



DEPARTMENT OF HUMAN SERVICES

DIRECTOR'S OFFICE

Helping people. It's who we are and what we do.



NOMHE 2023 – 2025 Activities Related to TFAD Recommendation

Nevada's Office of Minority Health and Equity (NOMHE) is missioned (per NRS 232.467 – 232.484) to work towards the prevention and/or reversal of disproportionately experienced health-related disparities among the state's most vulnerable, high-risk populations. When actioning its mission, NOMHE follows the Health in All Policies (HiAP) framework, a methodology that recognizes the impacts and importance of all health determining categories that make up a community's overall wellness. Therefore, NOMHE often (indirectly) supports efforts to aid those impacted by Alzheimer's Disease – either as a patient, care giver or service provider.

Recent / related NOMHE activities that support three of the four Items of TFAD's Recommendation #13:

TFAD Recommendation 1: Promoting implicit bias testing.

NOMHE has provided cultural competency training, primarily for Department of Human Services employees, with participation occurring department-wide on a voluntary basis. In select cases the training was provided, for example to satisfy CEU credit requirements or if requested by a specific unit of government such as the Nevada Taxicab Authority; NV Cannabis Compliance Board; Department of Business and Industry - Division of Industrial Relations (DIR), and OSHA; and Nevada Department of Education. Dating back to 2023 (and prior to recent Department of Health and Human Services/DHHS reorganization to Department of Human Services/DHS), NOMHE made available its training to the five agencies of DHS including Aging and Disability Services Division, Division of Public and Behavioral Health, Division of Child and Family Services, Health Care Finance and Policy/Medicaid and Division of Welfare and Supportive Services. The programs of these units of government have extensive interaction addressing intersecting needs often associated with chronic conditions such as Alzheimer's Disease. In training DHS personnel, opportunities to educate those associated with Alzheimer's Disease were likely.

NOMHE created two training modules – "Developing a Culture of Inclusivity in the Workplace" and "Best Practices for Inclusive and Stratified Data Collection". Within the following summary of each module's content, note Objective #2 in the Developing a Culture of Inclusivity in the Workplace module as it specifically educates on the topic of bias in its many forms and how to counteract its negative impacts.

Title: Developing a Culture of Inclusivity in the Workplace

Session Overview: This interactive training session provided participants with the foundational knowledge to build and sustain an inclusive workplace culture. Participants explored unconscious bias, microaggressions, and trauma-informed care while practicing strategies for fostering an inclusive environment.

Educational Objectives:

1. Understand the key principles behind diversity, equity, and inclusion (DEI) and recognize the benefits of a diverse and inclusive work environment.
2. Identify and address unconscious bias and microaggressions and develop strategies to reduce their impact in the workplace.
3. Engage colleagues in fostering inclusive behaviors that contribute to a sense of belonging within the organization.
4. Understand trauma and trauma-informed care and learn how to create a safe, supportive workplace culture.
5. Apply inclusive workplace strategies through group discussions and role-playing activities.

Title: Best Practices for Inclusive and Stratified Data Collection

Session Overview: This training provided staff with a foundational understanding of Sexual Orientation, Gender Identity, and Expression (SOGIE) and best practices for inclusive data collection. The session was particularly beneficial for those collecting demographic data but was open to all staff.

Educational Objectives:

1. Understand the significance of the (2021) SB 109 Law and its implications for inclusive data collection.
2. Define and articulate key SOGIE (Sexual Orientation, Gender Identity, and Expression) concepts to foster an inclusive workplace.
3. Recognize the importance of inclusivity in data collection and how it benefits diverse populations.
4. Implement best practices for collecting SOGIE-related demographic data, ensuring respect and dignity for all individuals.
5. Engage in real-world case studies and role-play scenarios to practice respectful data collection methods.

To summarize, potential for community level impact related to these training modules can be measured by attendance (numbers rounded to highest figure):

- In 2023 NOMHE provided cultural competency training to over 380 Department of Health and Human Services staff people.
- In 2024 NOMHE provided cultural competency training to 200 Department of Health and Human Services staff people. NOMHE also trained 140 people across multiple departments external to DHS, 50 employees affiliated with Volunteers in Medicine and 50 people across multiple municipalities who voluntarily serve as Diversity Inclusion Liaisons/DILs for their respective agencies.

- In 2025 NOMHE provided cultural competency training to 470 Department of Human Services staff people

Recommendation 2: Promoting listening sessions.

NA

Recommendation 3: Promoting development and use of culturally competent ‘toolkits’ as a resource to support entities providing awareness and outreach campaigns for the dementia community

NOMHE contributed to the development of the Nevada Wellness at Work Webpage and Toolkit, which provides resources for employers to foster workplaces that are:

- Baby-friendly
- Caregiver-friendly
- Health-friendly
- Culture-friendly

This toolkit was created in collaboration with NOMHE, department staff, and contractors, and is hosted by the Nevada Public Health Foundation.

§ [Wellness at Work Employer – Nevada Public Health Foundation](#)

Recommendation 4: Employing Choice Point Thinking.

NOMHE introduced the Choice Point Thinking equity lens in 2023 to support unbiased decision-making. Examples of its most recent usage is reflected in two major initiatives:

- A Choice Point Thinking equity lens was created by NOMHE in 2023 to aid the initial formation of the state’s Advisory Committee for a Resilient Nevada (ACRN). The ACRN supports the state in priority setting related to its opioid settlement distribution efforts. The Choice Point Thinking concept was presented as a tool for unbiased decision making.
- As part of NOMHE’s work with the Department of Public Safety on a Vulnerable Road User Initiative, the Choice Point Thinking concept was presented as a tool for unbiased decision making during the 2024 Nevada Traffic Safety Summit.

Conclusion

From 2023 to 2025, NOMHE has actively advanced cultural competency across Nevada’s public health infrastructure. Its training programs, toolkit development, and equity frameworks support TFAD’s Recommendation #13 and (when utilized) can contribute to more inclusive dementia care for underserved communities.