

STEVE SISOLAK  
Governor

ELISA CAFFERATA  
Director

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** Thursday, December 15, 2022 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: **810 5565 3809**

Passcode: **208229**

Join Zoom Meeting

<https://nvdepr-org.zoom.us/j/81055653809?pwd=aEo2MWZnbTJhODhnb1VocFQxVEJDQT09>

**Commission Members Present:** Chair Andre Martin; Commissioner Hanadi Nadeem; Commissioner Stewart Chang.

**Commission Members Absent:** Secretary Tiffany Young.

**Others Present:** Kara Jenkins, Administrator, NERC; Senior Deputy Attorney General, Sophia Long; Christina Ennis, Administrative Assistant II, NERC; Yeesha Aggarwal, Management Analyst 1, NERC.

### AGENDA

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

**Chair Andre Martin** called the meeting to order at 3:32 p.m.

2. **Roll Call, Confirmation of quorum, and Verification of Posting** – *Christina Ennis, Administrative Assistant II, Nevada Equal Rights Commission (NERC)*

Roll was called by NERC Administrative Assistant II Christina Ennis, who confirmed that a quorum was present. In addition, she confirmed that the meeting was posted in accordance with Open Meeting Law as contained in NRS 233.010.

**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. Administrator Kara Jenkins confirmed that no members of the public were in attendance to comment, so he was free to proceed to the next Agenda item.

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

- May 26, 2022 - Commission Meeting Minutes

Chair Martin introduced the agenda to approve the meeting minutes. Administrator Jenkins requested that Deputy Attorney General Sophia Long comment as to whether the minutes could be approved by the members present.

**Deputy Attorney General Long** commented that as Commissioner Tiffany Young was not present for this meeting, that this item be added to the agenda for the next meeting for approval by both Commissioner Stewart Yang and Commissioner Young.

**Administrator Jenkins** reiterated that if approved by the Chair, the meeting minutes for the May 26<sup>th</sup> meeting can be approved in the following meeting. Chair Martin agreed and proceeded to the next agenda item.

**5. Discussion/for Possible Action – Administrator’s Update – NERC Overview  
Kara Jenkins, Administrator**

- Welcome Chair Andre Martin
- Welcome Commissioner Hanadi Nadeem

Administrator Jenkins thanked the Chair and welcomed the new board members and proceeded to read their biographies to share with fellow Commissioners.

**Chair Andre Martin Biography:**

**Andre Martin lives by the belief that every community deserves to have an activist, civil rights champion, and ally to fight for equal rights for all. Martin is heavily involved in grassroots community work that has allowed him to understand the issues the Las Vegas community faces on an extensive level.**

**Martin grew up in Jefferson City, Missouri and first became involved in community work by volunteering with the Kansas City Free Health Clinic in 2013. He worked with individuals who suffered from diabetes, and piloted a Community Health Worker program in Kansas City. The pilot program was a success and has now expanded to several locations, such as doctors' offices, hospitals, and social service settings.**

**Martin moved to Las Vegas, NV where he specializes in community work. Martin serves as the Membership Outreach Co-Chair for the Las Vegas Chapter of the Human Rights Campaign, and in this role, works to end discrimination against LGBTQ+ people and fights for a world that achieves fundamental fairness and equality for all. Furthermore, Martin was formerly a Care Coordinator with The LGBTQ Center in Las Vegas where he created its Linkage to Care Project, which focuses on working with individuals who battle substance misuse and oftentimes suffering from mental health issues.**

**Martin is the President and Co-Founder of Brothers with Purpose, a 501c3 non-profit organization that is a collective of Black and Brown men united to form a premiere organization for any and all communities. Brother with Purpose Educate, Elevate and Inspire the Las Vegas community by providing service while leading with integrity and humanism.**

**Martin is (formerly) the Early Childhood Community Health Project Manager for the Nevada non-profit organization The Children's Cabinet, where he works directly with Child Care Providers and families to address social disparities while building health and wellness, specifically in underserved communities.**

**Martin studied psychology at Metropolitan Community College in Kansas City, and has received a certification from the College of Southern Nevada Community Health Worker program. He has mastered topics such as addressing social disparities, connecting individuals to community resources, addressing cultural competency and trauma informed care, and mental health issues.**

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Ms. Jenkins noted that this biography needs updating, as Chair Martin has now been promoted to the position of Director for The LGBTQ Center in Las Vegas and is no longer with the Children's Cabinet; however, while he was in that position, he worked directly with childcare providers and families to address social disparities while building health and wellness based in under-served communities.

**Commissioner Hanadi Nadeem Biography:**

**A public servant like her mother, Hanadi's motto in life is grounded in duty to help Nevadans, especially our children. Mrs. Nadeem is an entrepreneur and a philanthropist. As the head of operations of a healthcare business, she leads with both compassion and dedication to assist all of her clients. She has a deep understanding of the need for a stronger and more equitable healthcare system for those that are underinsured or uninsured in Nevada.**

**In addition to overseeing a thriving business, Mrs. Nadeem is very much involved in her community. She is the past president of APPNA Alliance, an organization aimed at providing medical relief and support to women and children across the world. Under her leadership, she expanded the organization and its mission to local chapters across the United States. She is also the founder of Save God's Special Children, a non-profit organization devoted to providing educational support to children with special needs. Save God's Special Children has been providing education to children for over 20 years. In her words, "We must work together to make this world a better place, and we can with dedication."**

**Commissioner Stewart Chang Biography:**

**Stewart Chang is Professor of Law at the University of Nevada, Las Vegas, William S. Boyd School of Law. Prior to joining Boyd in 2018, he was Associate Professor of Law and the Director of the Center for International and Comparative Law at Whittier Law School, and before becoming a professor, he practiced public interest law for over a decade with the Asian Pacific American Legal Center of Southern California where he specialized in domestic violence, immigration, and family law. He earned his bachelor's degree from UCLA, his master's degree from Stanford University, his law degree from Georgetown University Law Center, and his doctorate from UC Irvine.**

**Administrator Jenkins** commented that by hearing the biographies for the new members, she hoped that all could recognize the gravity, weight and honor that comes with their being part of the Nevada Equal Rights Commission. She then proceeded to provide them an agency report.

The Commission serves as a board member, appointees of the Governor to spread the “gospel” of equal rights statewide through their own contacts within their own respective industries/specialties. The agency itself, investigates, settles and resolves allegations of discrimination filed with the Nevada Equal Rights Commission, taking place in three (3) forms, employment (predominant), housing and public accommodations, tied to a protected category such as race, color, national origin, gender identity, orientation (gay/lesbian, for example), things that are under a protected category under Title IV and State Law, as well as other federal laws (ADA/ADEA). NERC tries to settle these cases before they go into litigation, the goal being that the issue will be resolved privately to give people dignity and help the employers make better practices/procedures and defend themselves against any erroneous complaints filed.

Administrator Jenkins gave examples of housing complaints, such as individuals who cannot rent property or they cannot secure a mortgage, based upon their race. The third area of discrimination is public accommodations, and reflected on the civil rights activities in the sixties, not being able to use water fountain (public spaces)

**Staffing:** Administrator Jenkins explained that we have tried to build staff up as a result of attrition during the Covid Pandemic. Now we have been given the green light to fill long empty positions and we are hopeful to fill remaining vacancies by springtime. Traditionally, NERC is a small agency (24 FTE or less) with a board of five (5). Funding comes from two sources, general funding allocation, and also a long-standing partnership with the Equal Employment Opportunity Commission (EEOC), federal dollars are paid to NERC to close employment discrimination cases in Nevada. NERC also does investigative training, outreach training. She added she hope to include the commissioners in some EEOC joint training with the local Las Vegas office.

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**What does NERC's year look like:** 1,342 complaints were filed and of that number, 809 had merit and were formalized into charges and would be investigated. Of *those* cases, 550 employment cases were closed for credit with the EEOC, which helped supplement our budget. 120 cases were resolved through mediation efforts (\$2,468,715.21 given back to Nevadans, with no attorney fees charged by NERC). NERC's budget is 2.5 million dollars so the settlement dollars almost equal the settlement benefits, representing a good return on investment.

**Moving forward:** Administrator Jenkins said that future efforts will streamline NERC through American Rescue Funds Grant obtained (\$652,000.00) will be used for a centralized case management system, which was on par with the Governor's priorities of modernizing, taking the processing paperless. She went on to commend the efforts of Yeesha Aggarwal, MBA, NERC's Management Analyst, who has assisted in establishing a **Equality Data page** on NERC's website, launched two months ago.

See link:

[Nevada Equal Rights Commission \(nv.gov\)](https://www.nv.gov/equal-rights-commission)

This information makes a strong case for NERC and its benefits to the state. She shared two pieces of data from that page, although employment for men and women is about equal and yet the bulk of filings with NERC are by women, and African Americans (higher minority filings make up the majority of complaints.) These individuals feel that they are being affected by discrimination.

In conclusion, Administrator Jenkins encouraged the commissioners to suggest agenda items:

- **Chair Harper** commented that he would like the Commission to compose a letter to be sent to the Governor Elect, letting him know of all the accomplishments of the Nevada Equal Rights Commission, and to talk about the goals for 2023 (possible community outreach).
- **Commissioner Chang** agreed outreach, especially to rural areas regarding language access. If you don't know your rights, you will not be able to pursue remedies.
- **Commissioner Nadeem** agreed that outreach is very important at this time.

**Administrator Jenkins** thanked them for their comments and will be seeking opportunities for them and will include NERC's Outreach Specialist and this will be included in the agenda for discussion/possible action.

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

*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 Martin** announced the Second Public Comment Session and invited members of the public to speak. Administrator Jenkins confirmed that no members of the public were present for comments.

**Commissioner Chang** asked for update to the possible Public Hearing discussed in the previous meeting, and Administrator Jenkins stated she would add this item to the next agenda to provide them with an update.

**Commissioner Nadeem** questioned how many times the Commission meets. Administrator Jenkins explained twice a year was required. After discussion amongst the Commissioners, the decision was made to meet quarterly.

**Administrator Jenkins** thanked the Commissioner's on their enthusiasm and added that there is Open Meeting Law training available for them if desired. Hearing no further comments, the meeting was adjourned.

## 7. Adjournment – Andre Martin, Chair

Meeting was adjourned at 4:00 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 **December 14, 2022.***

**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.