

# AGENDA

**Human Rights Commission**  
**Wednesday, June 26, 2019 5:30 - 7:30**  
**p.m. Reno City Hall, 7th Floor Caucus**  
**Room**  
**One East 1st St. Reno, NV 89502**

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## **1. Call to Order/Roll Call**

Meeting Called to order by Sean Savoy at 5:36pm

Present: Corey Bond, Erin Eddings, Atty Garfinkel, Alex Goff, Cesar Minera Bert Ramos, Sean Savoy(Chair), Sarah Sloan, Henry Sotelo, Cortney Young(Vice Chair), Scott Youngs

## **2. Public comment:**

Michael Pitkin read statement re: public health issues and submitted petitions for the commission

## **3. Approval of agenda for possible action:**

Mr. Goff moves to approve agenda.

Mr. Savoy asks to strike Item 6B from agenda.

Mr. Goff moves to approve as amended; Mr. Bond seconds. Motion passes.

## **4. Approving the minutes of the January meeting:**

Ms. Garfinkel asks for clarification on absence/presence as recorded in the minutes of January meeting.

Ms. Esparza asks for clarification on a second from January minutes, Mr. Savoy asks for any additional changes/clarifications.

Mr. Bond moves to approve January minutes with corrections as stated.

Mr. Manera seconds the motion. Amendments to January minutes are approved.

## **4. Liaison Report:**

Ms. Esparza on behalf of Mayor Schieve

CoR participating in pride 7/27. Mr Savoy asks if the event registration on the Reno.gov site is for the parade, festival or both. Ms. Esparza was unsure if for both, certainly for parade.

## 5. Presentations:

2019 session review as pertaining to Human Rights Commission

Submission of staff memo by Dylan Shaver, Director of Office of Pub Policy & Strategy  
Reviewed relevant legislation from 2019 session (see attached memorandum).

Bills reviewed included AJR2, SB97, AB295, SB117. Mr. Youngs asked for clarification of language in SJR8 regarding disabilities.

Some discussion and clarification of SJR8's language regarding disabilities; future steps as the bill must be passed again and then ratified by Nevada voters in 2022.

Ms. Eddings asked about the failure of some bills, if it was because of policy outlined or other factors.

Mr. Shaver answered many ways for a bill to die, not just from the lack of votes for its passage.

Mr. Goff asked how the "effective" start dates are determined. Mr. Shaver replied that the default is that new laws are in effect Oct 1 following the session unless clearly established otherwise.

Ms. Eddings asks if some of these bills failing because of financial/economical considerations?

Mr. Shaver replies "37 different ways for a bill to fail, not necessarily from failure of votes to pass".

Mr. Goff asks about 'effective' dates for legislature, how they are coordinated/specified. Mr. Shaver answers that effective dates are defined by default; laws implemented Oct 1 following sessions, but can be modified/lobbied to change, many things taken into consideration.

Mr Shaver mentions SJR8 - begins process of constitutional language similar to and farther than ERA - needs ratification of 81st legislature and then voters in 2022 (sec24 Art1)

Mr. Goff mentions SB17 by Sen Ratti, correction of public comment name.

Mr. Shaver discusses the of exclusion of sale of property to protected classes, now nullified with SB117. AB288 - requires DMV to make efforts to hire workers with fluency in languages that would require printed ballot per HAVA. Legislative push from ICE detentions/arrests - some meaningful reforms as far as questioning of immigration status and allow for attorney. Bills failed including disclosure of immigration status by hoteliers.

SB312 - requires employers with 50+ workers mandates 40hr PTO (full-time employees only)

Mr. Minera asks about AB275. Mr. Shaver replies it prohibits denials of licensure upon lack of SSN, forces acceptance of individual tax number or other identifiers

Mr. Shaver mentions bill about about Min Wage, \$12/hr (\$11 when providing health ins), \$.75 increase every year until 2024. Significant cost to the city, but can build into budget over next five years.

Mr Savoy thanks Mr. Shaver for discussion and brief, asks if there is anything Mr. Shave would like to cover.

Mr. Shaver states he is looking forward to the next session and would have liked to have met with Human Rights Commission in advance. He would like to be proactive in 2021 session to bring things toward HRC for vetting and input of policy issues. If there are legislative things in the future please reach out to him to track down and inform.

Mr. Youngs has a question about AB140(?) Disabled persons right to parent - passed, can't discrim against parents with disabilities to raise their children, used against in court & custody proceedings.

Mr. Shaver answers that the bill had passed and had been tracked for RAAC.

Mr. Youngs asks about PLAN's drop minimum # of employees for ADA protections? Can HRC provide and opinion for next session? Would like to work on language for the future.

Mr. Savoy asks Mr. Shaver and Ms. Esparza if it is ok to share the memorandum?

Ms. Esparza states after meetings, memo is shared publicly on reno.gov.

Mr Savoy says he wants to share so people know we are active & discussing these issues.

Mr. Shaver concludes presentation

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**Revists item 3A.**

Goff moves to correct minutes from January

Ms. Garfinkel seconds the motion.

All in favor, motion carries.

## **BOARD DISCUSSION**

### **A. Review of Bylaws:**

Ms Esparza: Staff report distributed for records, sent via email as well. RCC approved bylaws. Direction received from RCC is that the resolution needs to match bylaws.

Councilmember Brekhus has asked for action plan from HRC - what are the next steps,

how to move forward and fulfill the mission of HRC. Worked with city atty to refine language

Mr. Savoy asks for 'clean' copy of approved bylaws. Councilmember Brekhuis requested in alignment with groups desire to be action oriented commission. Minimum of 4 meetings, perhaps more frequently so there's an action plan/agenda for achievable things.

Ms. Garfinkel asks what sort of action plan? Strategic? SMART goals? Action items?

Ms Esperza responds that it depends on what the commission wants to call it.

Mr. Savoy states that it is "up to us what that should look like", but we need to pick a direction and expand from there

Ms. Eddings asks if Councilwoman Brekhuis issued a timeline or if the Commission is working on this ourselves?

Ms. Esparza - the sooner the better, there is a timeline and delay based on RCC proceedings.

Mr. Youngs agrees with Ms. Garfinkel, we need to focus on process, impact, accountability that's meaningful.

Mr. Savoy is in alignment with the sentiment - wants a feasible process that can be carried through, carefully review bylaws and scope to find out what's achievable and then achieve it.

#### **Item 6-C**

Mr. Savoy - these meetings need agenda items, must be called by RCC - can we have a 'rolling' agenda item, other things can be added as needed, but have rolling item to create and refine an action plan for the future - review purpose, set goals and then 'call' for meeting

Ms. Esparza - creation of action plan has been approved, needs to be completed timely so directive from council already exists. Can have brainstorming sessions still under auspices of NV Open Meeting law

Ms. Young - after reviewing bylaws, chair can call meeting with a majority of members voting aye, for now we should be able to call as we see fit for at least duration of action plan formation. Pushing for additional meetings to get action plan going and implementing actions sooner rather than later.

Mr. Savoy agrees with Ms. Young.

Ms. Young states she just wants to make sure we can accomplish and set up the next group for success.

Mr. Savoy asks if the Commission can look at what it is that appeals to us, then visit our schedules and begin next steps. Asks Ms. Esparza for list of appointments just to keep in mind tenures and what individuals are able to contribute and accomplish.

Review of purpose statement by Mr. Savoy

Ms. Esparza mentions that it might be helpful to review points in purpose statement as pillars on which to build.

Mr. Goff to Ms. Esparza - we brought up RAAC - Reno has lots of public meeting/comments - if things aren't germane to any specific council do they get redirected to the appropriate commission or committee?

Ms. Esparza replies that that's one of the primary points of commissions/councils and committees.

Mr Savoy - mentions Human Rights Campaign MEI & CEI. Asks if HRC can tackle the pillars mentioned by Ms. Esparza? Thought that came to mind - there are other committees that perhaps overlap with the goals of the HRC and that it would be worthwhile to see how to interface with them instead of duplicating work .

Ms. Garfinkel asks how the City defines goals/metrics/actionable steps? How do you measure success in HRCs projects/programs/endeavors?

Ms. Esparza replies that action plans will help provide benchmarks.

Mr. Savoy states the Commission can create our own metrics SMART goals for the council wants attained.

Mr. Youngs states he would prefer to create our own metrics instead of using others' checkboxes/perception instead of demonstrable practices. Be careful of adhering solely to a different entities' definitions of achievements.

Mr. Savoy asks of all members 'what do you want to see in the next 9 months?'

Mr. Ramos - focus on Latino community - outreach to the larger Latino community since it includes members of all other protected classes.

Mr. Minera - Immigration, production of school curriculum in Spanish as an example - now parents are wondering what got passed and are without information. Measures of accessibility in translated documents.

Mr. Bond - Communities other than Seniors/Veterans/Mental Health receiving equitable representation; correction of lack of resources for those with disabilities/underserved.

Mr. Goff - African American visibility in this community & relations, veterans relations outside of just VA/medical, lift up voices within the AA community & additional outreach.

Mr. Sotelo - making sure all have access to governmental and non-profit support systems; access to and education about social services, intra-community diversity, civic engagement.

Ms. Young - Addressing housing insecurity and food access issues. States there is sizable income disparity within Reno residents, how we can include community to both assist and access services. Improve outcomes and assistance for the homeless community.

Mr. Youngs - Substantive discussion on accessibility - why not have our materials discussions events in more than English, make them truly accessible across resident groups. HRC needs to be the model of what we want to see within the community.

Ms. Sloan - Works primarily in DV shelter, and most families that she works with are in cyclical, generational poverty/abuse. Would like additional outreach to help improve outcomes and break those cycles.

Ms. Eddings - Works at health center for marginalized groups, and what always comes to mind is how to level playing fields. Education about privilege and awareness of the obstacles that others faces, after some movement on awareness.

Ms. Garfinkel - Addressing needs of foster and homeless youth, pay equality, engaging with Native community, addressing bigotry/bias within K-12 system. Addressing dual diagnosis with homelessness & mental health.

Corey Bond adds that starting culinary classes, food accessibility information to different groups is also something he would like to see addressed.

Mr. Savoy states finding that the common thread is seeing yourself in the person in front of you, and bringing awareness and finding basic humanity in all and bringing each other up, cultural competence. Mentions program called Bridges out of Poverty; educating the middle and upper class about the struggles of poverty.

Mr. Savoy asks the Commission if the group should have a formal meeting, workshop or brainstorming gathering next.

Ms. Esparza offers that they can potentially schedule a longer scheduled session with more brainstorming or some kind of activity, methods and materials to hash out next steps.

Ms. Young - have a a deeper understanding of other council members as a team, we share very common goals and could better understands and advacne goals that way

Ms Garfinkel leaves meeting for previously scheduled commitment.

Mr. Ramos asks to be mindful of language moving forward, doesn't want people to be immediately defensive because of language perceptions - focus on education and making the bridge so people CAN understand.

Mr. Sotelo asks if the Commission can see action plan templates, resources, SMART goals, so we can move forward?

Mr. Goff asks for a staff report of items brought up in public meetings that could relate to HRC.

Closing public comment -

Michael Pitkin revists concerns in regards to public health issues, and states that in facing homelessness and medical issues, would like clarification of what patients rights are perhaps from this entity, legal aid isn't the correct venue for education of rights in these matters.

Ms. Young moves to adjourn, Mr. Bonds seconds.

All in favor

Meeting adjourned 7:45pm