaries and families but also for providers and members of the community with information on this subject. He shared the following web address in the chat box <https://dhcftp.nv.gov/Pgms/CPT/COVID-19/MemberOutreach/>.

Ms. Dortch thanked Mr. Gold for raising awareness. NOMHE staff are also reminding people about redetermination for eligibility including changing their email signature to link websites in both English and Spanish. NOMHE's outreach staff member, Carlos Ramirez-Gomez shares Medicaid materials when he is out in the community.

### **4. Approval of February 8, 2022, Advisory Committee Meeting Minutes**

**Action Item.** Chair Jimenez invited a motion to approve the February 8, 2022 NOMHE Advisory Committee Meeting Minutes. Rev. Dr. Anderson motioned to approve the minutes as presented. Second from Vice Chair Gregg, the motion carried unanimously; minutes approved with no changes.

### **5. Report on Nevada Office of Minority Health and Equity (NOMHE) Budget:**

Chair Jimenez noted that there are several grant streams that have allowed NOMHE to expand to capacity.

Ms. Dortch presented the following information:

NOMHE provides the Advisory Committee with a report that is broken up into two sections, Budget Account #3150 which contains money from The General Fund. The Office was awarded \$139,482 during the 81<sup>st</sup> Legislative Session. NOMHE is projected to expend everything but \$3229 dollars by the end of the fiscal year (June 30). Delays due to COVID may impede the Office's ability to meet this number. NOMHE spent money on the sponsorship for Silver State Equality's upcoming luncheon. Additionally, the annual Advisory Committee will be held in Northern Nevada and the Office will pay the travel fees for committee members that reside in Southern Nevada.

The second section of the report reflects the CDC Health Disparities Grant. NOMHE was awarded \$2,609,791 in July 2021. The Office began working on the grant on September 1, 2021. The Office received an increase bringing the funding to \$3,143,633 due to two new contractors. One of the contractors will be a faith-based initiative. Their work will consist of COVID-19 mitigation and health prevention activity. The other contractor will be Nevada Broadcaster Associates who will help NOMHE create its first health disparity campaign including a television and radio ad. Ms. Dortch asked for feedback from the Advisory Committee members during the November meeting.

Mr. Jimenez invited questions from the committee members. There were none. He asked if the commercials would run after November.

Ms. Dortch said that the Office is mindful of the election season and would not run the commercial during this time.

## **6. Report and Discussion of Nevada Office of Minority Health and Equity (NOMHE) Impacts**

### ***Core Values Assessment and Black, Indigenous, and People of Color (BIPOC) Support Group Update***

Ms. Bowling presented the following update:

NOMHE implemented the CVA to identify vulnerabilities that exist preventing the equitable provision of agency services to marginalized communities and to provide opportunities to enhance the culturally competent delivery of services.

There are 3 phases:

1. The orientation meeting was held May 9 and May 11 with Department of Health and Human Services (DHHS) division administrators, department diversity and inclusion liaisons, and executive assistants. This was an introduction to the CVA process where attendees received an orientation guide. On June 1, the CVA survey was distributed by all DHHS staff by division administrators. It will close on June 17. There are over 1080s responses thus far.
2. Enhancement Report Meeting. This meeting will discuss the CVA survey results and identify personnel responsible for the implementation of its recommendations.
3. Progress Report Meeting. Approximately 3 months after Administrators receive the results, the report will reveal outcomes and improvements from the CVA Enhancement Strategy Recommendations.

Beginning on September 22, NOMHE will be responsible for facilitating the DEI Advisory Groups and continuing to develop the DEI Strategy Manual with products from NOMHE and other CDC vendors. Support groups are held every Thursday from 5:30pm-6:30pm and every Friday from 9:30am-10:30am. Objectives include motivating staff, working through challenges, and encouraging staff to take care of themselves. It is also a safe space to share

workplace experiences of BIPOC staff and allies that can support improvements to the DHHS organizational culture and climate.

On May 18, DHHS and SEI hosted the Diversity, Equity, and Inclusion (DEI) Townhall. There were 464 participants. This quarterly town hall meeting will engage DHHS staff to share DEI strategies that are being implemented throughout the department.

Ms. Dortch expressed gratitude to Princette for her perseverance throughout the CVA project as she has faced many challenges such as turnover. She stated that the survey's success is a testament to great preparation.

Chair Jimenez invited questions. There were none.

### ***CDC Health Disparity Grant Update (DHHS DEI Initiative)***

Kelly Marschall, Project Lead, Social Entrepreneurs Inc. presented the following update:

The DHHS DEI initiative was formed in October 2020 with the establishment of The Steering Committee which meets monthly.

First, SEI performed a climate survey among DHHS staff. They received over 2,000 responses out of about 6,000 staff that were reflective of the 5 divisions. Using these results, SEI developed a situational analysis and presented in June 2021 via a series of 6 town halls. They were all attended by the Director of DHHS. These efforts are connected to Ms. Bowling's activities to ensure culturally competent service delivery and the reduction of health disparities. The primary objectives for implementation are to respond to findings and recommendations that came out of the climate survey and situational analysis. It was also to increase the engagement of DHHS leadership at all levels across the divisions and to demonstrate progress and create a strategy and climate that embeds DEI principles throughout DHHS.

There were several policy and procedure issues identified through that process that are currently being worked on such as complaints, discipline, sourcing, and recruiting, hiring, salary schedules, and performance management. SEI created metrics and ongoing data visualizations will be provided quarterly as well communication tools to promote and illustrate DHHS's commitment to implementing DEI.

Some of the ongoing activities has been to support the monthly steering committee which is comprised of representatives from each division as well as the director's office and subject matter experts who are outside of the department but have knowledge of the department. They also support the advisory groups whom they recruited from the 6 divisions (including the Director's Office). The 6 advisory groups began meeting monthly in January. They also have a liaison that participates on the steering committee to ensure that they have staff with lived experience.

The steering committee is charged with providing input, content, and support for the creation of a DEI strategy manual which includes a strategic plan to address the Department's DEI related issues.

The townhall meetings will be held quarterly. SEI is partnering with NOMHE staff to engage other DHHS staff members to share success stories, identify challenges and have a transparent conversation about them, as well as discuss desired DEI outcomes.

SEI's deliverables include creating the DHHS DEI Strategy Document and the Policy, Procedure, and Training Manual for Health Disparities. They have created templates for both documents. The Policy, Procedure, and Training Manual for Health Disparities requires quarterly synergy meetings with NOMHE and other CDC subgrantees including University of Nevada Reno and UNLV. They share and collect information and model policies and procedures from both institutions that could inform DHHS' policy manual.

SEI engages in capacity building related to leadership development and training. For example, Ms. Marschall worked with Ms. Bowling and Ms. Bowling to develop the question bank for the Core Values Assessment. They communicate throughout DHHS on progress via tools that they developed as part of a communications plan. This includes a newsletter but also communication to the division administrators and The Director's Office. The ongoing coordination with partner agencies as well as reviewing the policies and the practices from the Department of Administration, Human Resources Management Program. They have drafted metrics for the quarterly data visualizations. They are also providing ongoing support to transition the DEI Activities to NOMHE staff and build their capacity while being mindful of NOMHE's staffing changes to prevent handing over activities with insufficient infrastructure.

SEI convened the 6<sup>th</sup> Advisory Group meetings to finalize Division Priorities and Strategies. Each month they have identified their top 3 priority issues and strategies to resolve them. SEI synthesized these ideas and identified commonalities as well as those that were specific to a division. SEI used this to build the framework for the DEI Strategic Plan. Each Advisory Group will provide input on the plan and also see the work of other advisory groups. Once this is finalized, they will develop action steps to implement the plan.

SEI team meets with Division administrators every other month. This team includes a DEI Strategic Partner called Brighter Strategies which does organizational development work with a DEI lens. SEI developed their partners' framework for DHHS DEI Initiative, and they have expertise with working with governmental entities across the country. Brighter Strategies has taken the lead on administrator meetings and SEI provides the project management support. The next meeting is scheduled for July.

The next DHHS Town Hall meeting will be held in August.

Brighter Strategies is performing a Human Resources Audit to identify policies, procedures, and analyze issues related to complaints, discipline, salary schedules, recruitment, and sourcing, performance, and management. They will identify recommendations that will be incorporated into the strategy manual as well as the policy, procedure, and training manual.

There will be a copious review of documentation to understand if it is reflective of practices or if it varies across divisions. The newsletters are issued quarterly electronically and printed for staff that may not work with a computer every day. They are building a website for the initiative and Ms. Bowling is acting as a liaison at the Advisory Group meetings by sharing commonalities between the 6 Advisory Groups.

SEI will continue to coordinate the CDC Synergy meetings and populate manuals based on the approved templates. As part of the HR audit, SEI met with DHRM and the Office of Performance Management to get a sense of some of the systemic challenges in implementing these new strategies, policies, procedures. They have collected all documentation and will soon present their recommendations.

The data points and key performance indicators are:

- To collect disciplinary data by race and ethnicity
- EEO complaint data
- Position type by race/ethnicity
- Recruitment sourcing: where jobs are advertised and sources of recruitment
- Retention and promotion metrics (BIPOC, ability, age, LGBTQ, etc.)

Chair Jimenez invited questions or comments.

Dr. Serafica asked if SEI uses a search committee through the department or through Human Resources for the entirety of the process. SEI asked if there is a search advocate for the process.

Ms. Marshall clarified that SEI is a private consulting firm outside of DHHS and they are examining DHHS practices. So far, SEI has found that hiring and sourcing practices vary considerably by division and even within divisions, by agencies, and by bureaus. The HR Audit will uncover this so that SEI can offer recommendations that can be documented in a policy and procedure manual. She said that she would bring back the idea of the search advocate to the steering committee and the advisory groups as a potential strategy.

Chair Jimenez acknowledged Dr. Hickson's presence and Ms. Dortch invited him to introduce himself.

Dr. Hickson is medical social worker and health behaviorist for Intermountain Healthcare. He specializes in healthcare stigmatization and works to reduce health stigmatization among sexual and gender minority communities. He expressed his delight in joining the advisory committee.

Ms. Dortch stated that the work described in Ms. Bowling and Ms. Marschall's presentations was predicated on the Executive Order from the Governor that named systemic racism as a public health crisis. DHHS is the largest and most forward-facing department in state government. It is taxed with providing supportive services and safety net resources to the community and many of the people in need belong to marginalized communities. SEI and Ms. Bowling's work is complementary. SEI's work assesses DHHS' internal culture while Princette Bowling assesses how DHHS' external engagement. Their work will be synthesized into a final report that will let stakeholders and the Director know where DHHS stands on being inclusive workplace and a provider of accessible resources.

### ***Minority Health Month 2022 – Impacts and Outcomes***

Ms. Dortch said that NOMHE hosted many events since the Advisory Committee Meeting in February.

NOMHE's Program Coordinator Dominique Seck presented the following information:

On February 18, NOMHE hosted the Black Maternal Health Awareness Roundtable. The moderators and panelists were birth workers whose clientele are women of color. They discussed ways to support and advocate for mothers and their families to improve birth outcomes. It was a well-attended event that received attention from the local media. Since then, NOMHE has formed a maternal health workgroup and they plan to share some of that work in the coming months.

On March 29th, NOMHE partnered with the Division of Public and Behavioral Health for The World of Flavors: A Celebration of Nutritious Foods in honor of National Nutrition Month. Chef Stacy Dougan provided cooking instruction and Roz Brooks formerly of VEGAS Roots and now owner of WELL Women of Color discussed the importance of utilizing food to treat chronic diseases.



During the week of April 18, NOMHE hosted two webinars.

The first was Utilizing Community Health Workers in the Public Health Workforce. Community Health Worker Instructor and Owner of Minority Health Consultants Alisa Howard moderated a diverse panel which included a faith leader, a health care provider, a community health worker, and an advocate. In light of new funding opportunities for community health workers, NOMHE staff thought it would be a good idea to educate health providers, community-based organizations, and people interested in health care careers about how CHWs are critical to ensuring the wellbeing of all Nevadans. Based on the feedback, the event was well-received.

The second event that week was Get Connected: A Conversation with LGBTQ Service Providers and LGBTQ Youth. Service providers discussed the importance of being mindful of intersectionality in service delivery. However, the highlight of this event was hearing from youth themselves. They discussed the many challenges that they face in school and at home and how they were impacted by the pandemic. Most importantly, they shared their concerns about acceptance and safety in an ever-changing world.

Ms. Seck thanked everyone who promoted, attended, and participated in the events.

NOMHE's Minority Health Analyst Alexandra Neal presented the following information:

On March 4, NOMHE held an information session to increase education and access for families. Leaders in Training Las Vegas location to promote the Cooperative Development Energy Program, a partnership between Fort Valley State University and University of Nevada—Las Vegas. This is an example of NOMHE's efforts to develop interstate and federal partnerships.

On April 13, NOMHE held Unveiling the Challenges in Health Care Access for Differently Abled Individuals webinar. This event provided the opportunity to engage new stakeholders such as Nevada Black Deaf Advocates. Ms. Neal said that the group is always looking for new members whether they have lived experience or not.

NOMHE and Immunize Nevada cohosted a COVID-19 Test Kit and Vaccination Opportunity at Downtown Las Vegas' Fresh 52 Farmer's Market. The final event was the Minority Health Resource Fair at Care With A Purpose (owned and operated by Shaniqua Hawkins). The fair included state agencies such as the Office of Consumer Affairs and Adult Protection Services along with community partners such as Liberty Dental and Immunize Nevada.

Ms. Neal said that the recordings for the virtual events would be distributed along with through a special edition of NOMHE's newsletter. She asked people who were interested in receiving it to email her at [a.neal@dhhs.nv.gov](mailto:a.neal@dhhs.nv.gov).

Ms. Dortch said that the events described by Ms. Seck and Ms. Neal are examples of NOMHE's efforts to develop relationships with key stakeholders. She used a recent situation where a community partner was seeking formula for a client (due to the national shortage) to illustrate the importance of building and sustaining these relationships. NOMHE will also work to make

Chair Jimenez invited questions and comments from the Advisory Committee.

Dr. Ezhuthachan asked if Advisory Committee Members are automatically added to NOMHE's distribution list. Ms. Dortch said yes. She also said that NOMHE will update the Advisory Committee Roster document and added to the Office's website.

Vice Chair Gregg commended the Office's efforts. Ms. Dortch thanked her team and stated that the work continues after the events as evidenced by the creation of the maternal health workgroup.

Chair Jimenez encouraged the other Advisory Committee members to participate in NOMHE's events as he did for the differently abled webinar.

Dr. Hickson stated that the NOMHE has done amazing work. He asked if the World of Flavors event included a discussion about food deserts in Nevada, especially food shortages and the rise of obesity. He also asked if there was a conversation about how to access those foods. Ms. Dortch said Ms. Seck and Ms. Neal are the point people for topics that do not fall under the CDC Health Disparities Grant. Ms. Seck is the point person for food security, and she is involved in DHHS' nutrition workgroup. In fact, the event was developed in one of the meetings. She told Dr. Hickson to let her know if he has ideas for events that he would like NOMHE to develop.

Dr. Crystal Lee said she had an item for NOMHE's consideration. She said food sovereignty and access to resources key concerns for tribal communities. Their homelands are connected to water and the ability to hunt and grow their traditional foods. She said she wants to be inclusive of food sovereignty, not just tribal lands. Ms. Dortch said that NOMHE will be mindful of this in future outreach efforts.

Dr. Hickson asked if there were any plans for future engagement of parents after the LGBTQ Service Provider and LGBTQ Youth webinar. He stated that there are many changes within the Sexual and Gender Minority community and many parents are struggling to respond, especially to medical and psychosocial needs. Ms. Dortch said that in the initial planning meetings, NOMHE wanted the target audience to be youth and parents but decided to focus on youth first. She said that NOMHE is partnering with The Center in Southern Nevada who offers support groups and they are planning on hosting them in schools. She stated that although the Office has only engaged youth thus far she does not envision moving forward without engaging parents.

## **7. Preparation for Nevada's 82nd Legislative Session:**

Tina Dortch, NOMHE Program Manager

Ms. Dortch said that she wanted to provide an overview of Legislative Session because she wants to ensure that advisory committee members, stakeholders, and the public are informed about policies that are important to them and how they are translated into legislative action. Additionally, she stated the importance of ensuring people understand the legislative process. She said that the upcoming elections serve as a precursor to Legislative Session.

Ms. Dortch said that Nevada is in the throes of Bill Draft Resolution (BDR) which is when Nevada State Congress and some state governments produce ideas to move forward. She said Committee Work is vital to the creation of legislation. The public may listen to the sessions which are recorded and streamed on YouTube by the Legislative Council Bureau. She said they also hold hearings and public comment sessions where they might be asked to give testimony. Reports are developed from these meetings. Ms. Dortch said that ultimately the work results in a vote and the Governor potentially signing the bill into law.



Ms. Dortch said that Nevada does not have a full-time legislature. Although there is interim work, the bulk of the work is done in 120 days every other year. The 82<sup>nd</sup> Legislation Session begins on February 6, 2023 and sine die, also known as the last day of session will be around June 5, 2023. She said NOMHE will soon participate in legislative training opportunities, and she will share them when she has more information. She encouraged people to familiarize themselves with Nevada's electronic legislative information system (NELIS).

Ms. Dortch said that NOMHE and Nevada Minority Health and Equity Coalition (NMHEC) will host an annual impact summit on November 18. NOMHE will provide legislative training during breakout sessions.

Ms. Dortch said advisors were very supportive of bills with an equity focus during the last legislative session and NOMHE was named in 6 or 7 bills that elevated equity.

Chair Jimenez highlighted the importance of advocacy and legislative work for NOMHE's sustainability. He said that prior to the 81<sup>st</sup> Legislative Session, Ms. Dortch did not have many staff members or designated programs. He said that The Office was resurrected and supported by Governor Sisolak, the first Democratic governor of Nevada in 20 years, who is committed to equity and inclusion. He said the Governor's Office engages in the work through NOMHE's Advisory Committee via the Public Health Resource Officer who will go through a similar process of expanding the office. The following presentation on Senate Bill 222 is a direct result of NOMHE's work which established diversity and inclusion liaisons in every state agency to reform government structures, to create processes and procedures, and ensure that minority communities always have a seat at the table at the beginning of the decision-making process rather than as an afterthought. They also work with Silver State Equality Nevada on the collection of Sexual, Orientation, and Gender Identity (SOGI) data collection.

Chair Jimenez encouraged committee members to bring their ideas for things that they would like the Office to act upon to August meeting. He said they can pursue bill sponsors, draft legislation, and ultimately promote the health and equity of minority communities across the State.

He invited comments and ideas. There were none.

## **8. Presentation About the Implementation of Senate Bill 222 of the 2021 Legislative Session; the Identification and Engagement Efforts of Departmental Diversity and Inclusion Liaisons Across all of State Government**

Ms. Dortch provided an overview of Senate Bill 222:

Senate Bill 222, sponsored by Senator Melanie Scheibel, allows each state agency that communicates with minority groups or offers programs and services that affect minority groups to the extent practicable that they can designate a diversity and inclusion liaison. Their role is to promote effective communication with minority groups, cultural competency, and provide effective services for those groups, and establish a method for notifying their internal colleagues and the employees of the agency of which they're embedded about these opportunities. DILs serve as the contact person between their agencies and external minority serving organizations on equity-related issues. Ms. Dortch said ideal candidates for the DIL role is someone who has broad institutional knowledge of their department and a bonus if they reflect the population their department serves.

Senate Bill 222 listed three minority serving agencies: The Governor’s Office for New Americans (ONA), NOMHE, and Nevada Commission on Minority Affairs (NCMA). These agencies have formed a workgroup called the Minority Interagency Collaborative (MIC). Ms. Dortch said that bill provisioned these agencies host an annual meeting for DILs and minority serving organizations. Since it is their inaugural year, MIC added two meetings to ensure that DILs are successful. Ms. Dortch pointed out that Angie Rojas is the newest member of MIC representing NCMA.

Charina de Asis, Executive Director of Governor’s Office for New Americans said that state agencies have been supportive of the bill. She said that there is an extensive list of DILs which includes large agencies like Department of Employment, Training, and Rehabilitation and the Department of Motor Vehicles as well as smaller agencies like Indigenous Defense Services and Public Utilities Commission of Nevada. There are some departments such as DHHS that have DILs for each of their divisions. She read of some of the departments from the slide Diversity and Inclusion Liaison List.

Ms. de Asis said that MIC is encouraging agencies that have not yet appointed a DIL to do so. The current list of DILs is housed on ONA’s website. and will soon be listed on every department and division’s websites as required by SB 222. NOMHE’s website has a link that leads to ONA’s SB 222 webpage which includes meeting minutes and agendas.

Ms. De Asis discussed MIC’s following actions:

- January 4, 2022—Letter from Governor Sisolak to Cabinet members emphasizing his support for the successful implementation of SB 222 and SB 318
- March 23, 2022—Orientation with DILs, including introduction of the survey for Services and Programs Landscape analysis due on May 23, 2022
- July 13, 2022--Annual meeting with minority-serving organizations, including survey result discussion
- November 16, 2022—End-of-the-year Review, including review of year-end report draft to be submitted by ONA, NOMHE, and NCMA

Ms. Dortch said that the meetings on July 13 and November 16 adhere to open meeting law and are thus open to the public. She stated that the year-end report is required to be submitted to the Legislative Council Bureau. MIC will share the final report with the NOMHE Advisory Committee a well.

Ms. Dortch said that many DILs hold various roles related to equity because they are committed. She said that these people ensure that equitable principles are embedded in their respective departments, and they provide accountability.

Chair Jimenez invited questions.

Senator Spearman said that she her proposed bill (Senate Bill 267) that involved a diversity audit tool which DILs could use. When she developed the bill with University of Nevada Las Vegas and Blackfire Group, they intended every agency and municipality to perform an audit on January 1 to provide to determine how many people they have and where they are working. She said that often people provide aggregate data, so it appears there is progress even when there is not. She said that women, differently abled people, BIPOC, and other marginalized communities are usually not in decision-making roles. She encouraged MIC to look at SB 267 which required the diversity audit.

Chair Jimenez said that he knows NOMHE is contemplating bringing back health equity notes from SB 302. He said the legislative process is sometimes not inclusive of members of minority communities. He said that the Committee will look at several previous proposals from Senator Spearman as they move forward. He thanked ONA, NOMHE, and NCMA for their hard work especially because the bill was passed without a fiscal note.

Dr. Hickson asked how DILs serve as representatives and bring forward the concerns of their respective departments or are DILs solely concerned with internal affairs. Ms. Dortch said that the ideal profile for a DIL is that they have a broad institutional knowledge of their department and that they represent the community they serve in some way. However, if they do not represent the service population, they must actively engage with minority serving organizations. She said this is partially why MIC is hosting the July 13 meeting—to ensure that these agencies have a chance to connect with minority servicing agencies. MIC has compiled a master roster of minority serving organizations with the support of DILs to invite to the meeting.

Ms. Dortch said that she saw Kathi Thomas from the City of Las Vegas inquire about DILs in the chat box. She inferred that Kathi was interested in learning how she could implement DILs for the City of Las Vegas and she said that would make her happy. She said having a conduit is important and she will share information with her later.

Senator Spearman shared the link to SB 267 in the chat box. She said June 11 will be the one-year anniversary since Governor Sisolak signed the bill into law. Ms. Dortch said that she will add this to the list of actionable items.

## **9. Discussion and Approval of Future Meeting Dates, Agenda Topics**

Chair Jimenez asked to confirm if the August meeting will be held in Northern Nevada. Ms. Dortch said yes. NOMHE is statewide and therefore she enjoys hosting the annual meetings in northern part of the state. Due to new members, Ms. Dortch asked to the Committee to vote again on whether Advisory Committee members would like to meet in the North or stay in Southern Nevada and attend virtually. She noted that NOMHE has funds to pay for their travel.

Chair Jimenez asked for clarification on the date. Ms. Dortch said the meeting would be held on August 16 with members taking an early flight and starting the meeting around 9 or 10 in the morning and end the meeting at about 1 or 2pm. She said that August is a robust agenda because they hold elections for Chair. She said the last time they held a Meet and Greet that included a continental breakfast. Committee members were able to meet Northern stakeholders that they may not always have a chance to talk to. She said it would be a packed day.

Chair Jimenez asked if there would be members from Southern Nevada interested in attending. Every member except Dr. Serafica said they would be interested because an activity will prevent him from traveling that day. Chair Jimenez said that he hopes the people that will be traveling will enjoy the 5am flight and waking up at 3am.

Chair Jimenez said that the next meeting will be held in November. He said that since the elections will be held on November 8, he recommends having the meeting on November 15 at 10am. He asked people to let him know if that time doesn't work. The following proposed meeting is on February 14 at 10am. Senator Spearman reminded Chair Jimenez that the legislature will be in session. Ms. Dortch said that the Committee meets during session and

she understands if people are on call for hearings or have other commitments. She said that NOMHE tries to maintain the quarterly schedule.

Chair Jimenez asked Ms. Dortch if there were any agenda items. She said that NOMHE has a new staff member, Karina Fox, in the Public Health Officer position. She will be the second person funded by state dollars. Her first day will be June 29 and she will be working closely with the Governor's Office. Her position was created by Senate Bill 424 and funded another state officer as a support staff member. Her counterpart will be looking at the state's public health infrastructure while NOMHE's Public Health Officer will view this through an equity lens.

Ms. Dortch said another potential agenda item is preparing the committee for requirements per Assembly Bill 119 which include providing input on the Maternal Mortality Review Committee Report, specifically their corrective action plan. Division of Public and Behavioral Health will ask for recommendations during the November meeting, but they will provide statistics during the August meeting. The August Legislative Update will be Senate Bill 109 which requires any entity and agency of state government to collect data that is stratified for race/ethnicity, and sexual orientation and gender Identity. The CDC Health Disparity Update will be from Trudy Larson. Ms. Dortch asked if there is anything that the committee would like to be considered.

Chair Jimenez said he doesn't know whether it should be included on the August or November agenda, but he is concerned about COVID-19 tests and vendors that has been in the news because minority communities were most impacted by the virus. He said he would love a presentation, perhaps from DPBH, on what is being done to hold the vendor accountable for providing inaccurate testing results.

Senator Spearman said she just finished Sunset Subcommittee and one of the things the subcommittee is going to recommend to the Legislative Council Bureau is to make sure in accordance with NCR 1 that racism is a public health crisis. She recommended to check with staff or someone with the Chair to see what the language looks like because she thinks that will be critical to the implementation of SOGI.

Dr. Lee said that Native American Heritage Month and she thinks it would be great to invite a tribal leader to discuss recommendations and initiatives. Ms. Dortch asked if she could work with her on that. Dr. Lee said she would.

## **10. Public Comments:**

Chair Jimenez invited public comment. There were no comments.

## **11. Adjournment:**

Chair Jimenez invited a motion to adjourn. Dr. Ezhuthachan motioned to adjourn. Second from Rev. Dr. Anderson, the motion carried unanimously; the meeting adjourned at 11:48am.