

STEVE SISOLAK
Governor

ELISA CAFFERATA
Acting Director

KARA M. JENKINS
Administrator



COMMISSIONERS
Connye 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: Wednesday, August 5, 2020 at 2:30 p.m.

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

Pursuant to Governor Steve Sisolak's Emergency Directive 006, participants joined the meeting via Zoom.

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

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

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** – The meeting was called to order by Chair Harper at 2:35 p.m.
Connye Harper, Chair
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 for the record that a quorum was present. Ms. Peterson further affirmed that the meeting was posted in accordance with Nevada's Open Meeting Law as is contained in NRS 241.020.

Nevada Equal Rights Commission Meeting
Meeting Minutes
Wednesday, August 5, 2020 2:30 p.m.
Page 2

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 Comment Session and invited members of the public to speak. Hearing no comments, she closed the session and moved to the next agenda item.

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

Chair Harper asked if all the Commissioners had reviewed the minutes from the March 11, 2020 meeting and she would entertain a motion to approve the draft. **Chair Commissioner Tiffany Young** raised the motion which was seconded by **Commissioner Krista Wahnefried**. All were in favor and the motion passed unanimously.

5. Discussion/for Possible Action – Administrator’s Update

Kara Jenkins, Administrator

Administrator Kara Jenkins thanked all the Commissioners for joining the meeting and proceeded to give an agency update, with the following highlights:

Operations within the Nevada Equal Rights Commission were impacted by the COVID-19 pandemic. Ms. Jenkins said that when concerns for the precautions advised by the CDC (Center for Disease Control) made it clear that it was physically impossible to maintain social distancing, the decision was made by herself and Ms. Lila Vizcarra to close the agency. In an effort to help staff to continue working remotely, phones and computer applications (8 x 8) were acquired, allowing the majority of staff to use on their own personal computers to work from their homes.

Ms. Jenkins went on to describe some staff changes within DETR that have impacted NERC, such as the departure of DETR Director Tiffany G. Tyler-Garner, followed by Interim Director Heather Korbolic, and Deputy Director Dennis Perea.

In addition, within NERC itself, Chief Compliance Investigator Michael Baltz left to pursue promotional avenues within DETR in April 2020 and NERC also lost an Administrative Assistant in the NERC Reno office, Laura Chiesa, in May 2020. With the economic impact to DETR, Ms. Jenkins was also advised that these NERC positions would have to remain vacant until June of 2021.

**Nevada Equal Rights Commission Meeting
Meeting Minutes
Wednesday, August 5, 2020 2:30 p.m.
Page 3**

Administrator Jenkins continued to explain that due to the closure of the office, she made the difficult decision to stop taking complaints from mid-March until mid-June, causing a backlog. She added that, although closed to the general public due to the health concerns, a skeleton crew continues to work at the Las Vegas NERC office to support those working from home closing cases. The result of this decision is that NERC will undoubtedly satisfy the required case closures for the EEOC contract for the current fiscal year.

6. 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 Harper announced the Second Public Comment and welcomed the public to speak. No members of the public commented; however, Administrator Jenkins stated to the Chair and Commission members that with their attendance at today's meeting they met the state statutory requirement (two meetings per year).

Chair Harper requested that one additional meeting be set for December 2020, and Administrator Jenkins said that suggested dates for that month that are available for Senior Deputy Attorney Long will be sent to the members to arrive at a mutually convenient time for the next meeting.

Discussion ensued amongst Commission Members and the decision was made to add a Discussion/Possible Action item to that meeting agenda for developing a letter/memorandum with respect to the affect of the COVID-19 pandemic upon the disparate impact to individuals of color.

7. Adjournment – *Connie Harper, Chair*

Chair Harper adjourned the meeting at 3:25 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 **Tuesday, August 4, 2020.***

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