STATE OF NEVADA
GOVERNOR'S WORKFORCE DEVELOPMENT BOARD

CHILD CARE SUBCOMMITTEE MEETING MINUTES

Wednesday, November 19, 2025 – 2:00 p.m.

Location:
Nevada Governor's Office of Economic Development (GOED) Conference Room
1 State of Nevada Way, 4th floor
Las Vegas, NV 89119

Members Present
Susan Brager, Chair
Robert Benner
Scott Black, Councilman
Irene Bustamante-Adams
Cheryl Olson
Humberto Trueba
Kamalisha Green
Bharman Gulati
Marilyn Kirpatrick
Dr. Tiffany Tyler-Garner

Absent
None

Others Present
Tiffany Alston
Kim Cullen
Frankie Mason
Patrice Gardner
Mariah Peregrino
Elaine Rodriguez
Christopher Setterstrom
Tiffany Vazquez

1. CALL TO ORDER – OPENING REMARKS
Chair Brager called the meeting to order at 2:00 pm.

2. ROLL CALL – CONFIRMATION OF A QUORUM
Tiffany Vazquez took roll call and confirmed the presence of a quorum.

3. FIRST PUBLIC COMMENT(S) NOTICE
There were none.

4. FOR POSSIBLE ACTION – Approval of June 25, 2025, minutes

Chair Brager called for a motion to approve the meeting minutes. It was moved by **Irene Bustamante-Adams** and seconded by **Cheryl Olson** and **Robert Benner.** The motion carried.

5. DISCUSSION/INFORMATIONAL ONLY – A discussion led by Chair Brager about the planning of the statewide child care roundtable discussion.

Chair Brager and Councilman Black are looking for participants to help plan a statewide child care roundtable discussion that is tentatively scheduled for February. North Las Vegas offered to hold the meeting at their facility. She asked, "If we do not have a multi-jurisdictional statewide meeting to really hash out, what can we do? Where can we go? What do we do for the next legislative session?"

She emphasized her commitment to the committee's work, noting the real needs in the community. She encouraged members to identify what the committee can and cannot do and to find ways to streamline processes—without compromising health and safety.
She referenced the Governor's veto of the home-daycare-in-HOA bill. Informal home daycare is already happening and argued that legalizing it would help parents—primarily mothers—access affordable childcare instead of paying $17–20k per child annually.
She asked members to think creatively about solutions and mentioned ongoing outreach to additional stakeholders between now and February.

Councilman Black highlighted the value of bringing all interested groups and stakeholders together in one sitting. North Las Vegas expressed enthusiasm about hosting the upcoming meeting, noting Mayor Goynes-Brown's strong commitment to regional economic development and quality early childhood care. Outreach to other Southern Nevada jurisdictions shows high interest in a collaborative roundtable.

He emphasized the importance of including organizations with proven childcare programs to identify models that could be expanded. North Las Vegas highlighted its own North Star Academy—an early childhood center created for city staff—as a successful example. The goal is to gather ideas, challenges, and opportunities to shape a clear, actionable plan to present to state leaders and legislators. North Las Vegas reiterated full commitment to supporting this effort.

Chair Brager opened the floor for comments noting that, "We just need to really come prepared so that we know what we're looking for, what we ask the state for when we put out any new reports in the coming year."

Humberto Trueba noted insurance concerns-especially when caring for young children-were a major barrier that needed to be addressed. He suggested involving someone with legal and insurance expertise to help make requirements more manageable.

It was also observed that the Governor likely had reservations about the proposal due to community concerns, particularly around supervision and who would be responsible for chaperoning children.

Chair Brager raised a concern that it is happening now. She suggested that legalizing the activity could require participants to carry insurance, particularly for incidents occurring in their homes. Options will have to be explored for umbrella coverage and will be addressed at the planned statewide meeting.

Councilman Black suggested to compile and circulate a list of everyone already invited (including those invited by Jared and others). Committee members will review the list to identify any missing individuals or groups and confirm a comprehensive invite list, so no key stakeholders are overlooked.

Chair Brager agreed and asked subcommittee members to send Tiffany Vazquez (t-vazquez@detr.nv.gov) any prospective contacts to prepare for outreach efforts. She emphasized the urgency of organizing these efforts before February, ahead of the election year, so that by 2027 they can present recommendations or potential legislation.

Irene Bustamante-Adams noted that employer feedback on child care has already been gathered through industry sector partnerships covering seven plus industries. This feedback, along with employer contact names, will be shared with Tiffany so these employers can be included in upcoming discussions.

Tiffany Vazquez read the following comments in chat:

- **Kim Cullen**: Please include *Nevada* Early Childhood Advisory Council (ECAC) and Children's Advocacy Alliance and The Children's Cabinet in the meeting in Feb. ECAC tracks current early learning barriers and possible solutions.
- **Cheryl Olson**: I think it would be helpful to include one or more of the Boys and Girls Clubs. They operate several ECE centers across Nevada and are in the process of building more.

Chair Brager noted unions should also be included due to the large number of workers they represent. The group plans to begin outreach in early January, once a meeting date is confirmed, using calls and emails to bring all key stakeholders to the table. Appreciation was expressed for participants and the urgency of addressing statewide childcare needs. Potential opportunities were discussed, including seeking benefactors, using vacant or repurposed buildings (e.g., former daycares, churches, small schools), and exploring pilot programs that could be economically viable and supported by state funding.

Tiffany Alston, *Nevada Early Childhood Advisory Council*, introduced herself and Patrice Gardner, *Vice Chair of Nevada Early Childhood Advisory Council*. She emphasized their desire for intentional, ongoing collaboration with the subcommittee, noting that their annual report to the Governor includes policy recommendations that receive no response. She highlighted the value of partnering with this group and requested guidance on how to become members of the subcommittee. Tiffany also extended an invitation for subcommittee members to participate in the Early Childhood Advisory Council.

Patrice Gardner added that the work is aligned and emphasized the importance of collaborating rather than duplicating efforts. They have existing policy guidance and research that could support the committee's work, and they offered industry experience and contacts to strengthen joint efforts.

Chair Brager emphasized the need to reduce fragmentation and strengthen collaboration. She expressed interest in attending the Council's meetings and engaging in ongoing dialogue before the February session to ensure productive outcomes. She added that the previous child care report that had been done received little response, underscoring the need for a unified advocacy effort in the next legislative session. Examples of successful projects in Northern Nevada were mentioned, with Southern Nevada identified as an area needing additional support.

6. DISCUSSION/INFORMATIONAL ONLY – New business from subcommittee members

Under the agenda item of New Business, **Chair Brager** took the opportunity to invite all participants on the call to introduce themselves.

- **Irene Bustamante-Adams** – serves the community through Workforce Connections in Las Vegas, NV
- **Rob Benner –** Secretary Treasurer for Northern Nevada Building Trades in Reno, NV
- **Councilman Scott Black –** North Las Vegas City Council representing Ward 3, Mayor Pro Tem, Workforce Development Local Elected Officials Consortium
- **Cheryl Olson** – Nevadaworks, local workforce board in Reno, NV
- **Bharman Gulati** – Economist with Department of Employment, Training, & Rehabilitation (DETR) in Carson City, NV
- **Frankie Mason** – Manager of EmployNV Business Hub in Las Vegas, NV
- **Christopher Setterstrom** – Business Solutions Account Manager Supervisor for EmployNV Business Hub in Las Vegas, NV
- **Kamalisha Green** – Las Vegas Metro Police Foundation, formerly will Goodwill of Southern Nevada.
- **Tiffany Alston** – Director of Programs at Sunrise Children's Foundation, Chair for the Governor's Nevada Early Childhood Advisory Council and President for Nevada Head Start Association
- **Patrice Gardner** – Head Start State Collaboration Director, Office of Early Learning and Development and Co-Chair Nevada Early Childhood Advisory Council

Chair Brager thanked all attendees and requested that information be sent to Tiffany so she and Councilman Black can continue outreach to additional stakeholders. Work will proceed on organizing the February meeting and providing ample notice.

7. SECOND PUBLIC COMMENT(S)

Tiffany Alston shared, "That the Nevada Early Childhood Advisory Council are wrapping up the final stages of our strategic plan and would love to be invited to come and do a presentation for your group when that is ready. So we're making ourselves available to share that strategic plan with you all."

8. ADJOURNMENT

Chair Brager confirmed that the next meeting is in February. The February symposium—will be scheduled soon, and details will be shared with members. Attendees were asked to send any suggestions or additional contacts to Tiffany, including phone numbers and emails when possible. Appreciation was expressed for everyone's participation and commitments, and members were wished a safe and happy Thanksgiving.

Chair Brager called for a motion to adjourn. It was moved by **Irene Bustamante-Adams** and seconded by **Humberto Trueba.** The motion carried.

The meeting was **adjourned** at 2:29 p.m**.**