2026 Annual Report

Per NRS 232.0083 – 232.0087

Prepared by

Governor's Office for New Americans

Nevada Office of Minority Health and Equity

Nevada Commission on Minority Affairs

Findings

1. **Language Access and Multilingual Communication**

Agencies reported progress through Spanish-language materials, multi-language park brochures and audio wands, PocketTalk devices (80+ languages), iSpeak cards, Google Translate, and ASL interpretation. Many maintain Language Access Plans. Limited funding remains a challenge; agencies stressed the need to build these costs into biennial budgets.

2. **Collaboration with Minority Groups and Community Partners**

Agencies described structured partnerships, including State Parks' work with HECHO and Black Girls Hike, quarterly tribal consultations and the new Tribal Health Authority (DPBH), community engagement requirements for charter applicants (SPCSA), early tribal engagement on tourism projects, and expanded job-fair outreach (Gaming Control Board). These relationships improve outreach and program design.

3. **Cultural Competency and Staff Development**

A Tribal 101 training video is in development to supplement the annual Native 101 training. Additional modules are available through the UNR Larson Institute. Historic Preservation is increasing staff travel to engage communities. Participants stressed that training should reach both leadership and frontline staff and draw on lived experience where possible.

4. **Inter-Agency Coordination and Breaking Down Silos**

Tribal liaisons maintain monthly meetings and shared Teams channels for rapid resource sharing. Several DILs participate in the Minority Interagency Collaborative. Participants expressed interest in more frequent touch-points and shared tools such as maps of disadvantaged communities and language-need data.

5. **Federal–State Alignment Challenges**

Federal grant criteria focused on "disadvantaged communities" do not always align with the statute's definitions of minority groups. Removal of some federal targeting tools has created uncertainty. Participants suggested the Legislature be made aware of these constraints.

6. **Application of the Statute to Non-Front-Facing Agencies**

Some agencies primarily serve regulated entities or other government bodies rather than the public. Tailored guidance on how the statute applies in these contexts would be helpful.

7. **Internal Notification and Public Listing of DILs**

Practices for notifying employees of NRS 232.0083–232.0087 vary. Under NRS 232.0086, agencies are expected to publish DIL contact information on their websites and share it with OMHE, the Commission on Minority Affairs, and ONA. Completion of these steps remains uneven.

Recommendations

Based on the discussion and written submissions, the following recommendations are offered by the participating DILs and MSOs:

1. Strengthen Language Access Capacity. Agencies should include language-access and accessibility costs in biennial budget requests. Targeted state support for high-demand or multi-agency translation needs should also be considered.

2. Improve Inter-Agency Coordination. DILs and MSOs are encouraged to maintain contact between annual meetings through existing networks, working groups, or periodic check-ins. Shared repositories of maps, data, training modules, and best practices would further reduce silos.

3. Address Federal–State Alignment. Agencies receiving federal grants may face conflicting federal and state requirements. This issue should be shared with the Legislature so they can consider clarifying the law or providing extra state support.

4. Complete DIL Directory and Internal Notification Requirements. Agencies with a designated DIL should publish the DIL's contact information on their websites, as required by NRS 232.0086, and establish a consistent method for notifying employees of the statute's provisions.

5. Expand Cultural Competency Resources. Continued development and broader distribution of on-demand training products (including the forthcoming Tribal 101 video), informed by lived experience where possible, will help both leadership and frontline staff.

6. Provide Guidance for Non-Front-Facing Agencies. Concise guidance clarifying how agencies whose primary customers are regulated entities or other government bodies, rather than constituents, can fulfill the statute's duties.

7. Sustain "Boots-on-the-Ground" Engagement. Agencies are encouraged to continue and expand direct, in-person, outreach community events, resource fairs, site visits, and partnerships with MSOs; so that government discussions remain connected to community needs.