

MINUTES OF THE MEETING OF THE
NEVADA COMMISSION FOR WOMEN
DEPARTMENT OF ADMINISTRATION

December 14, 2017

The meeting of the Nevada Commission for Women was called to order by Chair Richann Bender at 9:30 a.m. on Thursday, December 14, 2017 at State Public Works Division Conference Room, 2300 McLeod St., Las Vegas, NV and 515 E. Musser St., Carson City, NV. **Exhibit A** is the sign-in sheet, **Exhibit B** is the agenda, **Exhibit C** is the handout provided by Andy Spurlock during public comment, and **Exhibit D** is the updated Capitol Building Breezeway Exhibit plan. All exhibits are available and on file in the Department of Administration, Director's Office.

COMMISSION MEMBERS PRESENT:

Richann Bender, Chair
Brenda Hughes, Vice Chair
Jo Etta Brown
Elisa Cafferata
Durette Candito
Cynthia Cicero
Diane Fearon
Debbie Mack – Phone
Alyson McCormick
Brooke Westlake - Phone

COMMISSION MEMBERS ABSENT:

None

D of A STAFF MEMBERS PRESENT:

Aja Hensley
Molly Walt
Mary Woods
Vicki Rutledge – Phone

OTHERS PRESENT:

Katie Armstrong, Deputy Attorney General, Attorney General's Office
Alicia Barber, Stories in Place
Lea Cartwright, J.R. Belz & Associates
Caryll Dzedziak, University of Nevada, Las Vegas
Rebecca Gill, University of Nevada, Las Vegas
Stephanie Garcia-Vause, City of Henderson
Sonia Mendez
Stacey Shinn, Progressive Leadership Alliance of Nevada
Andy Spurlock, City of Las Vegas

**Commission For Women
Department of Administration
December 14, 2017**

Agenda Item #3 - Public Comment

Andy Spurlock, Senior Human Resources Analyst-Classification & Compensation for the City of Las Vegas, spoke on gender pay equality and offered conducting a workshop on the pit falls with gender pay equality and staffing equity. He also informed the Commission on the dangers of putting aggregated data together. The handout (**Exhibit C**) provided by Mr. Spurlock is an example of Simpson's Paradox of two companies and he emphasized to the Commission about being careful polling unrelated data.

Agenda Item #4 – Introduction of New Commission Member & Staff Person

Alyson McCormick, Assistant City Attorney for the City of Sparks, was introduced as the new commissioner to replace Anna Thornley.

Molly Walt was introduced as the new staff person for the Commission for Women.

Agenda Items #5 – Self-Introductions

Commissioners introduced themselves to Commissioner Alyson McCormick, Molly Walt, and members of the public.

Agenda Item #6 – Action taken: Diane Fearon made the motion to approve the meeting minutes for September 15, 2017 and Brenda Hughes seconded. Motion passed with Alyson McCormick abstaining from the vote because she was not present at the meeting.

Agenda Item #7 – Information Only: Commission for Women Chair Report

Chair Richann Bender reported that she traveled to Reno for the hiring of the Executive Director. Richann also attended a community meeting in Henderson, Nevada and from that meeting invited Stephanie Garcia-Vause to speak on behalf of the City of Henderson, "Women's Community Leadership Network". Richann also met with Elisa Cafferata and Brenda Hughes to review the goals of the commission which were set at the last meeting on September 15, 2017. Richann also extended a special "Thank You" on behalf of the Commission for Women to Mary Woods for all her work and dedication to the commission. For future agenda items, Richann would like to add preparation of legislative session 2019 and updates from the National Association of Commissions for Women. Richann received a note from Women's Research Institute of Nevada (WRIN) notifying the Nevada Commission for Women of updates within their organization and events they will be having.

Agenda Item #8 – No Action Taken: Gender Equality Report [AB423](#)

Mary Woods reported that the Nevada Secretary of State's office is in the final stages of drafting the Gender Equality Survey but are not comfortable with sharing the draft at this time. The Nevada Secretary of State is looking at an early January timeframe to launch the survey. Ms. Woods indicated that Scott Anderson from the Secretary of State's office did state to her that the draft survey would be given to the Commission for Women for review before it went live. Ms. Woods also mentioned that the Secretary of State's office has been working with Jan Jones, Executive Vice President of Public Policy & Corporate Responsibility for Caesars Entertainment, and Rebecca Gill, UNLV Women's Research Institute of Nevada. Ms. Woods

**Commission For Women
Department of Administration
December 14, 2017**

mentioned that Scott Anderson was made aware per [AB423](#); the Secretary of State's office is to work with the Commission to develop the survey.

Agenda Item #9 – Information Only: Update on Donations

Commissioner Elisa Cafferata updated the Commission on the Nevada Humanities Grant; \$4,050 out of \$4,500 has been received and \$5,000 of the possible \$10,000 from the NV 150 Grant has also been received. Commissioner Cafferata mentioned that Nevada Humanities Commission has offered an additional \$2,000 to be used to develop curriculum so Nevada teachers can teach on the women in Nevada. Commissioner Durette Candito updated the Commission on a \$2,500 donation for the project from Ernie Becker, Ernest Becker Associates. Commissioner Candito also mentioned that the \$2,500 anonymous donation should not be listed as anonymous and Ernie Becker's name should be listed as the donor of the \$2,500 donation for the project. Commissioner Hughes asked if there are any restrictions on either the NV 150 Grant or the Becker contribution. Commissioner Cafferata responded regarding the NV 150 Grant by stating there are some reporting requirements but there are no restrictions other than using the grant for the Breezeway project. Commissioner Candito replied stating there are no restrictions with the Becker contribution.

Agenda Item #10 – Information Only: Exhibit of Women's Contribution to Nevada's History

Alicia Barber, Stories in Place, updated the Commission on the Capitol Building Breezeway Exhibit; refer to Exhibit D. Ms. Barber asked the Commission to give her information regarding what the Commission would like their message to be. Ms. Barber also mentioned that the completion date of the project is Spring 2018. Commissioner Richann Bender asked Ms. Barber if there will be any ongoing maintenance costs; Ms. Barber responded by stating that the goal is to have little ongoing maintenance; if the exhibit is permanent and does not need to be changed out there should be minimal maintenance. Mary Woods stated the State Building and Grounds Team will help with some of the maintenance and will be installing a new door into the room. Ms. Bender asked if a sub-committee should be formed to work with Ms. Barber on this project. Commissioner Cafferata suggested not having a sub-committee, but to have Commissioner Cafferata as the point person to oversee the project. Commissioner Brenda Hughes asked Ms. Barber if there would be coating on the panels to protect from graffiti; Ms. Barber responded by stating the panels are scratch resistant, very durable, and foam backing to stick to the wall. Commissioner Cafferata informed the Commission that Ms. Barber will be at the next commission meeting to continue to update the Commission on the progress of the project.

Diane Fearon excused herself from the Commission Meeting at this time.

Agenda Item #11 – Action taken: Funding for the Capitol Building Exhibit and the video display at the Grant Sawyer Exhibit

- Mary Woods informed the Commission of the invoice of \$2,000 from Alicia Barber for the Commission to pay and omit the dates due to a contract needing to be written by the State Department of Administration Budget Office. Commissioner Jo Etta Brown asked Ms. Woods if eliminating the date July through November and add the word exhibit into the motion would suffice; Ms. Woods replied with yes. Commissioner Jo Etta Brown made the motion to approve the invoice to pay Alicia Barber \$2,000 for 45 hours of

**Commission For Women
Department of Administration
December 14, 2017**

design services rendered for the Capitol Building Breezeway Exhibit and Cynthia Cicero seconded the motion. Motion passed unanimously. Commissioner Cafferata provided direction to staff to facilitate the contract for Alicia Barber.

- Commissioner Cafferata requested the Commission table earmarking the \$4,000 of the Caesar's grant to cover the rest of the exhibit until the Commission is able to establish what the total result of the NV 150 grant will be.
- Commissioner Bender introduced the action item to approve purchase up to \$650 for a large Smart LED TV to hang in the Grant Sawyer State Building to show the women in Nevada history video produced by UNLV's Women's Research Institute of Nevada. Commissioner Bender asked Commissioner Candito if \$650 would be enough money to cover the cost; Commissioner Candito responded stating State of Nevada Buildings and Grounds will help install the TV, so the \$650 amount would be sufficient. Commissioner Alyson McCormick made the motion to approve the purchase of up to \$650 for a Smart LED TV to hang in the Grant Sawyer Building State Building to show the women in Nevada history video produced by UNLV and Jo Ella Brown seconded the motion. Motion passed unanimously.

Agenda Item #12 – Action taken: Goals

Commissioner Bender introduced the agenda item to discuss and appoint a lead person for each goal that was set at the strategic planning session in September, so that the lead person can report on the progress of the goal at each meeting. Commissioner Cafferata suggested adding Commissioner Alyson McCormick as a Commission member interested on working on certain goals as long as 6 members of the Commission do not work on a particular goal together.

GOAL: Increase the number of women on state boards and commissions and in leadership positions in government.

This could include:

- Survey to evaluate the ratio of men: women on state boards and commissions now (University class project? Intern?). Let people doing the appointments know we're watching
- Encouraging women to apply for positions
- Creating / hosting a training or workshop (twice a year) to encourage women, give them information on how to apply, help with resumes, let them know what's expected (invite the media)
- Meet with newly elected state-wide officers (Governor, AG, legislators, judiciary, etc.) and encourage them to hire and appoint women, supply them with potential candidates
- Encourage the creation of more commissions for women at county and city level

Commissioners interested in working on this project:



- Debbie Mack

**Commission For Women
Department of Administration
December 14, 2017**

- Diane Fearon
- Alyson McCormick

GOAL: Participate with the interim Task Force on Financial Security and ensure a wide diversity of women's voices are heard.

- Attend Nevada Task Force on Financial Security meetings; first meeting is December 14, 2017 at 4:30PM.
- Surveys and public input workshops similar to the work we did re: what women needed for workforce development while taking care of their families before the 2017 session
- Listening tours
- Focus on: women who are providing elder care or child care or both, payday loans, financial issues for retirees, women's health

Commissioners interested in working on this project:



- Diane Fearon
- Cynthia Cicero

GOAL: Create a recognition event to honor a woman and an organization making a contribution to the state / participate in the national 2020 women's suffrage event

This could include:

- Breezeway? Grant Sawyer?
- Historic locations, women in Nevada
- Registering women to vote

Recognition Event: (1) in the North and (1) in the South

- Secure funding
- Set date for event
- Plan event

Commissioners interested in working on the project:



Suffrage Event: (1) in the North and (1) in the South

- Secure funding
- Set date for event
- Plan event

**Commission For Women
Department of Administration
December 14, 2017**

Commissioners interested in working on the project:



Additional Commissioners interested in working on this project:

- Durette Candito (Suffrage)
- Brenda Hughes (Suffrage)

GOAL: Document the role of Nevada Women in two government buildings (Carson, Vegas) with the Breezeway Exhibition and a display in the Grant Sawyer Building

Alicia Barber, Stories in Place, hired to complete Breezeway Exhibition. Expected delivery date will be Spring, 2018.

Alicia will need the Commission for Women to give her the following information:

- Commission for Women message to be displayed in the exhibit.

Commissioners interested in working on this project:



- Cynthia Cicero
- Brooke Westlake
- Jo Etta Brown

Nevada history video produced by UNLV's Women's Research Institute of Nevada to be displayed at the Grant Sawyer Building;

Commissioners interested in working on this project:



- Cynthia Cicero

GOAL: Publicize results, share reports, social media, Sierra Forums in CC (and other speaking), tell our story

This could include:

- Policies and procedures help clarify when commissioners can speak for the commission
- Use of volunteers and interns

**Commission For Women
Department of Administration
December 14, 2017**

Commissioners interested in working on this project:

- Elisa Cafferata
- Alyson McCormick

GOAL: Nevada Commission for Women Policy and Procedures

Commissioners interested in working on this project:

- Alyson McCormick

GOAL: Create a voluntary Gender Equality Survey with the Secretary of State's office to recognize businesses working to achieve gender equality

Commissioners interested in working on this project:

- Diane Fearon
- Alyson McCormick

Agenda Item #13 – Information Only: City of Henderson Meeting “Women’s Community Leadership Network”

Stephanie Garcia-Vause, Director of Community Development and Services from the City of Henderson, updated the commission on the November 6, 2017 Inaugural Women’s Community Leadership Network Summit event. The event was established to create a commission or forum to discuss women’s issues. The event was attended by 120 participants. The participants were asked what issues were most important to them and the responses were Development of Leadership, Encourage and Participation in STEM, Art, Financial Planning, Racial and Cultural Diversity, and Harassment and Discrimination. As a result of the event, 13 attendees volunteered to organize and chair different committees. For information and to be included on the email list, contact womensnetwork@cityofhenderson.com. Liza Mundy will be speaking again to the group on May 22, 2018 and would like to schedule the event in a more central location to include more Southern Nevada Women, not just Henderson, Nevada.

Question was asked by Commissioner Elisa Cafferata regarding the audience targeted for the event and if it was attended by professional women or stay at home moms. Commission Cafferata mentioned that the result of the questionnaire sent out by the Commission had no overlap with the results from the Inaugural Women’s Community Leadership Network Summit event. Ms. Gracia-Vause replied that the event was marketed to women in business and politics and for women in business and politics. Commission Cafferata followed up with mentioning that with events like the Leadership Network Summit and events by the commission that the purpose needs to be made clear who is being asked the questions, so women are not accused of not knowing what their priority is. Commissioner Cafferata continued by stating the results of the

**Commission For Women
Department of Administration
December 14, 2017**

questionnaire set out by the commission, which resulted in Child Care, Equal Pay, Cultural Support and Encouragement, Flexible Hours, Family Leave, Education, Skills Training and Medical Benefits being priorities for women to successfully join the workforce and take care of their families, made sense with the different socio-economic and broader audience and the results from the event held by the City of Henderson made sense with the audience who attended the event. Ms. Garcia-Vause replied stating that the survey was not a statically valid survey and was just a 15 minute exercise conducted at the end of the event.

Agenda Item #14: Information Only: Commission Member’s Comments/Public Comments

Chair Richann Bender asked for Commission Member comments; there were no Commissioner Member comments. Public comment was asked for. Public member, Stacey Shinn of Progressive Leadership Alliance of Nevada, spoke regarding the Community Forum recently held and the interest of conducting intersectionality training. The Alliance is looking at a Saturday in February to conduct the training in the north. One of the items to be discussed at the training is dismantling the patriarchy. Commissioner Hughes asked Ms. Shinn if teleconferencing of the training is possible and Ms. Shinn believes that would be possible. Ms. Shinn also commented that their staff in Las Vegas could possibly offer the training in Las Vegas as well. Ms. Shinn also commented how upset and offended she was with the presentation by Andy Spurlock, which explains statistics to women and states that women really don’t have it that bad. Ms. Shinn continued by stating, women can understand statistics, there is sexism in this world, issues with appreciation in different professions, and women in traditional professions are paid less, which needs to be addressed. Public member, Rebecca Gill, announced University of Nevada, Las Vegas will be hosting speaker, Kimberlé Crenshaw in April. Kimberlé will be speaking about intersectionality.

Agenda Item #15: Action taken: Adjournment

Chair Richann Bender adjourned the meeting at approximately 11:00 a.m.

Respectfully submitted,

Molly Walt

Molly Walt, Executive Director, Commission for Women

Exhibit A	Sign in Sheet
Exhibit B	Meeting Agenda
Exhibit C	Handout provided by Andy Spurlock during public comment
Exhibit D	Updated Capitol Building Breezeway Exhibit plan