

Senate Bill No. 267–Senator Spearman

CHAPTER.....

AN ACT relating to workplace diversity; authorizing the University of Nevada, Las Vegas, to conduct a study concerning diversity and equality in the workplace and to conduct a survey to collect data and information concerning diversity and equality in the workplace from certain business entities and state and local governmental agencies in this State; revising the prospective expiration of an existing survey of businesses conducted by the Secretary of State; and providing other matters properly relating thereto.

Legislative Counsel’s Digest:

Existing law requires the Secretary of State to design and conduct an annual survey of businesses in this State to collect data and information pertaining to issues of gender equality in the workplace; however, the provisions relating to the survey are currently only effective through December 31, 2022. (NRS 75A.400-75A.430; section 7 of chapter 434, Statutes of Nevada 2017, at page 2896) This bill: (1) authorizes the University of Nevada, Las Vegas, to conduct a study concerning diversity and equality in the workplace and to conduct a survey to collect data and information from certain business entities and state and local governmental agencies in this State; and (2) revises the prospective expiration of the existing provisions of law relating to the annual survey of businesses conducted by the Secretary of State by making those provisions expire by limitation on December 31, 2021, instead of on December 31, 2022.

EXPLANATION – Matter in *bolded italics* is new; matter between brackets ~~omitted material~~ is material to be omitted.

THE PEOPLE OF THE STATE OF NEVADA, REPRESENTED IN
SENATE AND ASSEMBLY, DO ENACT AS FOLLOWS:

Section 1. As used in this act:

1. “Business entity” means a corporation, partnership, limited-liability company, business association, joint venture, limited-liability partnership, business trust, professional association, joint stock company or holding company that is required to pay an annual commerce tax pursuant to chapter 363C of NRS.

2. “Entity” means a business entity, local governmental agency or state governmental agency.

3. “Local governmental agency” has the meaning ascribed to it in NRS 242.061.

4. “State governmental agency” has the meaning ascribed to the term “state agency” in NRS 237.350 and includes, without limitation, the Nevada System of Higher Education and all institutions operated by the System.



5. "UNLV" means the University of Nevada, Las Vegas.

Sec. 2. 1. UNLV may elect to conduct a study concerning diversity and equality in the workplace. If UNLV elects to conduct the study:

(a) UNLV must conduct a survey for the purpose of collecting data and information concerning diversity and equality in the workplace, including, without limitation, data and information specifically relating to women and women of color, from business entities that do business in this State, state governmental agencies and local governmental agencies; and

(b) A business entity, state governmental agency or local governmental agency may elect to complete the survey and submit it to UNLV.

2. If UNLV elects to conduct the study, the survey conducted by UNLV must request the entity completing the survey to provide, without limitation, the following information, as applicable to the entity:

(a) The name of the entity.

(b) The number of employees of the entity who are:

(1) Located in this State.

(2) Women located in this State.

(3) Women of color located in this State.

(c) The number of people in the entity who are:

(1) If the entity is a corporation:

(I) On the board of directors.

(II) Women who are on the board of directors.

(III) Women of color who are on the board of directors.

(IV) Employed in an executive position.

(V) Women who are employed in an executive position.

(VI) Women of color who are employed in an executive

position.

(2) Women.

(3) Women of color.

(d) The number of:

(1) People who are employed in a management position.

(2) Women who are employed in a management position.

(3) Women of color who are employed in a management

position.

(e) Whether the entity has employee development initiatives in place for administrative or skilled staff who are interested in advancing their career paths, including, without limitation, tuition reimbursement, professional development, payment for conferences,



business interest groups or a public commitment to gender inclusion.

(f) Whether the entity has undertaken a pay equity analysis and, if so, whether the results indicated that there were any discernable differences in pay.

(g) With regard to the 20 highest-paid people in the entity as determined by salary, bonuses and any other incentives, such as stock options, the number of those people who are:

- (1) Women.
- (2) Women of color.

(h) With regard to the hiring practices of the entity, whether the entity:

- (1) Participates in diversity job fairs.
- (2) Has a diverse hiring committee.
- (3) Assesses the skill sets of candidates without regard to gender.
- (4) Uses gender-neutral job descriptions.

(i) With regard to the issue of anti-harassment, including, without limitation, sexual harassment, whether the entity:

- (1) Has an anti-harassment policy in place.
- (2) Offers formal anti-harassment training.

(j) With regard to cultural training, whether the entity provides training relating to diversity and inclusion and, if so, whether such training includes specific training regarding:

- (1) Implicit bias.
- (2) Unconscious bias.
- (3) Microaggressions.
- (4) Fostering an inclusive environment.
- (5) Improving engagement.

(k) With regard to workplace policies and benefits:

- (1) Whether the entity offers:
 - (I) Employer-paid family leave and, if so, the number of weeks offered.
 - (II) Variable work schedules for caregivers.
 - (III) Options to work from home.
 - (IV) On-site child care, off-site child care or employer-paid child care subsidies.

(2) Whether there are any policies or benefits the entity is currently pursuing but has not yet implemented and, if so, a list of such policies or benefits.

(l) With regard to health care, whether the entity's policies cover:

- (1) Birth control.



(2) Maternity.

(3) In vitro fertilization.

(m) The number and types of positions within the entity that are currently vacant.

(n) The rate of attrition within the entity.

↪ A completed survey must be signed by a person who is authorized to complete the survey on behalf of the entity.

3. As used in this section:

(a) “Executive position” means a position in which a person is employed as a vice president, senior vice president or executive vice president or in a role that is superior to such positions.

(b) “Management position” means a position in which a person is employed as a manager or in a role that is superior to a manager.

(c) “Pay equity analysis” means a formal study regarding equity in salaries.

(d) “Woman” means a person who self-identifies as a woman, without regard to the person’s designated sex at birth.

(e) “Woman of color” means a woman who self-identifies as Black, African-American, Hispanic, Latino, Asian, Pacific Islander, Native American, Native Hawaiian or Alaska Native.

Sec. 3. If UNLV elects to conduct the study pursuant to section 2 of this act:

1. To assist UNLV in facilitating outreach to business entities that do business in this State and encouraging participation in the survey, the Department of Taxation shall provide to UNLV information about the identity of business entities in this State and the contact information for such business entities. The Department shall not, pursuant to this subsection, provide to UNLV or to any other person any information relating to a business entity other than the name of the business entity and its contact information. Any information provided by the Department pursuant to this subsection is not a public record for the purposes of chapter 239 of NRS. UNLV shall keep confidential any information provided by the Department pursuant to this subsection and shall not release any information provided by the Department pursuant to this subsection to any other person.

2. The provisions of NRS 360.255 do not apply to any records or files of the Department or other information or data that is obtained, maintained or disclosed by the Department pursuant to this section.

Sec. 4. If UNLV elects to conduct the study pursuant to section 2 of this act:

1. UNLV must:



(a) Submit annual reports relating to the results of the survey to the Governor and to the Director of the Legislative Counsel Bureau for transmittal to the Legislature or, if the Legislature is not in session, to the Legislative Commission; and

(b) Make such periodic reports available on its Internet website.

2. UNLV shall not include any personally identifiable information in a report submitted to the Governor and the Director of the Legislative Counsel Bureau pursuant to this section.

Sec. 5. Section 7 of chapter 434, Statutes of Nevada 2017, at page 2896, is hereby amended to read as follows:

Sec. 7. This act becomes effective on July 1, 2017, and expires by limitation on December 31, ~~2022~~ **2021**.

Sec. 6. 1. This section and section 5 of this act become effective upon passage and approval.

2. Sections 1 to 4, inclusive, of this act become effective:

(a) Upon passage and approval for the purpose of performing any preparatory administrative tasks that are necessary to carry out the provisions of this act; and

(b) On January 1, 2022, for all other purposes.

3. Sections 1 to 4, inclusive, of this act expire by limitation on January 1, 2026.

