

UNITED STATES OF AMERICA  
FEDERAL COMMUNICATIONS COMMISSION

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DIVERSITY AND DIGITAL EMPOWERMENT

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MEETING

+ + + + +

THURSDAY  
JUNE 24, 2021

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The Advisory Committee met via  
Videoconference, at 10:00 a.m. EDT, Anna M.  
Gomez, Committee Chair, presiding.

COMMISSIONERS PRESENT:

JESSICA ROSENWORCEL, Acting Chairwoman  
BRENDAN CARR, Commissioner  
GEOFFREY STARKS, Commissioner

COMMITTEE MEMBERS PRESENT:

ANNA M. GOMEZ, Committee Chair  
HEATHER GATE, Vice Chair  
RAUL ALARCON, Spanish Broadcasting System, Inc.  
SUSAN AU ALLEN, U.S. Pan Asian American Chamber  
of Commerce Education Foundation  
CAROLINE BEASLEY, Beasley Media Group, LLC  
SINDY BENAVIDES, League of United Latin American  
Citizens  
LAURA BERROCAL, Charter Communications  
SHERRIE BLAKENEY, T-Mobile USA  
MARIA BRENNAN, Women in Cable Telecommunications  
RUDY BRIOCHE, Comcast Corporation  
ROBERT BROOKS, Brooks Telecommunications

SKIP DILLARD, WBLS/WLIB, Emmis Communications  
MICHELLE DUKE, National Association of  
Broadcasters Leadership Foundation  
DEBORAH A. ELAM, Corporate Playbook Consulting,  
LLC  
MAURITA COLEY FLIPPIN, ESQ., Multicultural Media,  
Telecom and Internet Council  
RASHIDI HENDRIX, Metallic Entertainment  
DAVID HONIG, JulGlo Productions, LLC  
RONALD JOHNSON, Ph.D., Wireless Infrastructure  
Association  
SHERMAN KIZART, Kizart Media Partners  
GARRET KOMJATHY, Finecast  
NICOL TURNER LEE, Ph.D., Center for Technology  
Innovation -- Governance Studies Program,  
Brookings Institution  
ROY E. LITLAND, Verizon  
DUJUAN A. MCCOY, Circle City Broadcasting I, LLC  
ROSA MENDOZA DAVILA, ALLvanza  
CLINT ODOM, National Urban League  
HENRY M. RIVERA, Emma Bowen Foundation  
STEVE ROBERTS, The Roberts Companies  
NIMISHA SHUKLA, M.D., NJ Broadcasting LLC/South  
Asian Broadcasting  
S. JENELL TRIGG, ESQ., Representing Wireless  
Internet Service Provider Association  
FALLON WILSON, Ph.D., Tennessee for Higher  
Education's HBCU Office  
CHRISTOPHER WOOD, LGBT Technology Partnership &  
Institute

COMMISSION STAFF:

JAMILA-BESS JOHNSON, Designated Federal Official  
MICHELLE CAREY, Media Bureau Chief  
JAMILE KADRE, Co-Deputy Designated Federal  
Officer  
JULIE SAULNIER, Co-Deputy Designated Federal  
Official

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1 P-R-O-C-E-E-D-I-N-G-S

2 (10:00 a.m.)

3 MS. CAREY: Good morning, everyone and  
4 welcome to the final meeting of the Commission's  
5 Advisory Committee on Diversity and Digital  
6 Empowerment. We are all very excited to hear the  
7 closing reports and recommendations of each of  
8 the three working groups: Digital Empowerment and  
9 Inclusion, Access to Capital and Diversity in the  
10 Tech Sector.

11 Who would have thought back in October  
12 of 2019 when we had our first meeting of this  
13 charter that we would spend the majority of our  
14 time working and meeting virtually. Yet, you all  
15 have truly not skipped a beat. In fact, I think  
16 the pandemic has made you even more productive,  
17 which is amazing given the personal and  
18 professional challenges that the pandemic has  
19 presented to all of us.

20 The progress you have made working on  
21 these important issues is nothing short of  
22 remarkable. We are incredibly grateful for your

1 service and for your commitment.

2 I want to extend my great appreciation  
3 to the chair and vice chair of this committee,  
4 Anna Gomez and Heather Gate. You all have just  
5 done a phenomenal job with your leadership.

6 I also wanted to offer a huge note of  
7 thanks to our stellar working group chairs  
8 Caroline Beasley, Nicol Turner-Lee and Rudy  
9 Brioche. I know that the reports that you  
10 present today reflect months of careful  
11 deliberation and analysis.

12 We are pleased to have with us today  
13 all four commissioners. Three of them live and  
14 in-person and one via video feed. So without  
15 further ado, I will turn over the platform to  
16 Acting Chairman Jessica Rosenworcel, who will  
17 provide some welcoming remarks. Chairwoman  
18 Rosenworcel?

19 ACTING CHAIRWOMAN ROSENWORCEL:  
20 thanks. Yes, thank you, Michelle and as always,  
21 it's terrific to be with the FCC's Advisory  
22 Committee for Diversity and Digital Empowerment.

1 You know I've only been acting chairwoman for  
2 five months but this is my third time addressing  
3 this group. That's because you're always doing  
4 good work.

5 And today I want to share with you my  
6 plans to keep it coming.

7 But first I want to start by thanking  
8 your Chair Anna Gomez and your Vice Chair Heather  
9 Gate for their really, really outstanding  
10 leadership. And of course, a thank you is also  
11 in order for your working group leaders Caroline  
12 Beasley, who ran point on the Access to Capital  
13 working birds, Dr. Nicol Turner-Lee, who led the  
14 team working on Diversity in the Tech Center and  
15 Rudy Brioche, who headed the Digital Empowerment  
16 and Inclusion Group.

17 And of course, last but not least, we  
18 owe a debt of gratitude to the FCC staff who have  
19 been working so closely with this committee, as  
20 Michelle mentioned, often just virtually during  
21 the last year and change. So on that score, a  
22 special thank you goes Jamila-Bess Johnson for

1 her service as designated federal officer and  
2 also to deputies Julie Saulnier and Jamile Kadre.

3 Now, the current iteration of this  
4 advisory committee was established with a two-  
5 year charter that was adopted on July 5th, 2019,  
6 which was basically two years ago. And that  
7 means two things.

8 Number one, it's time to show your  
9 work. So today's agenda will feature reports  
10 from all three working groups about your  
11 activities during the past two years. And  
12 Caroline Beasley's team will talk about their  
13 work to improve access to capital and in the  
14 process empower a diverse range of voices,  
15 including minorities and women, to rise up to  
16 management and ownership positions in the  
17 broadcast industry.

18 Next, Nicol Turner-Lee's group will  
19 lay out findings and recommendations on the  
20 hiring, promotion and retention of women and  
21 minorities in the tech industry.

22 And then Rudy Brioche's squad will go



1 over their efforts to promote access as option  
2 and use of broadband and new technologies by  
3 under-resourced communities.

4 Now, hitting the two-year mark since  
5 this committee was rechartered doesn't just mean  
6 it's time to tie up and recap your work from the  
7 last 24 months. So that brings me to point  
8 number two.

9 It's time to make a decision about  
10 this committee's future. And I am very pleased  
11 to announce that we will be re-chartering this  
12 advisory committee for an additional two years,  
13 but we're not just planning to run it back as is.  
14 We're making some changes.

15 Now, given the success of this  
16 committee, our plan is to expand its mission. In  
17 particular, we want to recognize that diversity  
18 and equity issues transcend the media sphere  
19 where the work that this group has traditionally  
20 found its FCC home. So we're going to expand our  
21 lens for some of the committees to look more  
22 broadly across the tech sector. It's the right

1 thing to do.

2 And also, while your mission may be  
3 expanding, we are going to streamline the group's  
4 name. So no more ACDDE, which I'm going to admit  
5 never has really rolled off my tongue all that  
6 easily. So moving, forward we are going to  
7 recall, recharter, rechristen this group the  
8 Communications Equity and Diversity Council.

9 It's a broader name that I think will  
10 speak to your broader vision. So that's been  
11 changed.

12 But one very important thing that will  
13 be staying the same is that Jamila-Bess Johnson  
14 has agreed to stay on as designated federal  
15 office. And for that we're really, truly  
16 grateful.

17 And I want this close by encouraging  
18 all of you to follow her example and reapply to  
19 be part of this rechartered council. After all,  
20 this group is only as good as its people, and  
21 over the last two years it has benefitted  
22 immensely from having some of the most talented

1 civic-minded people in the communications  
2 industry. And I mean it. You have volunteered  
3 your time and energy to help open doors of  
4 opportunity that have too often been closed to  
5 women and minorities.

6 And as today's reports will show,  
7 we've made some progress but there is still so  
8 much more work to do. And that's why we're  
9 rechartering and that's why I'm asking you to  
10 consider staying on in this new iteration to  
11 build on the progress you have helped make  
12 possible.

13 So stay tuned for a public notice in  
14 the coming weeks with details on how to apply.  
15 And regardless of what you do going forward, I  
16 want you to know you have already done a real  
17 public service with your participation that we  
18 will conclude here today.

19 So on behalf of the Commission, I want  
20 to offer you great big thank yous. Your work is  
21 important, it's needed and it's necessary. So  
22 here's to a great two-year run and here's to even

1 greater things ahead. Thank you.

2 MS. CAREY: Thank you very much,  
3 Chairwoman Rosenworcel, and thank you for the  
4 very exciting news. We look forward to another  
5 charter.

6 Next, I'd like to welcome Commissioner  
7 Geoffrey Starks, who has a few opening remarks.  
8 Good morning.

9 COMMISSIONER STARKS: Yes, good  
10 morning all and thank you so much for inviting me  
11 to speak with you all again at your final  
12 convening here of the ACDDE under, as we just  
13 heard, that current charter.

14 Over the last two years, despite the  
15 challenges we all faced learning to work and meet  
16 remotely because of the pandemic, you all have  
17 managed to stay busy, to thrive, stay focused and  
18 been extremely productive. I'm honored, as I  
19 said, to be joining you here today as you wrap up  
20 the important work of this committee.

21 Your efforts have been invaluable --  
22 incalculable to the Commission's mission to

1 promote and ensure diversity in media ownership,  
2 management, employment, and in particular, I have  
3 to herald the diverse representation on this  
4 advisory committee which has brought so many  
5 different perspectives, vast knowledge, expertise  
6 and resources to help the FCC solve what are  
7 clearly real-world issues and inform the  
8 Commission's deliberations on these important  
9 problems.

10 The ACDDE is an especially important  
11 committee because your work serves as a valuable  
12 resource to the public. Notably, the committee  
13 and its three working groups have educated the  
14 public through a number of symposiums and  
15 workshops like the symposium on access capital or  
16 small and diverse broadcasters, the supplier  
17 diversity conference and the very recently held  
18 Tech and Communications Diversity Opportunity  
19 Symposium and virtual fair, all providing women  
20 and minority small businesses the opportunity to  
21 expand their networks, learn new skills.

22 Starting with the Access to Working

1 Capital Working Group, which had worked and  
2 encouraged management and diverse ownership of  
3 broadcast properties for women and minorities, a  
4 mission that is even more vital as the nation  
5 moves forward, of course, with its post-COVID  
6 pandemic recovery.

7 And as we all may be aware, small  
8 businesses owned by people of color and women  
9 were hit the very hardest during this pandemic,  
10 and many of them are struggling to rebuild. The  
11 lack of access to capital is often cited as the  
12 primary reason for the disparity between the  
13 successes and survivability of minority-owned  
14 businesses and their white-owned counterparts.

15 A recent survey shows that 43 percent  
16 of minority-owned businesses believe it will take  
17 them and leads until 2022 to fully recover.  
18 Seventeen percent believe they won't fully  
19 recover until 2023. And so this makes it crucial  
20 that we continue to work together to create  
21 innovative and effective ways to improve access  
22 to capital for those small business owners,

1 owners who are often left to struggle even as the  
2 rest of the economy shows signs of recovery.

3 One -- I wanted to quickly share a  
4 success story that I recently read and was  
5 highlighted in Boston Magazine that recounted the  
6 struggle of Danielle Johnson, a black woman in  
7 Boston, who fought to start her own digital radio  
8 station to quote, "Get more urban voices on the  
9 radio for underserved and underrepresented  
10 community," close quote, in the Boston area.

11 Ms. Johnson was able to raise the  
12 capital necessary for her venture via the  
13 crowdfunding platform Kickstarter. When the  
14 lockdown forced her to shut down her in-person  
15 studio, she and her fellow DJs built in-home  
16 studios to stay on the air during the pandemic.  
17 And today, SPARK FM has more than 30,000  
18 listeners a month, and is the best source for  
19 urban and Caribbean music in her area.

20 Ms. Johnson's radio station also  
21 dedicates affordable ad space for small business  
22 and has a community resource section for local

1 entrepreneurs on their website, helping minority  
2 business owners further find the funding that  
3 they may need.

4           You know, I share that because I was  
5 heartened to hear of the creative and flexible  
6 business that Ms. Johnson has created. The  
7 launch of her successful all-digital online radio  
8 station is an example of how technology can offer  
9 lower barriers to entry to allow for more diverse  
10 voices in many ways to be heard and seen.

11           But let me be clear. Broadcast is  
12 still the gold standard reaching and targeting  
13 local audiences. As we all know, there remains  
14 considerable work left to do to ensure diverse  
15 broadcast media ownership. We have to find a way  
16 to continue to drive results. Our broadcast  
17 ownership numbers must better reflect the racial  
18 and ethnic makeup of our country.

19           As I've said before, what we see and  
20 hear, who we see and hear it from, all of this  
21 impacts the way we view our world, our society  
22 and ourselves.



1                   The work of the Digital Empowerment  
2                   and Inclusion Working Group has focused on  
3                   ensuring that disadvantaged communities are not  
4                   denied the wide range of opportunities made  
5                   possible by broadband connectivity, now even more  
6                   necessary since over the past year and a half so  
7                   many of us have been, as I've said, working,  
8                   learning and socializing from home. The good  
9                   news is that we've made progress in helping  
10                  underserved communities gain access to affordable  
11                  broadband.

12                  Of course, EBB has played a role here  
13                  as well as the Emergency Connectivity Fund  
14                  Program for connecting our young learners. Here  
15                  we need to make sure that there are permanent  
16                  solutions put in place so that all Americans can  
17                  get connected. And thank you that group for your  
18                  hard work.

19                  Finally, the work of the Diversity in  
20                  Tech Sector Working Group could not be more  
21                  relevant than it is today, given the lack of  
22                  diversity among workers in tech-related

1 industries, and that includes the  
2 telecommunications section.

3 As this working group knows, there is,  
4 in part, a pipeline issue that has to be  
5 addressed. And you have responded to that need  
6 with programming that has targeted those critical  
7 high school students, college students to fill  
8 the void. Obviously, as many of you know, in a  
9 similar vein I have been extraordinarily proud  
10 that we've launched the early career staff  
11 diversity initiative here at the FCC, which, you  
12 know, very quickly, does two things, working  
13 hand-in-hand with this working group's  
14 initiatives.

15 You know, it offers paid internships  
16 to FCC year-round for those who otherwise find  
17 themselves financially unable to work in  
18 Washington for the semester or the summer as an  
19 unpaid intern.

20 And second, it has devoted critical  
21 Commission resources to increasing recruitment  
22 from HBCUs and other minority-serving

1 institutions to ensure that we are drawing the  
2 top talent everywhere. Please let your  
3 communities, your networks know about those two  
4 programs that we are finding talented people to  
5 come to the FCC.

6 The Bureau of Labor Statistics, of  
7 course, projects that employment in computer and  
8 information technology will grow 11 percent from  
9 2019 to 2029.

10 So we have a real opportunity here to  
11 set the stage for securing a significant number  
12 of those jobs for individuals from  
13 underrepresented groups, examining those issues  
14 that pertain to hiring, promotion, retention of  
15 women and minorities and working together.

16 So let me close. You know, I, I  
17 cannot foot stomp and applaud enough the efforts  
18 of this advisory committee. You are one of, if  
19 not the most productive and hardworking  
20 committees that we have chartered at this agency.

21 You all have greatly contributed to  
22 not only the conversation about the need for more

1 diversity in the media sphere, you've take action  
2 to enable us as an agency to achieve real  
3 progress. We value your work, your efforts, your  
4 guidance. But I still believe, of course, that  
5 there is much more work to be done for us to  
6 achieve the diversity goals that we have.

7           So I'm pleased that this committee  
8 will be rechartered, of course. The  
9 Communications Equity and Diversity Council with  
10 a broadened mission recognizes the need to  
11 promote and champion diversity and equity,  
12 including above and beyond just the media space.

13           So again, I'll leave you that I want  
14 again to thank you for your excellent work over  
15 the last couple of years. I look forward to  
16 receiving those final reports, your suggestion  
17 what future actions are needed to make meaningful  
18 progress in achieving diversity and digital  
19 empowerment.

20           And I hope everyone, of course, stays  
21 happy, safe and healthy. Thank you again and  
22 talk soon.

1 MS. CAREY: Thank you very much,  
2 Commissioner Starks, for your remarks.

3 Next, we are going to hear from  
4 Commissioner Symington. Commissioner Symington's  
5 remarks were pre-recorded, but his office wanted  
6 to make sure that I can gauge that he is thrilled  
7 that the committee is going to be rechartered  
8 with a new mission. And he firmly supports the  
9 broadened scope of the Communications Equity and  
10 Diversity Council. Commissioner Symington?

11 COURT REPORTER: Ms. Kadre, your  
12 microphone is muted.

13 COMMISSIONER CARR: It's a way for  
14 communities to build resilience -- good morning.  
15 It is an honor to speak again in front of the  
16 Advisory Committee on Diversity and Digital  
17 Empowerment. My apologies for not being there in  
18 person. That's how it is with teleconferences.

19 I look forward to reviewing the  
20 proceedings just as soon as I can. I wanted to  
21 briefly highlight some of the great work that  
22 ACDDE has done. I've been really heartened to

1 see so much work go into the tech startup space  
2 and the focus on not just direct recruitment of  
3 women and minorities by investment organizations  
4 but on the cultivation of local tech entrepreneur  
5 support organizations that can really serve at a  
6 local level as a kind of gateway into the  
7 technology ecosystem.

8 This is critical to building a real  
9 bridge for women and minorities into the  
10 technology space where so much of the economic  
11 opportunity within our country lies. It's not  
12 just about money. It's about experiences that  
13 can help people gain skills, knowledge and the  
14 confidence to succeed. And I couldn't be more  
15 delighted by these efforts.

16 I also think that the discussion  
17 around both publicly funded and privately funded  
18 programs was critical, especially in the focus on  
19 anchor institutions and the exercise of  
20 procurement power in advancing social good. So I  
21 was heartened to see, for instance, that the DC  
22 Community Anchor Partnership presented in a

1 recent event.

2           The notion of local procurement by  
3 anchor institutions is powerful. It's a way for  
4 communities to build resiliency by retaining  
5 capital expenditures in local areas, which in  
6 turn leads to more dollars being spent locally.  
7 It's a virtuous cycle and one where minority and  
8 women suppliers really stand to benefit through  
9 cultivation of anchor institutional  
10 relationships.

11           I would encourage anyone interested in  
12 anchor institution procurement to look at the  
13 evergreen cooperatives in Cleveland where the  
14 anchor institution model is applied in the worker  
15 cooperative context, or to read the work of Gar  
16 Elfabitz on the same.

17           In both cases, I applaud the focus on  
18 local resources. Technology companies are often  
19 by their nature location agnostic in their  
20 services, but no company is, at least yet anyway,  
21 location-agnostic in their employment.

22           Local institutions have a critical

1 role to play in advancing the participation of  
2 women and minorities in the technology ecosystem.  
3 I look forward to more great thought leadership  
4 on this and other topics from this committee.

5 Thanks to everyone for putting this  
6 event together and for your participation. I  
7 look forward to meeting with you, hopefully live,  
8 at the next event.

9 MS. CAREY: Thank you, Commissioner  
10 Symington.

11 Next, we are going to hear from  
12 Commissioner Carr. Welcome Commissioner Carr.

13 COMMISSIONER CARR: Well, thank you so  
14 much for the chance to offer a couple of words.  
15 I remember fondly what seemed like a very  
16 different world back in 2019 when I was able to  
17 join this group for its very first meeting and so  
18 we can honor that you have come full circle and  
19 join you for the last meeting.

20 And in the intervening two years it  
21 has been quite a run for the country and for the  
22 committee as well. You all have held virtual



1       fairs, symposiums, a number of events and now  
2       presenting your final reports that I think are  
3       going to make a very valuable contribution to our  
4       efforts at the FCC to continue to promote  
5       diversity.

6                 There's been a lot of great ideas that  
7       this committee and its predecessor committees  
8       have generated over the years, including from of  
9       same members that have served in different roles  
10      in similar committees before, including the  
11      incubator idea that we recently put back in  
12      place. Had been, sort of, shelved a bit after  
13      the 3rd Circuit decision.

14                But we put it back in place. I think  
15      that's going to be an important tool on the radio  
16      side to continue to promote a diversity of  
17      ownership. And I'm eager as we stand that back  
18      up to continue to get feedback on how it's going  
19      and then hopefully look to expand it into the TV  
20      space as well.

21                So I think it's a great idea. I'm  
22      glad that we're putting it back in place and I

1 hope that we're able to move quickly to expand it  
2 beyond radio.

3 But this group has been doing  
4 phenomenal work. I am very pleased that the  
5 chair announced earlier that this group or a  
6 similar group, at least, will be rechartered for  
7 another period of time.

8 When the chair announced that there  
9 would be a new name for this group, I was kind of  
10 holding out hope that it would be ACDC is where  
11 she would go with that, a play both obviously on  
12 the electrical current and the, I believe,  
13 Australian, if I have that right, heavy metal  
14 band from back in the day, but it was not in the  
15 cards apparently.

16 But nonetheless, I'm glad to see that  
17 this group will be rechartered, that your mission  
18 will continue to cover things outside of and not  
19 limited to the media space because there's a lot  
20 that we need to do to continue to promote a  
21 diversity of views, a diversity of perspectives  
22 in the tech sector more generally.

1                   So I really look forward to the  
2 presentation of your final reports, the  
3 recommendations that you all will make. And as  
4 the chair indicated, look forward to everyone on  
5 this -- depends on if you're interested in  
6 reapplying to continue your service.

7                   So thank you so much for your time and  
8 effort on this and look forward to your reports.  
9 Thanks.

10                   MS. CAREY: Thank you Commissioner  
11 Carr. And I'd like to thank each of the  
12 commissioners for participating today in this  
13 very important meeting.

14                   I'd -- next, I'm going to turn it over  
15 to our designated federal officers. First, I  
16 would like to thank each of the three J's. They  
17 are intrepid and they are dedicated and we are so  
18 appreciative for the work of Jamila-Bess Johnson,  
19 Julie Saulnier and Jamile Kadre.

20                   So without further ado, I will turn it  
21 over to Jamila. Thank you.

22                   DFO JOHNSON: Good morning, everyone.

1 Thank you so much Michelle, Chairwoman  
2 Rosenworcel, Commissioner Carr, Commissioner  
3 Symington and Commissioner Geoffrey Starks.

4 We are delighted to be here today to  
5 have this closeout meeting of the two-years  
6 charter of the ACDDE. It has been more than a  
7 labor of love for these dedicated professionals  
8 and advocates. They have put in a considerable  
9 amount of sweat equity.

10 These are not honorary positions.  
11 These are actual positions where you make a  
12 contribution, and they have indeed made a  
13 contribution.

14 We will have over some eight reports  
15 today. We'll have over 30 recommendations to  
16 consider, and we will have several resource  
17 guides that we will have on our agenda to review  
18 today.

19 So as you can see, it's going to be a  
20 robust meeting. It's going to be detailed, and  
21 I, and I hope everyone will be pleased with the  
22 outcome.

1           It's been a challenging two years for  
2 many of us for a variety of reasons. And some of  
3 us have experienced personal loss during this  
4 time, and so we're particularly mindful of the  
5 sacrifices that individuals have had to make to  
6 stay engaged with this committee.

7           We have lost over this time our dear  
8 friend and colleague Monica Parham, who  
9 contributed so much to the area of diversity and  
10 inclusion. And so we're thinking of her today.

11           But we press on and people have really  
12 dug into this issue, and so I think you'll see  
13 that work today. So it's been my privilege and  
14 honor to work with all of you, and I'm looking  
15 forward to hearing your reports today.

16           And now we'll have opening remarks  
17 from Deputy DFO Julie Saulnier.

18           DEPUTY DFO SAULNIER: Good morning.  
19 I don't know if you can hear me? Good morning.  
20 Good morning.

21           COURT REPORTER: We can hear you.

22           DEPUTY DFO SAULNIER: Lovely, and I

1 hope my video will come on eventually. I turned  
2 it on. I just want to say how delighted I am to  
3 be here at this final meeting of this august  
4 group and to say that I'm always cognizant of the  
5 fact that while this is part of my day job, all  
6 of you are doing this on top of your day job.

7 So I just can't, can't tell you how  
8 appreciative I am of all of your hard work,  
9 especially Anna Gomez and Heather Gate, who have  
10 read every word of the reports being presented  
11 today and provided unceasingly tactful and, and  
12 constructive comments on everything.

13 And I'd also like to thank the -- in  
14 particular the members of the group I worked most  
15 closely with, Access to Capital, particularly  
16 Chair Caroline Beasley and our three sub-group  
17 co-leads, Skip Dillard, DeJuan McCoy and Aama  
18 Nahuja.

19 You all worked so hard to get us to  
20 the, this point, and I hope that you will  
21 consider joining in the continuing work that this  
22 group will be doing.

1                   And also thank you to our Chairwoman  
2                   and all our Commissioners who spoke so graciously  
3                   this morning and to Michelle Carey. And with  
4                   that, I'd like to turn the meeting back over to  
5                   those -- to others. Thank you all so much.

6                   DFO JOHNSON: Thank you, Julie.

7                   And now we'll have opening remarks  
8                   from our Deputy DFO Jamile Kadre. Jamile?

9                   DEPUTY DFO KADRE: Thanks, Jamila.  
10                  Good morning, everyone. It's hard to believe  
11                  that this is our final meeting. It's been an  
12                  honor, a pleasure and a privilege to help  
13                  facilitate the work of this committee for the  
14                  past two years.

15                  And just briefly, I want to provide a  
16                  few numbers to remind you and the folks tuning in  
17                  of just how much you've accomplished during this  
18                  time.

19                  For nine out of the past eleven months  
20                  of the charter, this committee has either held a  
21                  full committee meeting or hosted another event  
22                  open to the public for a total of three meetings,

1 one workshop, one summit, one roundtable and two  
2 symposiums, one of which included a virtual fair.

3 And in addition to the preparation for  
4 these meetings and major events, there is, of  
5 course, all of the behind the scenes work that  
6 has gone into your reports and other projects and  
7 all the hours of thoughtful deliberation,  
8 interviews, research, writing and other tasks  
9 that it took to get the job done.

10 The time and energy you have dedicated  
11 to the committee work is considerable. Your  
12 demonstrated work ethic is remarkable as a  
13 general matter and even more so when considered  
14 against the background of the COVID-19 pandemic  
15 and other seismic event to which the committee  
16 has responded so thoughtfully.

17 You should be very, very proud of  
18 yourself. I, I cannot say enough about  
19 everything you've done.

20 Finally, a few thank yous. I'm so  
21 grateful for the opportunity to have served in  
22 this role in the first place and so thank you to



1 the media bureau and commission leadership for  
2 that opportunity.

3 I'd also like to thank my colleagues  
4 Jamile and Julie for their support and leadership  
5 throughout our work together.

6 And Jamila, I look forward to the  
7 Communications Equity and Diversity council  
8 building on the ACDDE's excellent work under your  
9 continued stewardship.

10 I'd also like to thank our other FCC  
11 colleagues who have supported the committee's  
12 work over the past two years. And the Media  
13 Bureau and OCBO to our general counsel office  
14 and, of course, our Commission meeting room team  
15 without whom we couldn't do any of these events.

16 Last and most certainly not least, I'd  
17 like to thank our committee leadership, Anna and  
18 Heather, our working group Chairs Rudy, Caroline  
19 and, and, of course, Nicol, whose group I worked  
20 with most closely during this time for their  
21 service and example and all of our members for  
22 everything you've done.

1           As someone coming up on my fifth year  
2           at the FCC, I, I still have a long career ahead  
3           of me, and I know I'll be better in years to come  
4           for having had the opportunity to support your  
5           efforts and learn from your example and your  
6           service as champions of diversity, equity and  
7           inclusion.

8           And I also look forward to see what  
9           you'll do next and hope that as others have said,  
10          you'll consider staying on to build on these  
11          considerable efforts and to keep the ball moving.  
12          So thank you all again and have a great rest of  
13          your meeting. I'm excited to see you're going to  
14          talk about today.

15                 DFO JOHNSON: Thank you so much,  
16                 Jamile. We've had a pretty wild ride for the  
17                 last two years and it's, it's been a lot of fun  
18                 and not to -- not give a shoutout to my  
19                 particular working group chair, Mr. Brioche, you  
20                 rock, just in case anyone was wondering. Rudy  
21                 rocks.

22                 So thank you to Rudy and to the

1 Digital Empowerment and Inclusion Working Group  
2 that I worked very closely with over the last two  
3 years.

4 And now further ado, we'd like to turn  
5 the meeting over to our distinguished chair and  
6 vice chair, our Chair Anna Gomez and our Vice  
7 Chair Heather Gate, and let me convey my personal  
8 thanks to both of you for all of the time that  
9 you all have put in over the last two years by  
10 not only doing these monumental meetings but also  
11 sitting in on the working group meetings and so  
12 many of the subgroup meetings and looking at all  
13 of the materials and, and giving a good flyspeck  
14 to everything.

15 We couldn't have done it without you,  
16 so congratulations and thank you, Anna. You get  
17 to open up your last meeting for this charter.  
18 Thank you.

19 CHAIR GOMEZ: And thank you also to  
20 Chairwoman Rosenworcel and Commissioners Carr,  
21 Symington and Starks and Michelle Carey for  
22 joining us today and giving us your remarks.

1           Having all the Commissioners and the  
2 Bureau Chief join us today shows there's strong  
3 support for this committee's mission, which we  
4 appreciate very much. And I'm delighted by  
5 Chairwoman Rosenworcel's announcement that the  
6 Commission will recharter the advisory committee  
7 with a broader mission.

8           So good morning and welcome to the  
9 final meeting of the full Advisory Committee on  
10 Diversity and Digital Empowerment. As Jamile  
11 mentioned, this committee has been very active.

12           In the past two years we have held a  
13 workshop examining the roles of libraries on  
14 broadband adoption and literacy, a tech supplier  
15 diversity showcase, a broadcaster access to  
16 capital virtual symposium, a tech employment  
17 virtual summit, a tech startup roundtable,  
18 symposium on access to capital for small and  
19 diverse broadcasters and a tech and  
20 communications diversity opportunity symposium  
21 and virtual fair. Whew, that's a lot.

22           Plus we've had numerous meetings at

1 the subgroup, working group and committee level,  
2 and the committee released a statement on civil  
3 rights demonstrations and the racial divide and a  
4 statement condemning AAPI violence.

5 All of this work culminates in the  
6 recommendations and reports that you will hear  
7 today. And the committee did this in the midst  
8 of the pandemic with all of its added challenges.

9 I cannot thank enough our working  
10 group chairs, Caroline Beasley, Rudy Brioche, Dr.  
11 Nicol Turner-Lee for their leadership, as well as  
12 the subgroup leaders who, just to not make this  
13 too long, will be introduced today for all their  
14 hard work to get us to this point.

15 Every person in our working groups was  
16 passionate in contributing to the recommendations  
17 and reports you will hear today to address the  
18 digital divide and to ensure diversity in the  
19 tech industry and access to capital for  
20 broadcasters.

21 Finally, I also really want to thank  
22 our wonderful designated federal officers who I

1 like to call the intrepid three J's, Jamila-Bess  
2 Johnson, Jamile Kadre and Julie Saulnier. It  
3 really is true that you were the glue that holds  
4 this committee together.

5 Now, I would like to turn this over to  
6 the amazing vice chair of this committee, Heather  
7 Gate. Would you like to make some opening  
8 remarks, Heather?

9 VICE CHAIR GATE: Yes. Thank you,  
10 Anna and thank you to the Michelle Carey, Acting  
11 Chairwoman Rosenworcel and Commissioners Starks,  
12 Symington and Carr for, for the great news that  
13 you came bearing today. It is very humbling to  
14 be recognized as one of the most productive  
15 committees. Come on.

16 It is also great to know that we're  
17 closing this chapter of our lives knowing that  
18 our work will community under the Communications  
19 Equity and Diversity Capital.

20 While I think that there's much work  
21 to be done under the broader scope of tackling  
22 issues related to digital equity, I am happy to

1 tell you that this committee is prepared to pass  
2 on some recommendations and action items to that  
3 next committee. We came prepared.

4 I'm extremely proud of what we've been  
5 able to accomplish, as, as Jamila and Anna said.  
6 Like the rest of the country, we had to prove it  
7 last year and continue to move in the face of a  
8 pandemic.

9 And as Anna said, in the last year  
10 alone, we were able to use this platform to host  
11 six very productive events. And while each one  
12 of these events accomplished different goals  
13 determined by the working groups and subgroups,  
14 they had one thing in common.

15 They were -- they brought together  
16 subject matter experts, women, minorities and  
17 other diverse groups to educate, uplift, provide  
18 pathways to breaking down barriers to economic  
19 advance advancement in communications and in the  
20 tech sector.

21 Together we were able to engage  
22 thousands of people and potentially millions of

1 people via virtual events and social media. And  
2 as required by our charter and along with what we  
3 were required to do, we also examined industry  
4 trends, best practices, spoke about industry-  
5 based solutions and identified challenges that  
6 need to be overcome.

7 Whether it was dealing with issues of  
8 supplier diversity, broadcast ownership, digital  
9 adoption, access to capital, diversity tech, we  
10 tackled it all through our three working groups  
11 and eight subgroups.

12 I'm happy today that you will all have  
13 the opportunity to hear directly from the working  
14 groups the specific findings and the  
15 recommendations for continued work.

16 And while I would like to reserve my  
17 thanking a lot of people to my closing statement,  
18 I do want to recognize each and every one of you  
19 and the organization for putting in some serious  
20 time into this committee in the face of a  
21 changing work and life, and home life.

22 And as Jamila spoke about, some



1 personal losses that we, we experienced within  
2 the committee and health struggles for some of  
3 our members and also the pain of confronting the  
4 issues of racial injustice.

5 While we are privileged to be on this  
6 platform, we are also human, having to face the  
7 same challenges as the rest of the country.  
8 Nevertheless, we persist.

9 And for most of you I know it's a  
10 life-long commitment to helping uplift those from  
11 our communities that have found themselves on the  
12 wrong side of the digital divide or just  
13 struggling to recover from the impact of COVID  
14 and the challenges and iniquities that preceded  
15 COVID.

16 And so I would like the end by  
17 thanking our tremendous working group leaders as  
18 everybody else has done. That's Caroline  
19 Beasley, Rudy Brioche and Dr. Nicol Turner-Lee.  
20 Thank you. Thank you so much for carrying this,  
21 this -- taking this challenge and just driving it  
22 across the finish line for us.

1 I'd like to thank our tremendous DFOs  
2 Jamila-Bess Johnson, Jamile Kadre and Julie  
3 Saulnier. I'm actually really excited to hear  
4 that Jamila has decided to continue. I'm glad we  
5 did not stress her out enough for her to not want  
6 to meet this challenge.

7 So thank you, Jamila, for agreeing to  
8 continue with the council.

9 And now I would like to turn the floor  
10 back to our illustrious Chairwoman Anna, and I  
11 would like to thank you, Anna, for your  
12 leadership. I don't know what I would have done  
13 without you, and I, I'm just so privileged to  
14 have been your vice chair. So thank you so much.

15 CHAIR GOMEZ: Thank you, Heather, and  
16 your sentiments were really very well-said. So  
17 thank you for that.

18 So with that, I would like to formally  
19 call this meeting to order. So the first thing  
20 we'll do is we'll take roll call, roll call. As  
21 I call your name, please unmute yourself and let  
22 us know that you are on.

1 Raul Alarcon?

2 MR. ALARCON: Presente.

3 CHAIR GOMEZ: Susan Allen?

4 MS. ALLEN: Yes.

5 CHAIR GOMEZ: Laura Berrocal?

6 MS. BERROCAL: Present.

7 CHAIR GOMEZ: Carline Beasley?

8 MS. BEASLEY: Present.

9 CHAIR GOMEZ: Sindy Benavides?

10 MS. BENAVIDES: Present, Anna. Good

11 morning.

12 CHAIR GOMEZ: Kelly Blakeney?

13 MS. BLAKENEY: Present. Good morning.

14 CHAIR GOMEZ: Good morning. Maria

15 Brennan?

16 Rudy Brioche?

17 MR. BRIOCHE: Present. Bonjour.

18 CHAIR GOMEZ: Words? Michelle Duke?

19 Debra Elam?

20 MS. ELAM: Present. How are you?

21 CHAIR GOMEZ: Hi, fine, thanks.

22 Maurita Coley Flippin?

1 MS. COLEY-FLIPPIN: Present. Good  
2 morning.

3 CHAIR GOMEZ: Good morning. Dominique  
4 Harrison?

5 MS. HARRISON: Present. Good morning.

6 CHAIR GOMEZ: Morning. Rashidi  
7 Hendrix?

8 MR. HENDRIX: Good morning, present.

9 CHAIR GOMEZ: Good morning. David  
10 Honig?

11 MR. HONIG: Present. Good morning.

12 CHAIR GOMEZ: Good morning. Dr. Ron  
13 Johnson?

14 MR. JOHNSON: Present and good  
15 morning.

16 CHAIR GOMEZ: Sherman Kizart?

17 MR. KIZART: Present and good morning.

18 CHAIR GOMEZ: Good morning. Roy  
19 Litland?

20 MR. LITLAND: Present.

21 CHAIR GOMEZ: DuJuan McCoy?

22 MR. MCCOY: Present.

1 CHAIR GOMEZ: Sean Perryman?

2 MR. PERRYMAN: Here.

3 CHAIR GOMEZ: Henry Rivera? Henry?

4 Henry?

5 MR. RIVERA: Yes.

6 CHAIR GOMEZ: Steve Roberts?

7 MR. ROBERTS: Here.

8 CHAIR GOMEZ: Brian Scarpelli?

9 MR. SCARPELLI: I'm here. Hi.

10 CHAIR GOMEZ: Hi. Dr. Nimisha Shukla?

11 S. Janell Trigg?

12 MS. TRIGG: Good morning, Anna.

13 Present.

14 CHAIR GOMEZ: Good morning. Dr. Nicol

15 Turner-Lee?

16 DR. TURNER-LEE: Good morning. I'm

17 present.

18 CHAIR GOMEZ: Good morning. James

19 Winston?

20 MR. WINSTON: Good morning. Present.

21 CHAIR GOMEZ: Good morning. Chris

22 Woods?

1 MR. WOODS: Good morning. Present,  
2 happy to be here with you all.

3 CHAIR GOMEZ: Good morning. Oops. I  
4 think that is the full committee. Did I miss  
5 anyone?

6 MR. ODOM: I'm present. It's Clint  
7 Odom.

8 CHAIR GOMEZ: Hi, Clint. And --

9 MS. MENDOZA: Rosa Mendoza.

10 DR. WILSON: And Dr. Fallon Wilson.

11 MS. AMA NAHUJA: And Aama Nahuja.

12 MS. WEST: And good morning. Felicia  
13 West is here.

14 MR. KOMJATHY: Garret Komjathy.

15 CHAIR GOMEZ: Got you.

16 MS. GORDON: Good morning. Cecilia  
17 Gordon is present.

18 MR. BROOKS: Robert Brooks is present.

19 MR. DILLARD: Skip Dillard, present.

20 CHAIR GOMEZ: Thank you, Skip.

21 MR. SKORODIN: Ian Skorodin is  
22 present.

1 CHAIR GOMEZ: Ah, Ian, yes.

2 MS. SCOTT: Good morning. Alison  
3 Scott present as well.

4 CHAIR GOMEZ: Alison Scott.

5 DR. WILSON: And did you get Fallon?

6 CHAIR GOMEZ: I did get Fallon, thank  
7 you.

8 DR. WILSON: Thank you.

9 CHAIR GOMEZ: Milton Clipper? Okay.

10 MR. PERRYMAN: Did you get Sean  
11 Perryman? I wasn't sure if I got off of mute in  
12 time.

13 CHAIR GOMEZ: I believe I did. Yep,  
14 I got you. Thank you.

15 VICE CHAIR GATE: And Anna, you did  
16 get Nahuja down, right?

17 CHAIR GOMEZ: I did get Nahuja, yeah.

18 VICE CHAIR GATE: Okay. Awesome.

19 MS. MENDOZA: Also Rosa Mendoza, Anna.  
20 I'm present.

21 CHAIR GOMEZ: Hi, Rosa. I got you,  
22 too. And Henry?

1                   DFO JOHNSON: Yes. Anna? This is  
2 Jamila. Henry just sent an email to let you know  
3 he is present.

4                   CHAIR GOMEZ: Got him.

5                   DFO JOHNSON: He was having technical  
6 difficulties.

7                   CHAIR GOMEZ: Okay. Good. I was --  
8 I thought I had seen him earlier, so I've got  
9 him. All right. Anyone else?

10                   Well, thank you everybody, very  
11 excited to see you today. So Rudy Briocche will  
12 now lead our first working group, the Digital  
13 Empowerment and Inclusion Working Group  
14 presentation. Rudy, I turn this over to you.

15                   MR. BRIOCHE: Great. Thank you very  
16 much, Anna. It's just a pleasure. It's great to  
17 be with everyone and welcome to what is  
18 unfortunately our last presentation, but it  
19 really is a compilation of the great work that  
20 we've been doing over the many years.

21                   So we have a bunch of slides for you,  
22 but we do have an allotted period of time so



1 we'll make sure to run through these slides  
2 rather quickly. So please put up the slides so  
3 we can get this show started.

4 So on behalf of this wonderful group  
5 of industry, government, nonprofit stakeholders,  
6 we all came together within this working group  
7 for us to work on issues that are very important  
8 to, not only to the FCC, to our respective  
9 organizations but, indeed, to the country.

10 And we confronted a number of issues,  
11 a number of events that we all have experienced.  
12 We experience these on the national level, on the  
13 global level. And I have to say that the  
14 diversity of this particular group, the  
15 individuals, the commitment that we all going to  
16 this endeavor really came through.

17 It challenged us in many ways. It  
18 forced us on a personal level and on a  
19 professional level for us to rise to the occasion  
20 but always keeping clear in mind what our  
21 challenge was.

22 So first I'd like to at least briefly

1 introduce, next slide, please? I'd like to  
2 briefly introduce the members of this working  
3 group. These are my colleague, my colleagues in  
4 combat, my colleagues in negotiation and in  
5 development of ideas and reaching out to a broad  
6 spectrum of stakeholders, of scholars, of  
7 individuals who really live and breathe and are  
8 very much committed to these issues that we're  
9 dealing with today.

10 So while we'll deal -- while we deal  
11 with these issues from a policy perspective, we  
12 understand that issues around diversity, issues  
13 around broadband access, around adoption, around  
14 access to economic opportunities that is for all  
15 Americans are issues that really impact real  
16 people. These aren't merely policy issues.

17 So when on behalf of this entire  
18 working group, this distinguished group of  
19 individuals from a cross-section of stakeholders,  
20 thank you very much. Next slide, please?

21 So the key goals of this working group  
22 were clear, was to look for ways to identify

1 barriers that are preventing the adoption and use  
2 of advanced communication technologies across the  
3 board but focusing specifically on these diverse  
4 and economically disadvantaged communities and  
5 also to look at how, you know, there are market  
6 entry barriers that are preventing access of  
7 small businesses, of diverse businesses to get  
8 access to the benefits of this incredible sector  
9 that we all are a part of.

10 And we're also charged of actually  
11 looking for mechanisms to actually overcome those  
12 barriers to adoption, those barriers to economic  
13 opportunities that advanced communications and  
14 broadband holds. Next slide, please.

15 So in looking at these broader goals,  
16 what we sought to do was to break them down into  
17 respective areas that essentially form the name  
18 that the FCC gave this working group. We didn't  
19 even choose the name. In fact, it worked out  
20 beautifully because the DEI stands for the  
21 Digital Empowerment and Inclusion Working Group,  
22 and that's exactly along the lines of our work,

1 our goals broke down.

2           So on the front of digital  
3 empowerment, it was clear to us that the FCC has  
4 a strong history of working in a public-private  
5 collaborative fashion to look for ways to  
6 increase access for small diverse businesses to  
7 gain access to the benefits of this society. And  
8 that benefit is through the private enterprise  
9 that's been able to drive the growth of this  
10 particular sector, but to ensure that that  
11 benefit is is, is able to be reached and accessed  
12 by a crossmember of stakeholders throughout the  
13 country.

14           And then as far as digital inclusion  
15 is concerned, we know there's been a lot of work  
16 done in this particular area.

17           We thought it was important for us to  
18 first do our work, reach out, talk to the  
19 stakeholders and get a good sense of where are  
20 the areas where additional analysis would be  
21 helpful, where a new perspective or perspective  
22 that is based on a common, you know, experience

1 of different entities, private institutions, the  
2 government, representatives, and importantly,  
3 nonprofit organizations that work with  
4 individuals and organizations, community,  
5 community organizations and the private sector on  
6 the ground bringing those experiences together we  
7 believe enhance our perspective and allow us to  
8 come up with a set of meaningful recommendations  
9 that we think will, will contribute to this  
10 ongoing discussion. Next slide, please?

11 While we're going through this  
12 process, of course, like everyone else, COVID  
13 happened. And this pandemic forced us to  
14 reconsider our approach and, in fact, it enhanced  
15 what we had to do.

16 We also at the same time, particularly  
17 here in the United States, we experience ongoing  
18 racial strife. And as this diverse coalition of  
19 individuals we decided to tackle both of these  
20 particular challenges head on.

21 First comes the racial divide under  
22 the leadership of one of our co-chairs, Sharmeen

1 Contractor, we were the first working group to  
2 bring to the full committee a statement on civil  
3 rights demonstration and the racial divide that  
4 was ongoing.

5 And then just a couple of months ago,  
6 recognizing that the racial strife that exists in  
7 America takes to -- no pun intended -- different  
8 colors and shapes, and we recognized that the  
9 hatred that it is inflicted upon Asian Americans  
10 is an area that also required this group of  
11 diverse stakeholders to issue a statement.

12 Susan Allen led that particular  
13 charge. Susan is one of our co-chairs, and  
14 you'll have a chance to see that great talent and  
15 why she led the group in developing a very strong  
16 statement that was adopted by the committee to  
17 make a statement against racial violence.

18 As far as COVID is concerned, first we  
19 had to absorb the initial shock. But after that  
20 shock leaders within this working group said we  
21 needed to embrace it and look for ways to, in  
22 fact, expand the work that we were doing. In

1 fact, we did.

2 On behalf of one of our working group  
3 members who actually moved on, Marie Silla-Dixon  
4 10:52:53, who's now the chief diversity officer  
5 of Raytheon, at the time representing T-Mobile,  
6 said we needed for ways -- to look for ways for  
7 us to expand our work and to consider, in fact,  
8 COVID presents opportunities for industry, for  
9 government stakeholders to expand opportunities  
10 for, for Americans. So this report captures  
11 that.

12 And then we also recognized, and so  
13 did Congress, that COVID is inflicting, you know,  
14 economic hardship on businesses unlike any other,  
15 wiping away years of, years of progress.  
16 Commissioner Starks made a good point about that.

17 Our working group that focused on  
18 empowerment recognized that we needed to be  
19 charged to those afflicted disproportionately and  
20 to provide them with access, access to capital.

21 So we will present -- next slide,  
22 please? We will present our work here, first

1 starting with the empowerment subgroup. We are  
2 very fortunate to be led by two distinguished,  
3 dynamic individuals, S. Jenell Trigg and Susan  
4 Allen. Would colleagues please turn on your  
5 cameras?

6 And Susan? And then we'll get started  
7 and to move on this for this presentation. But  
8 again, on behalf of the Diversity Empowerment  
9 Inclusion Group, thank you very much for allowing  
10 us to support you.

11 And colleagues, take it away with your  
12 presentation.

13 MS. TRIGG: Thank you, Rudy. Good  
14 morning everyone. First, I'd like to recognize  
15 Rudy for his outstanding leadership and chair of  
16 this working group. I think the hashtag Rudy  
17 rocks is appropriate.

18 And I have enjoyed working with such  
19 a dedicated group of professionals, my fellow  
20 working group members, as well as our outstanding  
21 FCC staff. Thank you everyone.

22 And my very special thanks to my



1 colleague and friend, partner in crime, the  
2 incomparable Susan Allen. Susan, we have been on  
3 this journey together for two years and this is  
4 our last stop. So I'm delighted to do this with  
5 you. Thank you very much.

6 As the slide notes, our goal to bridge  
7 the digital opportunity divide have been a major  
8 factor in our planning for the events that we'll  
9 talk about.

10 We really wanted to help diverse  
11 communications businesses not just survive but  
12 hopefully thrive after this pandemic. We still  
13 have a long way to go because the economic  
14 impact. And we define, as you know, DCBs to  
15 include all those types of businesses in the ICT  
16 sector including small business, women-owned,  
17 minority and ethnic-owned, LGBTQ-owned, veteran,  
18 as well as disability-owned.

19 The shutdowns due to COVID-19 forced  
20 us to become digital dependent. Every business  
21 is using technology information platforms to  
22 reach customers, clients, suppliers and

1 employees. Therefore it was critically important  
2 to include the tech sector into the planning of  
3 our events.

4 Next slide, please? Rudy highlighted  
5 our working group objectives for this charter,  
6 and the objectives for this subgroup also reflect  
7 the overall objectives of the full ACDDE in  
8 general.

9 As stated so succinctly in the two  
10 public notice statements that Rudy mentioned  
11 against racial unrest, as well as the attacks on  
12 the Asian American, Pacific Islander community, I  
13 think it's important to note for the record what  
14 this full committee's objectives have been.

15 And I quote, "The FCC is required by  
16 statute to promote policies that favor diversity  
17 of media voices, vigorous economic competition,  
18 technological advancement and promotion of the  
19 public interest."

20 "The establishment of the ACDDE and  
21 its predecessor at diversity advisory committees  
22 helps to ensure that the Commission regulates the

1 communications industry in a manner consistent  
2 with statutory obligations. Thus, a priority of  
3 the ACDDE is to identify and address inequities  
4 that exist in the marketplace."

5 Now, Susan and I also pledged to  
6 provide timely practical information and  
7 resources to DCBs during this pandemic. This was  
8 no small feat given the changing economic  
9 conditions across many sectors, as well as the  
10 communications and IT sector as early as late  
11 February and March of 2020.

12 Next slide, please? So our planning  
13 committee, we are very grateful for the work of  
14 this wonderful planning committee, and we're very  
15 supportive and appreciative of the diversity and  
16 tech sector working group that joined us in this  
17 effort.

18 That working group, as mentioned  
19 before, is shared by my dear friend Dr. Nicol  
20 Turner-Lee, and we really appreciate your  
21 support.

22 I'd like to recognize all the planning

1 committee members for the record because without  
2 you our successful events would not have been  
3 possible. Of course, our distinguished chair and  
4 vice chair, Anna Gomez and Heather Gate,  
5 respectively, Rudy, of course, but Roy Litland  
6 with Verizon, Shelly Blakeney with T-Mobile, and  
7 the Diversity the Tech Sector Working Group's Dr.  
8 Ronald Johnson, Clint Odom -- I'm sorry.

9 Ronald Johnson is with the Wireless  
10 Infrastructure Association. Clint Odom served  
11 two positions, National Urban League and now T-  
12 Mobile USA. And last but certainly not least,  
13 Sean Perryman with the Internet Association who  
14 were our gracious hosts for both of our events  
15 and very supportive of engaging with our tech  
16 sector participants.

17 Also members, very important members  
18 of the planning group, were Sanford Williams, the  
19 director of the Office of Communications Business  
20 Opportunities with the FCC and Celeste McRae,  
21 also with OCBO.

22 And then we had other ACDDE members

1 that were very supportive and of great assistance  
2 in our efforts. I'd like to recognize Sindy  
3 Benavides with the League of Latin American  
4 Citizens, Felicia West, Public Service Commission  
5 of the District of Columbia, Ian Skorodin with  
6 the Barcid Foundation, Dr. Fallon Wilson,  
7 Tennessee for Higher Education's HCBU Success  
8 Office, Maurita Coley Flippin, Multicultural  
9 Media Telecom and Internet Council, Caroline  
10 Beasley with the Beasley Broadcasting Group and  
11 Michelle Duke, National Association of  
12 Broadcasters Leadership Foundation, and DuJuan  
13 McCoy with -- who's coming -- I'm sorry. I'm not  
14 remembering -- with the Bay City B Broadcasting  
15 Group.

16 Next slide please? Susan's going to  
17 talk about the details of our tech supplier  
18 diversity opportunity showcase but let me first  
19 note that in our additional planning objectives  
20 to be timely and relevant, it was important for  
21 us to, again, assess the needs of the pandemic.

22 When we started our planning process

1 in January 2020, we proposed to produce two  
2 events in one year. The first a relatively small  
3 event that would showcase opportunities and then  
4 a main, more substantive symposium later in the  
5 year.

6 It became clear very fast that DCBs  
7 needed so much more from the first event, more  
8 information, more resources, more tools. Like  
9 many DCBs, we, too, had to pivot and adjust our  
10 schedule and planning for a virtual format.

11 We still produced two events, but each  
12 were very substantive. And after the October  
13 event, we also realized that notwithstanding the  
14 broad topics that we covered we were still  
15 perceived to be primarily focused on supplier  
16 diversity.

17 So although supplier diversity is  
18 critically important for DCB success, our efforts  
19 were so much for than supplier diversity. And we  
20 also delivered on the recommendations from the  
21 previous ACDDE to engage early and more closely  
22 with tech companies. So notwithstanding our best

1 efforts we had no tech company participation in  
2 the events from the previous charter.

3 This charter we've had three tech  
4 companies and the Internet Association that were  
5 engaged as speaker, as participants in our  
6 virtual fair. They include Intel Capital, PayPal  
7 and Survey Monkey. And Susan will highlight the  
8 success of that very first event in October, our  
9 Tech Supplier Diversity Opportunity Showcase.  
10 Thank you, Susan.

11 MS. ALLEN: Thank you, my dear S.  
12 Jenell. Without you I would not have been able  
13 to walk so far. I want to echo and without  
14 repeating the accolades that we have heard this  
15 morning from Acting Chairwoman Jessica  
16 Rosenworcel, to the Commissioners and to our our  
17 FCC's incomparable staff.

18 They are -- you are just  
19 indefatigable. You could not -- we could not  
20 tire you out, and you were the backbone all the  
21 time throughout the last nearly four years that I  
22 have served on this advisory committee. And it

1 has been a pleasure and a learning experience for  
2 me.

3 My world has widened so much. I used  
4 to compare myself with the frog at the bottom of  
5 the well looking up at the -- to the top of the  
6 well to look at the sky. The sky was as big as  
7 the opening of the well.

8 But when I joined this committee four  
9 years ago, nearly four years ago, I did not know  
10 in this particular work of that FCC the sky is  
11 really so big from from sea to shining sea.

12 That said, my job here is to tell you  
13 a little bit details about the work that we have  
14 done that S. Jenell has set out in the last few  
15 minutes.

16 For this Tech Supply Diversity  
17 Opportunity Showcase that we held in October 2020  
18 in the height of the pandemic, we were able to  
19 obtain 177 registrants. That's unheard of.

20 And 131 at least attended the event,  
21 and we have, of course, opening remarks from  
22 Acting Chairwoman Jessica Rosenworcel, and we had



1 two opening session speakers from William Manger,  
2 the chief of staff and associate administrator of  
3 the SBA, the Office of Capital Access. And then,  
4 of course, the Honorable Mark Morial, the  
5 President and CEO of the National Urban League.

6 We had two sets of light polling  
7 question to assess the needs of our DCBs and so  
8 that we know what we were looking for what the  
9 DCBs are looking for when they entered the  
10 showcase.

11 We had two sessions. Session one is  
12 to say, well, show me the money. Where are the  
13 traditional and alternative sources of capital at  
14 a time everybody in the community that we try to  
15 cater to were looking for. Access to capital,  
16 access to other sources of, of assets that they  
17 could use while they were locked down at home.

18 And then the second session we talked  
19 about how do we pivot from the COVID-19 world  
20 through opportunities and through inventing  
21 ourselves and strategies that will take us to a  
22 different level playing field.

1                   Next slide, please? So from the  
2 showcase in October last year, we found out that  
3 I had repeated over and over again that in DCB  
4 community there's no shortage of talent and  
5 willing and energetic workers and businesses.

6                   We just have to open the door and keep  
7 it open and tell them where the opportunities  
8 are. And they will drive there. They walk there  
9 and do whatever they need to do to get to the  
10 destination and provide good product and services  
11 for the larger, wider community.

12                  Of course, through my work I also  
13 found out that this, in this community -- this  
14 committee, the larger committee of talented  
15 group, we have enough resources that the, the --  
16 I think the FCC made a great decision to ask us  
17 to come back because don't let them go because  
18 you do not want them to leave this committee  
19 because their jobs have just gotten started.

20                  But building on a foundation of the  
21 showcase last year, we held a symposium and a  
22 virtual fair this year. And it was another

1       ringing success.

2                       We had 230 registers; 160 attended.  
3       Again, we have opening remarks by Acting  
4       Chairwoman Jessica Rosenworcel. Thank you very  
5       much, Acting Chairwoman for your generosity in  
6       your time and your advice.

7                       We had a keynote speaker from Edith  
8       McCloud, the Acting National Director of the  
9       Minority Business Development Agency of the U.S.  
10      Department of Commerce. And many of you know  
11      that through the CARES Act Congress has decided  
12      to test this minority business community needs  
13      help.

14                      And the MBDA is the one agency that  
15      has been tasked to send some of the money that  
16      Congress has appropriated under the CARES Act to  
17      reach out to the as a share with the minority  
18      business community so that we could help them to  
19      get back, recover, restart, reinvent and then,  
20      and also getting to opportunities they have been  
21      thinking about switching to but never make that  
22      leap.

1                   And they were able to, through this,  
2                   have the opportunity and the resources the MBDA  
3                   are giving out to the community begin to take  
4                   that step.

5                   We have a total of ten panelists for  
6                   two substantive sessions. Your tax dollar at  
7                   work. We talk about government programs and  
8                   initiatives.

9                   And we also have a second session from  
10                  the private sector also talking about their  
11                  programming initiatives that would help the DCBs  
12                  in having access to capital, opportunities,  
13                  mentors and prot,g,e programs, incubator programs  
14                  and any discounts, special programs that the  
15                  major corporations, large organizations,  
16                  government agencies have stepped forward to  
17                  provide to our community.

18                  And we were just heartened by the  
19                  overwhelming support of companies that I will not  
20                  mention here, but in the report, you will see  
21                  them. They have stepped up and come forth with  
22                  talented speakers who have the information about

1 where the DCBs should go to the contact  
2 information.

3 And then after that out -- our  
4 symposium, we have a virtual fair. And I'm now  
5 going to leave it to Jenell to talk about our  
6 beautiful virtual fair. Jenell?

7 MS. TRIGG: Thank you, Susan. And for  
8 the record, DuJuan McCoy is with Circle City  
9 Broadcasting. He's the founder and president.  
10 DuJuan, forgive me that I had made a senior  
11 moment.

12 A hallmark of previous FCC supplier  
13 diversity events was the opportunity for DCB to -  
14 - that appeared in person at the FCC to network  
15 with corporate, government organizations, trade  
16 associations, civil rights organizations, our  
17 speakers and participants and with each other.

18 Now, for the June 2018 workshop and  
19 conference, many DCBs traveled long distance to  
20 attend the workshop. And the one-on-one  
21 networking sessions that followed the substantive  
22 sessions. This in-person networking session at

1 the FCC public meeting room was similar to speed  
2 dating.

3 DCBs that wish to participate and  
4 interview with corporate, government or  
5 organizations would sign up on a paper schedule  
6 in 15-minute increments and the participating  
7 interviewers would be stationary at a table. The  
8 DCBs would move from table to table to their  
9 respective appointments.

10 Our challenge was how to duplicate  
11 this format in a virtual world. As you can  
12 imagine, there were numerous logistical issues we  
13 had to first recognize and address and then  
14 resolve.

15 These included privacy data security  
16 issues in terms of service for the platform and  
17 the format, the registration process, engagement  
18 of interviewers, scheduling of DCB participants,  
19 notification to everyone, technical issues and,  
20 of course, the inevitable late arrivals and no-  
21 shows.

22 I believe that we executed the first

1 virtual fair of its kind, certainly in  
2 Washington, D.C. and maybe across the country,  
3 and we were certainly breaking new ground. There  
4 were no guidebooks.

5 So I'm pleased to say that we had two  
6 consecutive one-on-one networking sessions.  
7 Again, as I noted, they were very much a  
8 highlight of the June 2018 event. Each session  
9 provided for four DCBs to interview in 15-minute  
10 increments.

11 The number of breakout rooms was  
12 limited because of the technical limitations of  
13 Zoom's breakout room platform. And for those of  
14 us that have been Zooming since March of 2020, we  
15 know that you have to be manually moved in and  
16 out of a breakout room, a breakout session.

17 K.C., the Internet Association's IT  
18 specialist, she needed to move Zoom participants  
19 manually. And based on our current appointment  
20 schedule, she had to do so many at one time.

21 So her limit was 10 to 12 breakout  
22 rooms. Therefore, we limited the number of

1 breakout sessions, possible interviewers to just  
2 10 for both the two 90-minute sessions.

3 We had one additional breakout room  
4 that we used as what we called the appointment  
5 desk. This was staffed by FCC personnel and a  
6 planning committee member to handle no-shows,  
7 schedule changes and unexpected problems.

8 Our solicited participants, these were  
9 the companies that would interview DCBs, we  
10 really looked for broad expertise because at that  
11 point in the pandemic in April, DCBs needed so  
12 much. As you can see, we had a wide range of  
13 participants.

14 And these included legacy  
15 communication companies, the tech sector, trade  
16 associations as well. Next slide.

17 If we can go back one to the outcomes?  
18 Thank you.

19 We had 14 total participants. These  
20 were corporate, organizations, virtual  
21 participants that interviewed DCBs. Five of our  
22 corporate and government and organization



1 participants hosted their own platforms. So that  
2 enabled us to have more than just ten breakout  
3 sessions at one time.

4 Of the total potential, we had  
5 originally 80 appointments scheduled but with the  
6 extension of those that participated with their  
7 own platforms, we had 96 potential appointments.  
8 We filled 85 of those, and that included  
9 scheduled as well as standby appointments.

10 Eighty total DCBs participated, and I  
11 believe that number is triple the number that  
12 participated in-person back in June of 2018. And  
13 what was really a factor of the virtual platform  
14 is that we were able to reach DCBs where they  
15 live and work across the country.

16 So we were able to accommodate at a  
17 very fast pace and crazy scheduling and the  
18 wonderful work of the appointment desk, which  
19 included our DFOs Jamila and Jamile and Susan  
20 Allen and, of course, K.C. with the Internet  
21 Association were able to schedule and move and  
22 plug in DCBs where people had missed an

1 appointment or we had a technical complication.

2 But we were able to accommodate every  
3 DCB that wished to wait for a standby  
4 appointment. Some DCBs wanted to participate at  
5 the last minute and we were also able to  
6 accommodate DCBs that wished to have a second or  
7 third appointment. We were able to accommodate  
8 everyone.

9 And I must acknowledge that what's  
10 surprising was the lobby. We had a waiting room,  
11 per se, that DCBs had to check in 15 minutes  
12 prior to their scheduled appointment.

13 We also had DCBs that were scheduled  
14 for appointments with those participants that  
15 were holding their own platforms. They came to  
16 check in with us first just to make sure that  
17 they knew where they were going. But I was  
18 delighted to have had the honor of serving in  
19 that waiting room, hanging out and talking to the  
20 DCBs that were in and out.

21 It was a surprise to see that this was  
22 the wonderful networking opportunity that was

1 missing with the other virtual events.

2 We had DCBs that just hung out in the  
3 waiting room for the entire session, whether they  
4 were waiting for a standby appointment, whether  
5 they had an appointment and came back to visit,  
6 DCBs were able to network amongst themselves.

7 They were able to hook up as well as  
8 have -- trade telephone numbers. They posted  
9 their LinkedIn protocols. They were able to  
10 communicate on how an interview went.

11 Some DCBs that had just one interview  
12 came back to the waiting room, to the lobby to  
13 tell us how they were very grateful to have the  
14 opportunity to meet with this company, that they  
15 thought that it went well and to just thank us  
16 for providing an opportunity. That was indeed a  
17 surprise.

18 Next slide, please?

19 MS. ALLEN: Okay. Jenell, can I --  
20 should I take over from here? Jenell?

21 MS. TRIGG: Yes. Yes. Susan?

22 MS. ALLEN: All right. Great. Well,

1 Jenell, what you mentioned earlier triggered  
2 another thought Part of the reason why we have  
3 such a overwhelming success in participation  
4 despite the life-threatening and the business-  
5 threatening events that COVID has to hit us with,  
6 was our ability to use social media.

7 The social media campaign for hashtag  
8 FCC diversity resulted in the following  
9 engagement, and I want to thank our co-chair, of  
10 course, Heather Gate and also Dr. Fallon Wilson  
11 of the advisory committee for really making this  
12 possible for us.

13 We have 2,748,000 potential impacts  
14 because of the social media campaign that they  
15 carried on while we were just about to open the  
16 symposium and virtual fair. We had -- and that  
17 resulted in over 880,000 potential reached. That  
18 means the total number of people who saw the  
19 Tweet from our social media.

20 We were -- we had 82 original Tweets,  
21 40 total contributors and 22,000 followers per  
22 contributor, so we are truly the communications

1 organization, I must say.

2 As to recommendations for planning a  
3 symposium, we learned that we need to explore  
4 probably changing the date and time of the events  
5 so that we could increase our online and/or in-  
6 person attendance, should that come to pass soon,  
7 to allow both the symposium and the networking  
8 session to be hosted on the FCC's platform while  
9 accounting for the FCC's resource limitations.

10 Two, we want to develop an agenda  
11 early based on the needs of the DCBs and the  
12 current opportunities and the economic climate  
13 that is, that will be facing us, the committee.

14 That could impact the future success  
15 of the DCBs, so with -- in our planning process  
16 we took that into major consideration.

17 We have to shop early for subject  
18 matter experts once we identify the needs of the  
19 DCBs and make sure that they are available. Once  
20 they're available, we could not send out the  
21 invitation yet because we need to get the vetting  
22 process done.

1           We've got to get the general counsel's  
2 office approval and then we send the invitation  
3 out. So that process takes a few months, so that  
4 is one of the strong recommendations that we will  
5 have for the next symposium organization.

6           MR. BRIOCHE: Susan, this is Rudy  
7 Brioche interjecting, but I know we have quite a  
8 few recommendations and we are short of time.  
9 Can you two please run through the  
10 recommendations so we are not too far behind  
11 schedule?

12           MS. ALLEN: Oh, I'm, I'm done. And  
13 the last one is to encourage, as we did other  
14 advisory committee members to get involved with  
15 us. And for our experience it has been very  
16 heartwarming, all of you.

17           If there is a credit to be, to be  
18 collected, credit is due to everybody on the  
19 committee because many of you, the majority,  
20 majority -- supermajority of you have your hands  
21 in this, in the success of our symposium and  
22 virtual fair.

1                   Back to you, Jenell.

2                   MS. TRIGG: Thank you. Next slide,  
3 please? Our recommendations for the new  
4 Communications Equity and Diversity Council, I'm  
5 not going to read these. You can see them  
6 yourself, but I would like to highlight just a  
7 couple.

8                   We need at least a week of lead time  
9 for participants to host their own video  
10 conference program so they can contact their  
11 DCBs. We suggest retaining the virtual waiting  
12 room, the lobby, as well as the appointment desk  
13 and to allow for standby appointments to  
14 accommodate DCBs that were not able to secure an  
15 appointment prior to.

16                   We really encourage DCBs that  
17 participate or participants that will want to  
18 interview DCBs to have a more robust definition  
19 of heir company or explanation of what they offer  
20 as part of the public notice.

21                   And we want all the participants to  
22 stay for both networking sessions. Next slide,

1 please?

2 I mentioned the lobby format and the  
3 check-in. One of the key things we should  
4 consider is scheduling DCBs on a rolling first  
5 come basis so we don't have to wait until the  
6 last minute to schedule them for the virtual  
7 fair.

8 And, of course, to post the approved  
9 terms and conditions for participating in the  
10 virtual fair as part of the website registration  
11 process. And even if we decide to do a virtual  
12 fair as well as a in-person conference, we think  
13 it would be great to have a survey for  
14 participants to give us their feedback.

15 So in closing, I'd like to note that  
16 we provided a wealth of information, resources  
17 and opportunity for DCBs to help them navigate  
18 through challenging economic and uncertain times.  
19 And although we had to operate in a virtual  
20 environment, we were able to expand our reach to  
21 the DCBs where they live and work. We reached  
22 and impacted over 3.5 million people via our



1 social networking platforms and were able to  
2 preserve some of the hallmarks of the in-person  
3 events with abilities for DCBs to network amongst  
4 themselves and to meet with our other corporate  
5 organization and trade association participants.

6 So thank you again for our planning  
7 committee, other members of the DEI working group  
8 and all of the ACDDE committee members that  
9 supported us through these efforts. It has been  
10 our pleasure to serve as your co-leads. Thank  
11 you. And Rudy, I pass it to you.

12 MR. BRIOCHE: And S. Jenell and Susan,  
13 it is my pleasure to have spent for past two  
14 years working with you on these many events and  
15 benefiting from your expertise and your energy as  
16 well. So thank you so very much.

17 So at this time, we will open up for  
18 questions from, you know, members of the full  
19 committee and also questions from the general  
20 public as well.

21 Okay, hearing none, let me turn it  
22 back to the co-chairs in the event that they had

1 any additional comments to make before we submit  
2 the motion to the committee chair for  
3 consideration.

4  
5 MS. ALLEN: Well, we are on the dot,  
6 30 minutes, Rudy.

7 MR. BRIOCHE: Yep, okay.

8 MS. ALLEN: Not one second more.

9 MR. BRIOCHE: Indeed. We, we run a  
10 very efficient process here. But really, the  
11 work that you've done here has been incredible  
12 because not only have you actually been able to  
13 assemble the energy from our working group, you  
14 also reached out and worked with other working  
15 groups as well.

16 And that's important because much as  
17 we have great deal of talent within our working  
18 group, we know that this entire committee really  
19 has such great insight and leadership individuals  
20 from many other organizations. And I know we  
21 have a lot of powerhouse Ph.D.s.

22 I think we're probably the one

1 committee that I'm not sure whether we have a  
2 Ph.D., but there are other committees that have  
3 many Ph.D.s and we were able to benefit from, you  
4 know, that Ph.D. talent as well. So it's so good  
5 that we're able to reach out and to collaborate.

6 Okay. So at this time, Madam Chair,  
7 I move that the recommendations for planning a  
8 symposium and the recommendation for facilitating  
9 a virtual fair by the Digital Empowerment and  
10 Inclusion Working Group is submitted to you for  
11 committee consideration.

12 CHAIR GOMEZ: Thank you very much,  
13 Rudy. Thank you thank you, S. Jenell and thank  
14 you Susan Allen. Really, the work was  
15 extraordinary so congratulations and thank you  
16 very much.

17 So I have a motion from the working  
18 group to -- for the committee to adopt the  
19 recommendations of the working group that were,  
20 that were just presented. Can I get a second to  
21 that motion?

22 MS. TRIGG: I second it.

1 CHAIR GOMEZ: S. Jenell. So rather  
2 than calling each member to vote because this is  
3 sort of a weird virtual setup, I would ask  
4 instead that you let me know now whether you  
5 object, dissent or elect to abstain from voting  
6 to adopt the Digital Empowerment Subgroup's  
7 report and recommendations.

8 I would ask that you raise your hand  
9 using the raise your hand feature or just speak  
10 up if you have any objections, dissent or  
11 abstentions.

12 MR. BRIOCHE: I would add also any  
13 comment also. This is, you know, on the actual  
14 motion.

15 CHAIR GOMEZ: And I see Dr. Ron  
16 Johnson.

17 MS. TRIGG: It doesn't move.

18 DR. JOHNSON: I raised my hand to  
19 concur that I do agree. I had -- I did not have  
20 a question.

21 CHAIR GOMEZ: Thank you. All right.  
22 Well, hearing none, the recommendations of the

1 working group, of the Digital Empowerment Working  
2 Group recommendations and report are adopted.

3 Rudy, I'm going to hand it over to --

4 (Simultaneous speaking.)

5 MR. BRIOCHE: Excellent. Susan and  
6 Jenell, congratulations. Thank you very much.  
7 Two years of hard work has paid off. Both you've  
8 helped a lot of small businesses. You've helped  
9 expand the reach of many companies in the TNT  
10 sector.

11 At the same time you've provided great  
12 counsel moving forward for the next iteration of  
13 the council to consider and to implement. So  
14 thank you very much; appreciate it.

15 MS. TRIGG: Thank you. It was our  
16 honor.

17 MR. BRIOCHE: Sure. All right. So  
18 now we move to the second part of our  
19 presentation. We've dealt with the empowerment.  
20 Now we're dealing with the inclusion.

21 It is fair to say that your public-  
22 private partnership is really the key here that

1 runs the thread drop our entire work. Not only  
2 are we a public and private partnership of  
3 stakeholders who are coalescing together to  
4 examine critical issues, it is a public and  
5 private partnership that really fueled the  
6 development of many of the events that Susan and  
7 Jenell were able to organize.

8 And it is that public-private  
9 partnership that we see as really the core source  
10 of advancing digital inclusion.

11 Our leaders of this particular effort,  
12 Laura Berrocal from Charter Communications and  
13 Harin Contractor, who is representing the Joint  
14 Center.

15 Harin is no longer working at the  
16 center or a member of the working group. He has  
17 moved on to, you know, other endeavors but we are  
18 greatly appreciative for the work, the insights  
19 and the expertise that he has brought to this  
20 particular issue.

21 So Laura, you can turn your camera on  
22 and you can take over the presentation. And

1 thank you for all your hard work, Laura, greatly  
2 appreciate it.

3 MS. BERROCAL: Thank you Rudy. Great  
4 to see a set of recommendations finally approved  
5 and unanimously adopted. Hopefully we will have  
6 luck this second round as well.

7 If I could just ask that the slide  
8 show just pause for a brief moment, I'd like to,  
9 obviously, thank Rudy Brioche, our chair of our  
10 working group of Digital Empowerment and  
11 Inclusion. Really appreciate all of your  
12 efforts. You have made this working group  
13 experience fun. You've worked us hard, we've had  
14 a lot of calls, but I think that we should all be  
15 very proud of the work that we're presenting here  
16 today.

17 Also definitely want to thank our  
18 committee leadership, including our esteemed  
19 Chair Anna Gomez and Vice Chair Heather Gate, who  
20 I just don't know how you all are doing it. So  
21 many calls, always present, always willing to  
22 give advice and counsel. We just truly

1 appreciate your leadership.

2 And as Rudy has mentioned, my co-lead  
3 Harin Contractor, who I'm so sad to not have here  
4 with me presenting this report. He's unable to  
5 be here with us today but his contribution has  
6 been invaluable to the development of this  
7 report.

8 And I will certainly try my best to  
9 channel Harin, in aspects of the report that  
10 truly originated from his expertise and  
11 professional experience.

12 However, for those of you that know  
13 Harin, it's not necessarily an easy thing to do,  
14 but I will try.

15 So if we could just go ahead and move  
16 to the first slide, I will begin our, our  
17 overview for our subgroup. Great. Could we go  
18 to Slide 22, I believe it is? It's where we kick  
19 off. Thank you.

20 So here we have an overview of the  
21 Digital Inclusion Subgroup's work. As Rudy laid  
22 out for us, the goal of the Digital Inclusion



1 Subgroup was to really examine the role of  
2 libraries as anchor institutions and, of course,  
3 drivers of digital adoption.

4 And this includes tribal libraries  
5 which are also part of the U.S. public library  
6 system. So we all know libraries are the gateway  
7 for so many things, digital skilling, language  
8 access, training, career services.

9 They are also very trusted community  
10 partners and, and can really play a critical role  
11 in sharing information about programs that can  
12 support digital inclusion efforts.

13 For example, we've heard some of the  
14 Commissioners speak around the emergency  
15 broadband benefit, sharing enrollment information  
16 for new broadband programs such as EBB and  
17 directing people to community organizations that  
18 can support enrollment and answer questions is a  
19 really critical role that libraries can play.  
20 And we should definitely take advantage of that.

21 Libraries are certainly well-  
22 positioned to do more in the adoption and digital

1 skilling front, and our working group recognized  
2 this even before the start of the pandemic. And  
3 we pursue this topic as a central focus of our  
4 research to really help inform and guide  
5 discussions related to libraries.

6 So you've heard from many today the  
7 impact that this pandemic has had on the work of  
8 many of our working groups. And it's certainly  
9 all through the dynamics of our research efforts  
10 and led us to really assess COVID-19's impact,  
11 particularly on libraries.

12 Libraries were shut down. They had to  
13 adapt to provide broadband access during a time  
14 of social distancing, right, which is hard. And  
15 not only did libraries shift their operations,  
16 they also faced budget cuts due to the economic  
17 impact of the pandemic on state and local  
18 governments.

19 So for our working group this shifted  
20 some of our original thinking related to  
21 information gathering workshops that we were  
22 planning to host.

1                   Our workshops ended up focusing a  
2                   great deal on community government and industry  
3                   responses to the pandemic. And as this committee  
4                   is aware, in August of last year, we hosted two  
5                   sessions that explored the role of public  
6                   libraries and community partnerships in promoting  
7                   digital adoption.

8                   In addition, we've held a series of  
9                   meetings with subject matter experts for  
10                  information gathering purposes. If we could go  
11                  to the next slide, you'll see there just a list  
12                  of so many individuals that we've had an  
13                  opportunity to engage with.

14                  It might be a little hard to see,  
15                  sorry about that, but I can just let you know we  
16                  met with community organizations that discussed  
17                  their digital inclusion efforts and partnership  
18                  work with libraries.

19                  I will say that the American Library  
20                  Association and the Institute of Museum and  
21                  Library Services have especially served as a very  
22                  strong resource for our working group.

1           And then we also were able to meet  
2 with tribal experts, including FCC's Office of  
3 Native Affairs and Policy, ONAP and the Native  
4 Nations Communications Task Force, which is task  
5 force similar to the ACDDE that, that focuses  
6 primarily on tribal-related issues.

7           Next slide, please? So I have kind of  
8 laid out some of the research methods that we've  
9 used. One additional piece, obviously, is that  
10 our working group certainly worked independently  
11 as well to identify resources and materials to  
12 supplement our information gathering efforts with  
13 subject matter experts.

14           In terms of the report that we brought  
15 before the full committee here today, there are,  
16 I'd say, four key pillars to this document, which  
17 you see outlined in the current slide.

18           First is the digital adoption gap,  
19 which our Committee Vice Chair Heather Gate will  
20 discuss in more detail very shortly.

21           However, what I will say about this is  
22 that our working group uses this term throughout

1 our report since we agree that it, it allows for  
2 greater emphasis on broadband uses and digital  
3 readiness, especially for those areas where  
4 access is available and consumers are they're  
5 still not adopting.

6 Second, we have libraries and  
7 promoting and strengthening community-based  
8 digital adoption strategies. Now this color  
9 takes us to really the central point of the  
10 report which examines how libraries support  
11 digital inclusion and adoption efforts within  
12 communities.

13 Third, really important pillar,  
14 community and public-private partnerships.  
15 You've heard Rudy and others discuss this today.  
16 And this pillar is critical to better accessing  
17 the challenges and opportunities faced by  
18 libraries.

19 Here the report takes an important  
20 look, really, at how partnership can actually  
21 improve libraries' ability to deliver key  
22 services, programs, initiatives that drive

1 digital adoption and readiness, as well as raise  
2 awareness of broadband programs that can help  
3 connect more communities.

4 And I mentioned EBB and I'll mention  
5 that here again as well.

6 And the last pillar is tribal  
7 libraries and community impact. This pillar is  
8 critical since it really sheds light on the  
9 unique challenges that are faced by libraries in  
10 tribal communities, and this includes American  
11 Indian, Alaska Native where the adoption gap is  
12 much more prevalent.

13 Next slide, please? Okay. So here is  
14 a key learning. I guess I could read it quickly  
15 for the record. So U.S. libraries are key to  
16 addressing the digital divide and finding ways to  
17 work collaboratively with community-based  
18 organizations to tackle this challenge, examining  
19 how libraries and their partners make broadband  
20 more relevant to their patrons will help drive  
21 broadband usage, particularly within opportunity  
22 communities.

1                   So we're saying here that really  
2 relevancy is important and community and public-  
3 private partnerships that leverage libraries as  
4 key stakeholders in their digital inclusion  
5 efforts are actually well-positioned to deliver  
6 sustainable digital adoption solutions.

7                   And, and this, of course, has a great  
8 deal to -- a great deal to do with the fact that  
9 there is a strong trust factor that already  
10 exists between libraries and communities across  
11 the country. And I will note that the term  
12 opportunity communities that you see used here,  
13 you will also see it used throughout our report.

14                   And what this refers to is communities  
15 that are traditionally underserved or that face  
16 structural barriers to mobility and equity, for  
17 example, a lack of economic opportunity in their  
18 community of residence, racial inequalities, et  
19 cetera. So that's a term that we've been using  
20 throughout our report.

21                   If we could go to the next slide,  
22 please? Thank you. So here is just a few

1 primary insights that we pulled from our  
2 information gathering effort.

3 I'd like to just take a little bit of  
4 time now is to discuss some of these key insights  
5 that we've drawn from the research that we've  
6 done, including the workshops, as well as so many  
7 one-on-one conversations with many subject matter  
8 experts. So I'll just, kind of, run through the  
9 list quickly.

10 In terms of the first bullet that you  
11 see there, the clarification of the term digital  
12 adoption, our working group has, we've discussed  
13 this today, Heather will discuss it next right  
14 when I finish this presentation, but digital  
15 adoption is more than just the adoption of  
16 broadband at home.

17 it's the use and participation and  
18 digital readiness, digital literacy and skills  
19 training that goes beyond just the connectivity.  
20 So that's how we've kind of looked this term  
21 throughout our report, and you'll hear more about  
22 this later in the presentation as well.



1           Libraries want to prioritize digital  
2 skills training over just connectivity and  
3 technology constraints. So with this, you know,  
4 it's a little tricky.

5           Based on our working group's  
6 discussions with public libraries, we found that  
7 libraries prefer that other stakeholders focus on  
8 connectivity and technology constraints, for  
9 example, providing Wi-Fi parking lots.

10          We all know the pandemic placed a lot  
11 of the additional strain on libraries to manage  
12 connectivity-related responsibilities. And in  
13 the conversations that we've had with the  
14 libraries, many expressed that this  
15 responsibility can be really challenging.

16          It can interfere sometimes with  
17 digital adoption and inclusion work that  
18 libraries offer directly to the community through  
19 a range of different programs and services.

20          With that said, I do think it's  
21 important to note that the capabilities, the  
22 capacity, the bandwidth of libraries can vary

1 dramatically depending on their size, on their  
2 geographic location. So these factors can impact  
3 a library's interest and willingness to take on a  
4 more active role in providing different  
5 connectivity options and solutions for library  
6 patrons.

7           However, based on our working group's  
8 conversations and assessments, libraries felt  
9 that this additional responsibility required more  
10 technical support and expertise than they really  
11 had to offer.

12           So our working group concluded that  
13 taking the necessary steps to simplify and better  
14 coordinate government support, for example,  
15 through the E-Rate program, can actually improve  
16 libraries' ability to serve as a stronger local  
17 help for digital skills training, as well as  
18 adjust the connectivity needs of libraries in a  
19 more seamless and efficient way.

20           So our third point insight here is  
21 there's a need for a digital adoption program  
22 resource map to support library-based digital

1 inclusion and digital training efforts. And this  
2 was a big one for Harin, our co-lead.

3 So the FCC we, we feel is well-  
4 positioned to serve as a convener to support a  
5 stronger vision for digital inclusion across the  
6 federal government.

7 So what we're saying is by improving  
8 coordination with federal agencies involved in  
9 addressing skills training, economic mobility  
10 efforts, the FCC could essentially play an  
11 important role in promoting greater  
12 synchronization of these efforts and developing a  
13 resource map essentially that accounts for  
14 federal programs that focus on digital skills  
15 training and readiness.

16 Let's see here. Fourth point, the  
17 libraries will benefit from better coordination  
18 of resources and services between federal, state  
19 and local agencies. This is where we found that  
20 leveraging USAC to support digital adoption  
21 efforts can help improve outcomes for libraries.

22 For example, the critical role that

1 USAC plays in administering the Universal Service  
2 Fund provides the organization with a unique  
3 understanding of the many challenges and gaps  
4 with implementation the programs such as E-Rate,  
5 as well as the lifeline, for example.

6 This experience and expertise we feel  
7 positions USAC as a strong FCC partner and  
8 collaborator in digital adoption efforts.

9 So USAC could work more, potentially  
10 more deliberately and collaboratively across  
11 federal, state and non-governmental organizations  
12 to enhance its mission, provided of course, that  
13 the FCC supports this direction, which our, our  
14 working group encourages.

15 Fifth, we have here there should be an  
16 assessment of emergency response measures,  
17 including the Emergency Connectivity Fund and  
18 other funding opportunities in the post-COVID  
19 era. So we heard Commissioners talk about UCF.

20 The pandemic has, well, many lessons  
21 and ensuring that the FCC is eliciting feedback  
22 from a range of stakeholders will help us

1 evaluate and assess the lessons learned from  
2 emergency programs and temporary policy changes  
3 that were implemented during the pandemic.

4 And then sixth, let me see here, yep,  
5 this is our last one. So our working group's  
6 research reinforced well-known fact that  
7 broadband connectivity does not necessarily  
8 guarantee adoption, even when cost is not a  
9 factor.

10 And I think all of us that are members  
11 of this committee have heard this. So additional  
12 training and support is needed beyond just access  
13 to low-cost broadband to support upskilling and  
14 economic mobility for opportunity communities.

15 So this is kind of the rundown of all  
16 of the insights that we, we gathered from  
17 conversations and our, our research. We have a  
18 separate presentation that will address the  
19 tribal component of our research, so although I  
20 didn't really discuss it in detail here, we will  
21 be getting some more discussion on it.

22 But I'd like to hand this discussion

1 over to our Vice Chair Heather Gate to expand on  
2 the discussion related to digital adoption. So  
3 Heather, you can take it away so I can stop.

4 VICE CHAIR GATE: Thank you. Thank  
5 you very much.

6 MS. BERROCAL: Sure.

7 VICE CHAIR GATE: Thank you very much.  
8 I'm happy to provide some context on the use of  
9 the term digital adoption. The work of the DI  
10 working group built upon the work of the previous  
11 DI working group that I had the honor of chairing  
12 and so I was very happy when Rudy and the working  
13 group decided to build upon that.

14 More specifically, it is built upon  
15 the recommendations of the Adoption Subgroup,  
16 while focused specifically on the role of  
17 libraries.

18 And so in that previous working group  
19 in our closing, you know, closing one of our  
20 working group members, Dr. Nicol Turner-Lee  
21 offered some important insights, and that is that  
22 the issue of digital inclusion is not binary.

1 It's not focused on the haves and the have nots  
2 of online access.

3 It is more complex and nuanced. It  
4 involves addressing the demand side realities of  
5 vulnerable communities with basic skills, digital  
6 readiness, training and application of digital  
7 technologies for key social service provision.

8 So it's, it's in the spirit that  
9 digital empowerment and inclusion working group  
10 decided to focus on the role of libraries on  
11 fostering digital adoption.

12 And notice we have been using the word  
13 digital adoption and not just adoption  
14 specifically because adoption is typically used  
15 to refer to home broadband subscription  
16 exclusively.

17 So digital adoption is more than just  
18 the adoption of broadband at home. It is the use  
19 and participation in digital readiness, digital  
20 literacy and skills training that goes just  
21 beyond the connectivity issue.

22 And it constructs -- it entails a

1 range of engagements which -- with digital  
2 technologies, content, platforms and services and  
3 that's not just limited to broadband service.

4 And so when the working group talked  
5 about digital adoption, we, yes, refer to home  
6 broadband Internet service, but we also more  
7 importantly refer to adoption of Internet-enabled  
8 devices that meet a user's needs.

9 For example, as wonderful as  
10 smartphones are, imagine trying to write a resume  
11 or do a school paper on a smartphone. You know,  
12 probably laptop is a better option for doing  
13 that.

14 Imagine -- and also participation, we  
15 also refer to participation again and digital  
16 skills training and other forms of training for  
17 just workforce training. And it also refers to  
18 the use of applications and online content  
19 designed to enable and encourage self-  
20 sufficiency, participation and collaboration.

21 So if we want to apply these  
22 discussions you currently face, imagine trying to



1 having the skills to schedule a visit for  
2 vaccinations or job search and the thing, and so  
3 forth and so forth.

4 So an individual who wants to engage  
5 in digital adoption can participate in one or  
6 more of these activities and guess where one can  
7 do more than one of these activities? It is at  
8 the library.

9 And it is because of this very reason  
10 that we recognize that empowering library  
11 continues to be an important priority for, for  
12 the FCC and for all our public and private  
13 partners.

14 And I -- and so we have seen such  
15 focus on empowering libraries through the focus  
16 on funding for libraries that we saw here in the  
17 CARES Act, appropriations act and the Emergency  
18 Connectivity Fund that will further empower  
19 libraries, will further empower libraries.

20 Next slide. Where is Cindy? Is Cindy  
21 available to pick up on this slide?

22 MS. BENAVIDES: Hi, Heather. I'm

1 still here.

2 VICE CHAIR GATE: Thank you. And I  
3 would like to appropriately transition to you and  
4 I wanted to make sure if you were on. So I just  
5 wanted to close by saying that if libraries have  
6 been doing important work but they have not been  
7 doing it all along, all along -- all alone.

8 I always say, it takes a village to  
9 bridge the digital divide and private-public  
10 partnerships play a very important role in  
11 helping to bridge the digital divide.

12 And now I'm going to officially hand  
13 this off to Cindy to talk a little bit about  
14 public-private partnerships.

15 MS. BENAVIDES: Thank you so much,  
16 Heather and just a shoutout to Rudy and Laura and  
17 Anna for your leadership and Heather for your  
18 patience. My name is Cindy Benavides and I serve  
19 as the CEO of LULAC, and I'm a proud member of  
20 this working group.

21 And as we think OF the benefits of  
22 community and public partnerships, you know, I

1 want to first to make sure that we understand  
2 that trust and access is very big in the various  
3 constituencies and communities that make up the  
4 fabric of America.

5 And libraries certainly play a role  
6 within that fabric. They are considered a safe  
7 space, oftentimes very much accessible in local  
8 communities and known in terms of their location.

9 And so as we were working through our  
10 working group and, and looking at the, really the  
11 benefits of community public partnerships we  
12 wanted to flag a couple of things.

13 One is to promote and strengthen  
14 community-based digital adoption strategies,  
15 especially when partnering with libraries. And  
16 as Heather and Laura so eloquently put it, it's  
17 not enough to have the tech access.

18 You know, libraries are also asking  
19 for that training. So making sure that we're  
20 really thinking holistically about this is very  
21 important and how this fits and meets the needs  
22 of our communities on the ground.

1           Secondly, to help raise awareness of  
2 existing adoption and digital literacy resources,  
3 and I know that so many of our organizations,  
4 whether it's the National Urban League or the  
5 NAACP or MMPC or the National Action Network,  
6 there are so many organizations that are doing so  
7 much work and it's really making sure that we  
8 understand what resources exist and making those  
9 connections and connect points with our  
10 community.

11           Thirdly, to assist in posturing  
12 greater coordination and synergy among ongoing  
13 programs and initiatives that benefits  
14 communities. And as I mentioned before, you  
15 know, like, in having the different meetings and  
16 symposiums I feel like so many of us learned  
17 about initiatives and programs and projects that  
18 were happening on the ground that would not have  
19 happened were it not for the different  
20 convenings.

21           Ad also just, you know, shout out to  
22 all the members for all that they bring to the

1 table, all the knowledge and bringing the  
2 different partners, whether it's nonprofits or  
3 whether it's foundations, but also the  
4 corporations and the work that they're doing.

5 You know, Charter Communications, T-  
6 Mobile, Verizon, Comcast, AT&T, you know, they're  
7 all working in some way with our local  
8 communities and with nonprofits and libraries on  
9 the ground. And we're really, really happy to  
10 see that collaboration occur.

11 And then lastly, to offer opportunity  
12 to spur new efforts, improve coordination and  
13 identify and leverage synergies with existing  
14 initiatives to maximize community impact and  
15 foster greater digital inclusion.

16 And I know right now, you know, as  
17 part of LULAC we're working along with the EBB  
18 and we actually are working with the HTTP on EBB  
19 para me, or EBB for me, to make sure that as we  
20 partner with the FCC but also as we look at  
21 greater partnerships, community and public-  
22 private partnerships, that we are thinking

1 thoughtfully of those trusted voices to get the  
2 word out to make sure that our communities take  
3 advantage of the resources that are available.

4 And with that Heather, I'm going to  
5 turn it over to you.

6 VICE CHAIR GATE: Thank you, Sindy.  
7 And I'm going to turn it back to Laura.

8 MS. BERROCAL: Thank you. I think now  
9 we -- I know we're a little short on time, but I  
10 do want to hand it off to Shellie Blakeney to  
11 discuss some of our work on the industry side and  
12 kind of evaluating some of these different  
13 initiatives that they have around digital  
14 adoption.

15 So Shellie, if you want to take it on  
16 from here that would be great.

17 MR. BRIOCHE: And actually quickly,  
18 let me --

19 MS. BERROCAL: Yeah.

20 MR. BRIOCHE: -- interject. We've  
21 been given, we've been given special dispensation  
22 to go slightly over our allotted time, so --

1 MS. BERROCAL: Okay.

2 MR. BRIOCHE: -- we can continue.

3 Thank you.

4 MS. BERROCAL: Thank you, Rudy.

5 MS. BLAKENEY: Thank you, Laura and  
6 Sindy and Heather. If you could please advance  
7 to the next slide?

8 So I'm going to talk with you about  
9 the industry questionnaire the working group  
10 developed last fall to elicit information from  
11 providers about the activities they're  
12 spearheading to support digital adoption and  
13 literacy.

14 The questionnaire included five areas  
15 focusing on, one, new or modified digital  
16 adoption programs in response to COVID-19; two,  
17 top programs or initiatives promoting digital  
18 adoption with focus on STEM, libraries, schools  
19 or public-private partnerships; three, how the  
20 company identifies the libraries, schools or  
21 other organizations it works with; four,  
22 descriptions about the primary benefit of working

1 with select partners; and finally, any lessons  
2 learned.

3 We sent the questionnaire to the  
4 following companies listed there: AT&T, Charter,  
5 Comcast, Google, Microsoft, T-Mobile and Verizon.  
6 The companies provided responses between the  
7 timeframe of December 2020 and February of this  
8 year.

9 Additionally, members of the DEI  
10 working group met by phone with personnel from  
11 Google and learned about Google's program around  
12 adoption and literacy.

13 Based on the surveys or office  
14 received, some of the general themes that we  
15 observed involved providing free or reduced cost  
16 connectivity and devices to students, school  
17 districts and individuals left behind by the  
18 digital divide, providing additional deployment  
19 support for school districts, providing free  
20 hotspot Internet access as safe spaces or to the  
21 broader public, providing or supporting programs  
22 that focus on digital literacy and employment



1 skills.

2 Many of these efforts are done through  
3 partnerships with community organizations and  
4 public institutions such as libraries, as you've  
5 heard today.

6 Also, providers committed to the FCC  
7 with Keep Americans Connected Pledge while it was  
8 in effect, and some providers have made similar  
9 pledges beyond the original Keep Americans  
10 Connected Pledge.

11 While many of these initiatives  
12 predate the pandemic, through this exercise it  
13 became apparent that industry quickly mobilized  
14 in response to the crisis to assist communities.  
15 In many cases, companies either bolstered  
16 existing initiatives or implemented new ones.

17 These companies are doing fantastic  
18 work. And while time today may or may not  
19 prevent us to go into detail about their  
20 endeavors, we encourage you to read detailed  
21 findings about the industry's effort in the  
22 working group's final report.

1                   With that, I'll now hand the  
2 discussion back over to Laura. And Ian Skorodin,  
3 sorry, Ian, who will discuss the group's efforts  
4 to explore adoption in literacy in tribal  
5 communities. Thank you.

6                   MS. BERROCAL: Thank you, Shellie. So  
7 I, in the interest of time, I'll just kind of key  
8 up this tribal conversation very quickly and hand  
9 it over to Ian for discussion.

10                   Can I just get a quick check on how  
11 much time we have just to be sure we are  
12 accounting for it?

13                   MR. BRIOCHE: Maybe if you guys could  
14 wrap the tribal component in the next four  
15 minutes?

16                   MS. BERROCAL: Okay. Okay. So as  
17 we've discussed, another aspect of our research  
18 includes a review of tribal libraries. Before  
19 the pandemic hit, our working group had already  
20 agreed that an assessment of tribal communities  
21 and libraries was critical to fully understanding  
22 the digital adoption landscape.

1                   We'd say that despite the challenges  
2 of the pandemic one constant in our review of  
3 tribal libraries is really the uniquely  
4 significant and important role that these  
5 institutions play within tribal communities.

6                   So I'd really like to hand it off to  
7 my fellow working group member, Ian Skorodin, who  
8 will discuss some of our tribal findings and  
9 insights. I'm sorry to not give you too much  
10 time, Ian.

11                   MR. SKORODIN: Oh, that's okay. All  
12 right.

13                   MR. SKORODIN: No problem. You know,  
14 we're discussing digital adoption. It's  
15 important to understand the dynamics of tribal  
16 libraries within our 574 federally recognized  
17 tribal communities.

18                   In many cases, tribal libraries  
19 provide multiple services to their communities  
20 and do not fall under the traditional definition  
21 of what might be considered a standard library.

22                   Acting as culture keepers or as a

1 facility that embodies a community's heritage,  
2 makes the tribal libraries play a large role in  
3 the tribal communities they serve.

4 So they play multiple functions,  
5 acting as a community center in some cases, and  
6 therefore have the potential to provide a hub and  
7 greater access for enhancing broadband needs to  
8 tribal communities.

9 However, these added unique elements  
10 presents challenges to tribal libraries as many  
11 do not fall under standard library state  
12 definitions, thereby excluding potential support  
13 avenues.

14 For example, federal grant support  
15 would not be an option. So having standard  
16 library guidelines embrace the concept of tribal  
17 libraries can be instrumental in advancing tribal  
18 communities overall.

19 So looking at tribal communities and  
20 digital adoption, you know, when it comes to  
21 keeping up with the rest of the country as it  
22 pertains to technology, tribal communities have

1 historically been neglected and digital adoption  
2 has been no different.

3 Challenges from systemic inequalities,  
4 inability to have increased information sharing  
5 and access that other diverse communities enjoy  
6 have created an expanded digital divide for  
7 tribal communities.

8 Ultimately, tribal communities lose  
9 out on numerous benefits that increased access  
10 would otherwise provide.

11 Looking at the COVID-19 pandemic, the  
12 historical lack of access to tribal communities,  
13 and all the challenges that follow this scenario  
14 were exacerbated by the effects of COVID-19.

15 With the incredible disparity in  
16 broadband access, tribal communities faced severe  
17 challenges that included abrupt closings of  
18 community centers, schools and libraries.

19 A recent report published by the  
20 American Policy Institute examining the impact of  
21 COVID-19 on native students underscores the  
22 inaccurate assumption that native students have

1 constant access to affordable and reliable  
2 Internet options.

3 For native students, many were very  
4 quickly forced to deal with the harsh reality of  
5 not having Internet access in their home  
6 communities. But let's move forward. If we go  
7 to slide 2 -- or the next slide. Excuse me.

8 So we're moving forward. As we move  
9 forward, we strive to rectify the many challenges  
10 facing tribal communities and digital adoption.

11 The Office of Native American Policy  
12 and the Native Nations Communications Task Force  
13 have reaffirmed the many challenges and  
14 deployment of digital adoption in tribal  
15 communities.

16 The Native Nations Communications Task  
17 Force has outlined the necessity for improved  
18 communication and coordination between tribal  
19 leadership and policymakers on the state and  
20 federal level.

21 The U.S. Department of the Interior  
22 Office of Indian Energy and Economic Development

1 reports several barriers to deployment, ranging  
2 from a lack of financial investing and the  
3 immense geography of tribal communities to  
4 complex and burdensome regulatory environments.

5 So the challenges are varied and far  
6 reaching. So despite broadband access  
7 challenges, even when Internet connections are  
8 available general adoption disparities still  
9 exist for tribes and reservation residents.

10 This fact reinforces the understanding  
11 that gaining access does not necessarily  
12 guarantee adoption. Digital literacy training  
13 and skills are essential components to  
14 incentivizing greater digital adoption, which  
15 makes anchor institutions, such as libraries,  
16 critically important for tribal communities.

17 And then looking at some of the  
18 funding opportunities, you know, some of the  
19 challenges there, since federal funding makes up  
20 a significant portion of support for many  
21 libraries' digital inclusion initiatives, access  
22 to federal funding is critical tribal libraries.

1           So federal funding is more likely to  
2 reach tribes, more than state funds. States have  
3 no jurisdiction over tribal communities. This  
4 can reduce a state's incentive to allocate or  
5 prioritize state dollars to support tribal  
6 communities.

7           In addition, since public libraries  
8 are defined by state law, a tribal library's  
9 inability to meet the library definition can  
10 result in ineligibility for state funding support  
11 as well.

12           However, the Institute for Museum and  
13 Library Services offer standing grant programs to  
14 tribal library needs on a small and immediate  
15 scale, as well as opportunities for larger  
16 development.

17           The basic grants program is a small  
18 grant, and it helps with -- it's in support of  
19 education, workforce development, digital  
20 literacy and simple services for digital  
21 inclusion.

22           There's a larger grant enhancement



1 grants program. It sees some good core Library  
2 Services. It provides greater flexibility by  
3 funding library programs to support local tribal  
4 communities.

5 So the potential for growth in funding  
6 support is available. But this requires  
7 additional understanding of tribal libraries and  
8 tribal communities overall. Laura, maybe, can  
9 you discuss more about defining tribal libraries?

10 MS. BERROCAL: Yeah, and thank you for  
11 that overview. I think you covered a really good  
12 amount of that presentation. I'm not sure  
13 whether that --

14 MR. SKORODIN: I was, on the phone, I  
15 was talking very quick. So I just want to make  
16 sure we get it all out, so --

17 MS. BERROCAL: Yeah. No, no, I think  
18 it's great. I mean, I don't want to take too  
19 much more time.

20 But what I what I will say in terms of  
21 the funding for the libraries, it's really been  
22 an important piece of the work that we're looking

1 at for tribal communities.

2 I guess there are some challenges in  
3 the definition of tribal libraries when it comes  
4 to e-Rate. So the third point that you see here,  
5 I'll just say there's an amendment that was  
6 passed in 2008.

7 It's called the Museum and Library  
8 Services Act. And what it did is it expanded the  
9 definition of library to include tribal  
10 libraries. And this amendment basically  
11 clarified that tribal libraries are eligible for  
12 support from a state library agency.

13 The challenge is that tribal  
14 libraries' inability sometimes to meet the  
15 library definition for the state in which it  
16 resides can result in ineligibility for state  
17 funding support.

18 And this actually state states these  
19 state libraries with jurisdiction essentially  
20 over whether a tribal library can qualify for a  
21 program like e-Rate.

22 So what we're recommending is that the

1 Commission revisit the issue of tribal library  
2 definitions and update the e-Rate program rules  
3 that affect funding eligibility.

4 And as Ian mentioned, being able to do  
5 that in concert with IMLS, who has done a lot of  
6 partnership work with tribal libraries, can  
7 really help us get to where we need to go in  
8 order to ensure that more tribal libraries are  
9 eligible for programs like e-Rate that can really  
10 help advance those libraries and have a positive  
11 impact for the communities in which they serve.

12 And so I think that's one quick point  
13 that I'll raise. And I think I'll just kind of  
14 stick to the cultural sensitivity piece.

15 Well, actually, I'll just go back to  
16 the coordination with tribal leaders. This is  
17 also really important. So as every state has,  
18 what they call an e-Rate coordinator.

19 But the e-Rate coordinators can vary,  
20 right, from state to state in terms of the types  
21 of service, how well they provide service and  
22 information to libraries that are seeking to

1 participate in the e-Rate program.

2 So one really important recommendation  
3 that we want to share is creating what we say, a  
4 user-centric guide to e-Rate so that all  
5 libraries can help make upgrades and support, so  
6 that all of the libraries can be eligible for  
7 these specific programs.

8 So they don't need to necessarily rely  
9 on an e-Rate coordinator. They can use this  
10 user-centric guide to get the information they  
11 need to be able to go through the application  
12 process and not necessarily rely on an e-Rate  
13 coordinator that, you know, may or may not be  
14 responsive within a given state. So that's just  
15 another quick point.

16 And then from a cultural sensitivity  
17 point, I'll just quickly say that we need to  
18 build more consortia among libraries so that the  
19 advocacy efforts that are happening within tribal  
20 communities, particularly on behalf of USAC, can  
21 be improved.

22 And so there's a lot of different

1 approaches to the cultural sensitivity of peace  
2 with tribes. We had conversations with a lot of  
3 tribal experts and they had lots of  
4 recommendations that we share in the report.

5 Things that speak to us just using  
6 accurate tribal flag colors in correspondence  
7 with the tribes that were interacting with,  
8 making sure that we are recognizing the unique  
9 tribal languages and working with tribal leaders  
10 to ensure that information is being shared  
11 properly with those tribes.

12 So those are all pieces that we  
13 discuss in greater detail within our report. And  
14 I'm sorry to kind of rush the end of our  
15 presentation, but I do want to make sure that we  
16 go through our recommendations and are able to  
17 vote on it as a full committee.

18 So I am going to just go ahead and  
19 hand it off to Roy Litland and Felicia West, who  
20 will run through our final set of recommendations  
21 so that our committee can adopt them or vote on  
22 them -- hopefully adopt them. Thank you.

1                   MR. LITLAND:  So next slide, please.  
2                   This is Roy Litland.  Since the recommendations,  
3                   I think a lot of this has been discussed, so I'll  
4                   just keep it short.

5                   Recommendation Number 1 is to  
6                   encourage the use of new terms and definitions to  
7                   reflect the evolving policy landscape and, in  
8                   particular, as discussed by Laura and Heather,  
9                   broaden the scope of digital adoption to use the  
10                  term opportunity communities, rather than  
11                  disadvantaged or low income communities.  We want  
12                  to focus on the opportunities and not on sort of  
13                  any limitations.

14                  Recommendation Number 2 is to simplify  
15                  and coordinate government support and address  
16                  connectivity and technology constraints.  As  
17                  discussed, the libraries are often serving as  
18                  connectivity providers.  They want to focus more  
19                  on digital adoption, including digital skills and  
20                  training.

21                  Recommendation 3, yes, you should work  
22                  to improve coordination of federal digital

1 empowerment efforts among the various federal  
2 agencies that address skills, training and  
3 economic mobility efforts.

4 Recommendations Number 4 is to, yes,  
5 you should encourage the Universal Service  
6 Administration Company to work across federal,  
7 state and NGO partners to enhance the mission of  
8 digital adoption efforts. With that, I'll turn  
9 it over to Felicia West.

10 MS. WEST: Thank you, Roy, for that.  
11 Good afternoon again, everyone. As we said, with  
12 an interest of time, we'll just kind of run  
13 through these recommendations.

14 I'm highlighting Recommendations 5  
15 through 7. Recommendation 5 is basically to  
16 focus in on how the e-Rate funding application  
17 process can be simplified and also to look at  
18 other resources that can be complemented with e-  
19 Rate.

20 One thing that, when we look at here,  
21 we're looking at, as Laura mentioned, making sure  
22 that the event coordinators have kind of a level

1 set understanding of it and how it can be used in  
2 leveraging their various states.

3 Recommendation Number 6, this, of  
4 course, we've seen the pandemic has taught  
5 experts tell us a lot about what works and what  
6 doesn't work. Looking at the lessons learned,  
7 there are some valuable lessons, learning  
8 information from that.

9 And I touch that in context of the  
10 three CS looking at costs, which I think is a  
11 central focus of what information we should be  
12 looking at to get, in turn, solicitation from  
13 various stakeholders.

14 Also looking at collaboration, what  
15 partnerships have work and how entities can  
16 partner together to leverage best. And then the  
17 last piece, connectivity, looking at those areas  
18 that can be bridged, their gaps.

19 And I won't spend much time on the  
20 last recommendation, Recommendation 7, which  
21 really, I think, Laura put very simply, is to  
22 revisit the definition of tribal libraries and as



1 an ability for funding and how we can use that  
2 and revisit that to make create opportunities and  
3 those various communities.

4 With that, I'll conclude. These are  
5 recommendations and I'll turn it over to you,  
6 Rudy.

7 MR. BRIOCHE: Well, great. Thank you  
8 so very much for this excellent presentation. I  
9 must say, throughout the presentation, I was  
10 learning -- and learned -- from each  
11 presentation.

12 And Ian, thank you so very much for  
13 your presentation in particular, although I told  
14 you four minutes, I think you ran through that  
15 presentation like the CEO that you are.

16 You first gave an extremely  
17 comprehensive and thoughtful presentation and you  
18 didn't listen to me at all when it comes to  
19 timing, which was difficult thing to do because  
20 the tribal component was a piece that we felt had  
21 been neglected for a long time.

22 So we dedicated a time and effort in

1 that particular area. But we recognized that,  
2 you know, working with ONAP, you know, working  
3 with other advisory groups within the FCC,  
4 there's a lot more work to be done there.

5 So that's an area that we believe that  
6 despite the effort, the time that we put into it,  
7 there's still a lot more that needs to be done in  
8 that particular work stream.

9 So now we will turn to Q&A. Next  
10 slide, please. Q&A from members of the committee  
11 and the general public as well. Questions  
12 regarding our digital inclusion report and  
13 recommendations.

14 Okay, hearing none --so

15 MS. WEST: We have a raised hand from  
16 Chris.

17 MR. BRIOCHE: Oh.

18 MR. WOOD: Sorry. I thought we were  
19 raising hands. I just wanted to commend you all  
20 on what an incredible amount of work that has  
21 been done in underscoring the importance of  
22 libraries for so many communities, especially

1 minority communities such as the LGBTQ community.

2 The libraries across the country have  
3 been a resource and almost a quiet resource, a  
4 quiet and steady resource for so many years.

5 So for you to raise up and bring the  
6 awareness of how important they are to  
7 communities across the country and ensure that  
8 they are getting the light that they need and  
9 bringing those recommendations to the FCC, I just  
10 commend you and your entire committee in pulling  
11 this together and with a very thoughtful and very  
12 thorough presentation.

13 So thank you so much. It was a  
14 pleasure to hear all of the work that you've  
15 undertaken.

16 MR. BRIOCHE: Yeah, Chris, thank you  
17 so very much. I have to tell you that it took us  
18 a while to decide where we were going to focus.  
19 And we all came back with a very similar point,  
20 that libraries have really played a very special  
21 role in many of our lives.

22 Libraries were that safe place that

1 many of us went. For me, you know, growing up in  
2 Brooklyn, New York, the Brooklyn Public Library  
3 was a special place.

4 Right there in Grand Army Plaza, a  
5 special place where my friends would go, where I  
6 would go with my grandmother. And we felt that  
7 libraries needed to be recognized for that anchor  
8 role they play by the strength that Congress has  
9 provided them with the additional funding,  
10 resource and the attention.

11 We also think that libraries play an  
12 incredibly special role when it comes to this  
13 place that individuals trust, communities trust.  
14 And that is a commodity that, really, you just  
15 can't really purchase.

16 It's one that is gained over long  
17 periods of time in how do we use it in this  
18 particular age, in this digital age, where, let's  
19 face it, there's a lack of trust.

20 And libraries, as being one of these  
21 institutions that still happens, we have to  
22 invest in them in many ways. And we also have to

1 focus because trying to get them to do  
2 everything, we feel, is not the best approach.

3 But to the extent you're going to  
4 impose or to encourage them to do other things,  
5 resources need to follow that as well. But we  
6 thought that when it came to the sharing of what  
7 we were focusing on, digital adoption in  
8 particular, libraries really have a very special  
9 place to play.

10 And we believe that that's the purpose  
11 and the intent behind our report. I see Monica  
12 Valentine and then Maurita.

13 MS. WEST: Yes, I just wanted to say  
14 I'm very excited about the definition of digital  
15 adoption. I think the focus, beyond device and  
16 connectivity and looking at the interest and the  
17 livelihood and the aspirational goals of people  
18 as we think about training is essential.

19 And so I really just want to say thank  
20 you for including that definition. And hopefully  
21 it can be something that can be canonized,  
22 institutionalized past this moment as we really

1 dive deep into focus on what we should be  
2 focusing on, is digital adoption.

3 So kudos to the team. And Heather,  
4 for all of the great information on that.

5 MR. BRIOCHE: Heather, you want to  
6 chime in on that?

7 VICE CHAIR GATE: Yeah, thank you.  
8 Thank you, Dr. Wilson. I'm glad that -- I don't  
9 want to take credit -- Rudy's whole group came  
10 together, and have been working very hard to  
11 really decide what we wanted it to look like.

12 So I'm very excited that the message  
13 came through the way it was intended. But, Rudy,  
14 I also wanted to kind of emphasize, re-emphasize,  
15 the tribal library discussion.

16 I think given the announcement from  
17 the acting chairwoman today, this is a very  
18 important area with a broader definition of the -  
19 - the broader charge for the new council for them  
20 to focus on this, particularly focusing on issues  
21 of digital equity.

22 I think Recommendation 7, when we talk

1 about revisiting tribal library definition, it is  
2 really a way to focus on the barriers that tribal  
3 libraries have experienced in accessing funding  
4 and overcoming issues related to jurisdiction.

5 And so I think this would be something  
6 that would be great for the council to look at  
7 specifically, given that they are going to be  
8 very focused on issues of digital equity.

9 So I am excited that Recommendation 7,  
10 specifically, is going to be very relevant for  
11 that council to consider.

12 MR. BRIOCHE: Indeed, indeed. In  
13 fact, in many ways that was our intention, was  
14 that we felt that there was still a lot of work  
15 that needed to be done and thinking to be done on  
16 tribal component.

17 Any additional comments from the  
18 public, questions?

19 MS. COLEY: Yeah, this is Maurita. I  
20 just wanted to thank the committee. All of your  
21 work is incredible, but I just wanted to echo the  
22 compliment about librarians and the way that you

1 have brought libraries back into the forefront as  
2 you know, an important vehicle for digital  
3 inclusion.

4 I'm one of the -- I grew up in  
5 Detroit, went to public schools. And libraries  
6 raised me. And I was there recently, and I saw  
7 the two libraries that I spent all my time  
8 growing up in are boarded up and are not  
9 available to the community.

10 And so the work that you're doing here  
11 and having a tangible product is something that  
12 we can actually take and present to city leaders  
13 to help them to have a blueprint on what's  
14 possible and on revitalizing libraries and  
15 showing how significant of a role they play in  
16 digital inclusion.

17 So just wanted to thank you all so  
18 much. I appreciate all of your work and thank  
19 you for your presentation.

20 MR. BRIOCHE: Laura?

21 MS. BERROCAL: I don't have anything  
22 else to add. I'm glad that we -- we were over a



1 little bit, but we wrapped it up. And hopefully  
2 we can adopt these recommendations unanimously  
3 and let us get to lunch.

4 MR. BRIOCHE: Great. So I see Susan.  
5 Yes? Your microphone is off, Susan.

6 MS. ALLEN: I have one suggestion,  
7 Laura and the committee. There is quite a bit of  
8 money left over from COVID-19, a lot of money. I  
9 think we should suggest to the next council that  
10 -- get our act together and access the COVID-19  
11 leftover money.

12 I see we can deploy some of that for  
13 the libraries, for this particular committee's  
14 work. There's money there, okay. They're trying  
15 to move the COVID-19 leftover money to other  
16 places.

17 Why don't we go there and ask for part  
18 of that to be spent on this initiative issue.  
19 This should be a --

20 MS. BERROCAL: Yeah, we --

21 MS. ALLEN: -- priority.

22 MS. BERROCAL: Yeah, and one thing

1 that I will say is that our working group, we  
2 focus a good deal on USF and FCC programs. But  
3 there is a lot of funding out there that's  
4 circulating and there are opportunities for  
5 libraries to engage.

6 But it wasn't the central focus  
7 necessarily of our report. But certainly I think  
8 that there will be more opportunities for  
9 libraries and schools to have a bite of the apple  
10 and make sure that they have the funding  
11 resources necessary to move forward in a post-  
12 pandemic world now that we realize all of the  
13 different needs of communities, students, et  
14 cetera.

15 So certainly something that I think  
16 the committee should explore, so.

17 MS. ALLEN: Right. And utilize the  
18 hard work you have done so far and send a  
19 recommendation, a policy statement and  
20 implementation plan and send it to the  
21 administration so they have that in hand.

22 They don't have to do much work.

1 It's, here's a plan. Here's this, here's the  
2 background. Here's the plan. And give them the  
3 roadmap.

4 MS. BERROCAL: Well, hopefully, this  
5 report will be a roadmap that the future  
6 committee can also look at and kind of point to  
7 for opportunities for additional engagement as  
8 well.

9 MS. ALLEN: Yeah, thank you.

10 MR. BRIOCHE: And we're certainly  
11 heading down that road with Dr. Fallon saying  
12 that she very much appreciates and agrees with  
13 the definition of digital adoption.

14 You know, when we have, you know,  
15 such a critical person endorsing it means that  
16 we'll be seeing that term in many articles,  
17 journals and books to come. So that's actually  
18 quite refreshing to hear.

19 So if there aren't any other questions  
20 or comments -- all right, Jenell?

21 MS. TRIGG: Yes, Rudy. I think Susan  
22 mentioned something very important, and Laura as

1 well. I'm just curious, these reports from all  
2 of our working groups, I know they'll be  
3 presented to the Chairwoman Rosenworcel and the  
4 other commissioners, but will they be also  
5 presented to other agencies, in particular the  
6 Biden administration?

7 Because they are working on tribal.  
8 They're working on digital adoption. They're  
9 working on infrastructure. I recommend that this  
10 committee at least ask the Commission to forward  
11 these reports to the Biden administration.

12 And I'm not sure of the process for  
13 that or whether that's something Anna would have  
14 to ask us. But it's certainly something to think  
15 about.

16 There's so much wealth in this, in  
17 these reports that culminates in two years of  
18 work that it does cut through a lot of the  
19 administrative things that are going on right now  
20 that can help. So just curious.

21 MS. ALLEN: As well, the Senate and  
22 House committee as well.

1 MS. TRIGG: Correct. Yes.

2 MS. ALLEN: So that the both branches  
3 of government will be aware of it and it doesn't  
4 take a whole lot of work to put it together. At  
5 least get the word out, get it resonating in the  
6 community.

7 MS. TRIGG: Correct.

8 MR. BRIOCHE: Great. And -- but,  
9 Anna, you'll take those suggestions under  
10 advisement? You're on mute.

11 CHAIR GOMEZ: I think in my  
12 transmittal, I can make that recommendation  
13 unless Jamila tells me I have to ask for a vote  
14 to make that, I think I can just --

15 MS. ALLEN: Let's vote for it now,  
16 with the whole committee, okay?

17 MR. BRIOCHE: Well, let's first --  
18 let's turn to the recommendations first --

19 (Simultaneous speaking.)

20 DRO JOHNSON: Yeah, let's get the  
21 recommendations adopted first before we send them  
22 to the White House. Thank you.

1 (Simultaneous speaking.)

2 CHAIR GOMEZ: Thank you. So can I get  
3 a motion from you, Rudy.

4 MR. BRIOCHE: Yeah, and I do have to  
5 add, and this is similar to what the prior  
6 recommendations. You know, of course, you know,  
7 as a former FCC-er, I take pleasure in finally  
8 getting to say something that Marlene Dortch, I  
9 believe, says on a regular basis.

10 And that is that we will retain  
11 editorial privileges for, you know,  
12 administrative clerical edits moving forward. So  
13 I should have looked up what Marlene's statement  
14 was around that to use it.

15 So despite the fact that we're moving  
16 here to see if there are any kind of minor edits,  
17 we want to retain that authority to be able to do  
18 so.

19 So, Madam Chair, on behalf of the  
20 Digital Empowerment and Inclusion Working Group,  
21 we submit the following recommendations for the  
22 full Committee's consideration and adoption. So

1 moved.

2 CHAIR GOMEZ: Thank you, Rudy. Can I  
3 have a second?

4 MS. BERROCAL: I second it.

5 CHAIR GOMEZ: So I've been advised  
6 that I can ask for a unanimous consent on the  
7 motion. So unless I hear objections, then we can  
8 proceed to adoption. Are there any objections to  
9 the unanimous consent? Kind of a funny sentence.

10 Okay, I think we can consider your  
11 recommendations and report adopted by the full  
12 committee. Thank you so much for your hard work.

13 I had all these things I was going to  
14 say, but the truth is, we are very -- we've cut  
15 into our lunch time. So just know I really,  
16 really appreciate all your work. It was really  
17 extraordinary.

18 Jamila, do you think we need to vote  
19 on whether I recommend to the (audio  
20 interference) to share with other with other  
21 federal agencies and the White House?

22 DFO JOHNSON: Well, I think what you

1 can do, Anna, maybe is wait until the afternoon  
2 presentations and we'll see if that's the desire  
3 of the other groups and maybe we can just do one  
4 sort of omnibus recommendation for all of the  
5 work streams to be referred out at the discretion  
6 of the acting chairwoman.

7 CHAIR GOMEZ: Okay, thank you. That's  
8 a good point. All right. Thank you, everybody.  
9 We're unfortunately going to have to cut our  
10 lunch break to get back on schedule.

11 So I'm going to have to ask you to  
12 please come back in 10 minutes. Please turn off  
13 your radio and your mic. I will call, make a  
14 roll, call the roll again when we reconvene.

15 And I'm trying to think if there's  
16 anything else I need to tell you before we go. I  
17 don't think so. So thank you very much. I will  
18 see you in 10 minutes.

19 MR. BRIOCHE: Thank you.

20 (Whereupon, the above-entitled matter  
21 went off the record at 12:28 p.m. and resumed at  
22 12:41 p.m.)



1 CHAIR GOMEZ: Welcome back to the  
2 meeting of the FCC Advisory Committee on  
3 Diversity and Digital Empowerment.

4 I will now take roll call again. And  
5 as I call your name, please unmute yourself and  
6 let us know that you are on. Raul Alarcon?

7 MR. ALARCON: Presente, Anna.

8 CHAIR GOMEZ: Susan Allen?

9 MS. ALLEN: Here.

10 CHAIR GOMEZ: Laura Berrocal?

11 MS. BERROCAL: (No audible response.)

12 CHAIR GOMEZ: Caroline Beasley?

13 MS. BEASLEY: Here.

14 CHAIR GOMEZ: Sindy Benavides?

15 Shellie Blakeney?

16 MS. BLAKENEY: Here.

17 CHAIR GOMEZ: Maria Brennan? Rudy

18 Brioche?

19 MR. BRIOCHE: Present.

20 CHAIR GOMEZ: Skip Dillard?

21 MR. DILLARD: I am here.

22 CHAIR GOMEZ: Michelle Duke? Debra

1 Elam? Maurita Coley?

2 MS. ELAM: Hi, this is Deb Elam. I'm  
3 sorry. I hit the wrong button. I'm here.

4 CHAIR GOMEZ: Hi, Deb. Thank you.

5 MS. ELAM: Sorry.

6 CHAIR GOMEZ: No worries. All this  
7 technology stuff. Dominique Harrison -- Dr.  
8 Dominique Harrison? Rashidi Hendrix?

9 MR. HENDRIX: Anna, I'm here.

10 CHAIR GOMEZ: Thank you. David Honig?

11 MR. HONIG: I'm still here.

12 CHAIR GOMEZ: Dr. Ron Johnson?

13 DR. JOHNSON: Present.

14 CHAIR GOMEZ: Sherman Kizart? Roy  
15 Litland?

16 MR. LITLAND: Here.

17 CHAIR GOMEZ: DuJuan McCoy?

18 MR. McCOY: Here. Here.

19 CHAIR GOMEZ: Oh, sorry. Thank you.

20 Sean Perryman? Henry Rivera? Steve Roberts?

21 MR. ROBERTS: Present.

22 CHAIR GOMEZ: Brian Scarpelli?

1 MR. SCARPELLI: Here.

2 CHAIR GOMEZ: Dr. Shukla?

3 DR. SHUKLA: Here.

4 CHAIR GOMEZ: S. Jenell Trigg?

5 MS. TRIGG: Present.

6 CHAIR GOMEZ: Dr. Nicol Turner Lee?

7 DR. TURNER LEE: Present.

8 CHAIR GOMEZ: James Winston? Chris  
9 Wood?

10 MR. WOOD: Present.

11 CHAIR GOMEZ: And then our Working  
12 Group members, Robert Brooks? Milton Clipper?

13 MR. BROOKS: Present, sorry. It's  
14 Robert.

15 CHAIR GOMEZ: Thank you. Gotcha.  
16 Rosa Mendoza?

17 MS. MENDOZA: Presente.

18 CHAIR GOMEZ: Cecelia Gordon? Garret  
19 Kamjathy?

20 MR. KAMJATHY: Here.

21 CHAIR GOMEZ: Aama Nahuja?

22 MS. NAHUJA: Here.

1 CHAIR GOMEZ: Clint Odom? Dr. Allison  
2 Scott?

3 DR. SCOTT: Present.

4 CHAIR GOMEZ: Ian Skorodin? Felicia  
5 West?

6 MS. WEST: Present.

7 CHAIR GOMEZ: And Dr. Fallon Wilson?  
8 I believe she'll be joining us later. Okay.

9 MS. COLEY: And Anna, it's Maurita  
10 Coley. I'm sorry. I had my sound down and so I  
11 think I missed when my name was called.

12 CHAIR GOMEZ: Gotcha. Did I miss  
13 anyone? I believe we have a quorum. One, two,  
14 three, four. Yes, we have a quorum, so thank you  
15 very much.

16 So now we are going to turn to a  
17 presentation from Caroline Beasley who chairs the  
18 Access to Capital Working Group. Caroline, the  
19 floor is yours.

20 MS. BEASLEY: Okay. Thank you. First  
21 of all, it's an honor to be here today to present  
22 the final report and recommendations.

1           A special thank you to Michelle Carey  
2           and FCC Chairwoman Rosenworcel and as well as  
3           Commissioners Starks and Carr for their support  
4           of our Working Groups.

5           And then also, of course, Anna, thank  
6           you. And Heather, we really appreciate your  
7           support as well. And then last but not least, a  
8           big thank you to the three Js, specifically  
9           Julie, who we could not be here today -- our  
10          group could not be here today without her help.

11          So are we showing a slide presentation  
12          here? I don't see anything.

13          DFO SAULINER: Yes. Yes, it should be  
14          coming up.

15          MS. BEASLEY: Okay.

16          DFO SAULINER: Jamile, please put on  
17          the Access to Capital slide presentation.

18          DFO KADRE: Yep, that's coming up.  
19          Thanks.

20          MS. BEASLEY: Okay, and then if we  
21          could move to the next slide. This slide shows  
22          you the esteemed members of our Working Group.

1                   And I would like to take this  
2 opportunity to thank everyone who was on our  
3 group for their dedication and commitment over  
4 the last two years.

5                   And I think that you will be -- I know  
6 that you will be very impressed with their  
7 reports and recommendations during a meeting  
8 today.

9                   As a reminder, we divided our group  
10 into three separate subgroups. Each has been  
11 hard at work finalizing their recommendations to  
12 the FCC since our last meeting in February.

13                   And today each subgroup will provide  
14 you a brief summary of their respective goals and  
15 then a recap of their actions over the last two  
16 years, including their recommendations.

17                   The subgroups are as follows. Our  
18 Lending Finance Group, which is chaired by DuJuan  
19 McCoy. Our political subgroup is chaired by  
20 Nahuja Aama. And our broadcast group is chaired  
21 by Skip Dillard.

22                   Each of these subgroups, again, have

1 committed a great deal of time and energy toward  
2 their reports and recommendations today.

3 So we're going to start this  
4 afternoon's comments and recommendations with  
5 DuJuan McCoy, who is president and CEO of Circle  
6 City Broadcasting and our Lending Finance  
7 subgroup chair. DuJuan, I'm going to hand it  
8 over to you now.

9 MR. McCOY: Good. Thank you,  
10 Caroline. Can everybody hear me okay? Just to -  
11 - can everybody hear me? Wonderful.

12 MS. BEASLEY: Yes, I can.

13 MR. McCOY: Wonderful. So, first of  
14 all, I want to just dovetail on what -- Caroline  
15 thanked everybody -- and particularly the three  
16 Js. They've been awful helpful in our group. So  
17 thank you very much to Julie Saulnier, Jamile  
18 Kadre and Jamila-Bess Johnson.

19 Also, than you very much, Caroline,  
20 for leadership in allowing us to kind of free  
21 will and put out in the public what we think will  
22 help women, minorities and folks to try to get

1 into the broadcast game.

2 And finally, thank my two  
3 counterparts, Stephen Robertson here coming up,  
4 if you guys can sign off on, great. Okay,  
5 beautiful. I see your pretty faces. Both of you  
6 are so handsome.

7 Not quite as handsome as not quite as  
8 Rudy Brioche, but you guys look handsome. So  
9 thank you for your participation in helping us  
10 put this presentation together.

11 So if you could pop the presentation  
12 back on the screen, please. Whoever's running  
13 it, is it back up?

14 DFO KADRE: It's taking a moment to  
15 between. We're a little bit slow between. And  
16 we're up now.

17 MR. MCCOY: Beautiful. Next slide,  
18 please. So what we did since our last meeting,  
19 if you recall November 6, we did a -- about a 15-  
20 page presentation on the general thesis and  
21 guidance on how to obtain capital.

22 We touched on things like real life



1 examples, talking to regional banks, getting an  
2 SBA loan. We talked about using big banks like  
3 Garret Komjathy.

4 We talked about doing medium sized  
5 loans, large size loans, and it's all in the  
6 presentation called or titled A Path to Media  
7 Ownership in Obtaining Financing in Today's  
8 Changing Environment.

9 After we created that presentation, we  
10 wanted to figure out a way to disseminate that  
11 strategy and that piece of guidance to as many  
12 people throughout America as we can -- as we  
13 could.

14 So what we did, we first asked the  
15 ACDDE members and the FCC to publicize it for us.  
16 We sent an email out to all the participants and  
17 said, hey, help us get the word out.

18 And we got a phenomenal amount of  
19 response and some phenomenal feedback on the  
20 amount of postings and the things -- from the  
21 folks agreed to post it. We talked to -- if you  
22 could change the slide, please, next slide.

1           We want to -- we had close to three  
2 point almost 3-point -- almost 3.1 million  
3 estimated distributions and engagement from our  
4 presentation.

5           And when we sent this out, we made  
6 sure that the key word was Access to Capital FCC,  
7 so that once we put it out there, this guide, if  
8 you will, can have a life in perpetuity, okay.

9           So whenever an individual or a  
10 potential entrant wants to get back into or wants  
11 to experience or needs some guidance on how to  
12 get into the broadcast game, all they have to do  
13 is a search browser, is put in Access to Capital  
14 FCC.

15           And that populates to one of the top  
16 three or four spots, as of today, on your search  
17 engine. So what our vision was, was to keep this  
18 out there. And as the next charter comes about  
19 and new ideas come about, that presentation can  
20 be updated and could be an ongoing database for  
21 anybody that's seeking financing in the business.

22

1           So we're on 1.7 million unique users  
2           on various websites. We got a distribution of  
3           over 400,000 on Facebook; Instagram 18,000;  
4           Twitter 915,000 LinkedIn 43,000.

5           So our total estimated engagements and  
6           distribution, as of three days ago, was about 3.1  
7           million now -- 3.1 million folks or  
8           distributions. So that's a phenomenal feat, I  
9           think, to get it out there and get to get our  
10          message and guidance out.

11          A few years ago when we did the  
12          presentation at the FCC in D.C., we -- our  
13          rebound committee or rebuttal committee didn't  
14          feel like we got it out to enough people. We  
15          only exposed the people at the event.

16          So when we put our heads together, we  
17          said, you know what? We've got to reach as many  
18          people as possible and let's just use what's  
19          going on in America today. That's social media  
20          and the web.

21          So this is just the start. I think  
22          when more folks engage the presentation and start

1 sharing the presentation, I think you see --  
2 you'll see this 3.1 million turn into a lot a lot  
3 larger number. Steve and Garrett, I'm not  
4 missing anything, before we move on, the  
5 recommendations?

6 MR. KOMJATHY: I'll jump in.

7 MR. ROBERTS: Yeah, go ahead, Garrett.

8 MR. KOMJATHY: Yeah, I'll jump in. I  
9 think DuJuan nailed it on the head. The biggest  
10 challenge for entrepreneurs, people that want to  
11 become owners is knowing where to go for the  
12 information and getting the word out.

13 That, you know, that's the first step.  
14 And without access, without the information, it's  
15 going to make it that much more challenging. So  
16 I think, one, we accomplished the objective we  
17 want -- we laid out at the beginning. Steve?

18 MR. ROBERTS: Yeah, you're right on  
19 point, yeah. And thank you again, everyone, for  
20 your great leadership. And truly, there is this  
21 great thirst out here in our country -- future  
22 entrepreneurs, people who are entrepreneurs who

1 want to grow their business.

2 Their biggest problem, they haven't  
3 had the resources and as well as an information  
4 of how to do it. So this is a great way to  
5 approach them to get the information out there.

6 I think Commissioner Sparks said it  
7 very clearly today when he said that he was  
8 talking about an African American business woman  
9 in Boston who come up with a new concept, Sparks,  
10 at him.

11 And the response was overwhelming, as  
12 well as her ability to raise the funding  
13 necessary to launch that business. So there are  
14 many, many stories that -- I know the one and I  
15 hear on a daily basis of people who want  
16 information, who have great ideas, and quite  
17 frankly, who can create new some businesses and  
18 put people to work that need out here in our  
19 communities.

20 MR. KOMJATHY: Yeah, if I could just  
21 also add a comment. DuJuan McCoy -- and I know  
22 this firsthand because I actually financed

1 DuJuan's prior company -- DuJuan is the poster  
2 child for how to achieve success.

3 And again, I can speak with full  
4 confidence. He was able to get things done and  
5 his others follow his lead, he's a great example  
6 and I mean that sincerely.

7 MR. McCOY: You know, thank you,  
8 Garrett, for that and Steve, for your comments.  
9 I'll tell you this, during this DE&I movement,  
10 I've learned a lot, and hopefully I've done my  
11 part and I know our committee has done their part  
12 to educate others on what we did and how we went  
13 about doing it and how we got into the property  
14 business and so forth.

15 So I'm very fortunate and I'm very  
16 happy to share my accomplishments and our  
17 accomplishments with other folks so that we can  
18 help grow the pie, if you will.

19 During this DE&I movement, I learned  
20 a new phrase, okay. And this came from a  
21 university guy that that teaches DE&I to  
22 universities and different companies around the

1 country.

2 And he said, what makes DE&I and I  
3 work is for people not to have racial battle  
4 fatigue -- not to have racial battle fatigue. So  
5 we -- if we succumb and give up because we're  
6 tired of fighting the battle, I think we just do  
7 each other a disservice and we do the people  
8 following us a disservice.

9 So let's not have racial battle  
10 fatigue and let's continue to fight through.  
11 Even though it may be difficult or even though it  
12 may be a slow process, let's stick to it, because  
13 I think we are really, really making a  
14 difference.

15 To that in this is our difference  
16 maker, if you will, or differential for the  
17 recommendations for continued awareness and  
18 continued knowledge on Access to Capital to the  
19 committee.

20 First of all, we need to keep  
21 disseminating current and fresh information on  
22 how to access capital, okay. We need to do that

1 via the FCC website, because when people think  
2 about broadcast stations, the first acronym that  
3 they think of is FCC.

4 And if that proposal and that guidance  
5 is constantly there and never taken down and  
6 always updated, I think that commission is doing  
7 their part to help educate people and to get more  
8 people of color and minorities into business.

9 In addition to that, we need to have  
10 continued engagement with lawmakers,  
11 stakeholders, advocacy groups to help smaller,  
12 diverse broadcasters and media companies stay  
13 abreast of all the evolving challenges to obtain  
14 capital for entry, expansion and revenue  
15 maintenance and allowing them how to obtain a  
16 capital, okay.

17 Bigger companies don't have this  
18 problem okay. They don't -- they have the  
19 resources. They have movers, employees to help  
20 them get through these challenges. But maybe as  
21 a small African American broadcaster, they have  
22 been fortunate to be on boards and being able to



1 figure out how the game is played, okay.

2 It's important for us to try to  
3 continue to do this, because if we don't, we're  
4 going to lose more people. We're going to keep  
5 people from becoming engaged in our media.

6 MR. ROBERTS: That's right.

7 MR. McCOY: We also need to continue  
8 to seek and increase in media ownership by  
9 reinstating an incubator program for radio  
10 stations.

11 And frankly speaking, we got to extend  
12 it to television stations to encourage larger  
13 broadcasters to do business with small and  
14 diverse broadcast media companies, okay, because  
15 the larger broadcasters in America, they own all  
16 the TV stations.

17 They own the ones that these -- the  
18 minorities and diverse individuals will end up  
19 buying. And they are a for-profit business. And  
20 unless we are doing something to incent these  
21 larger broadcasters to sell to diverse  
22 individuals, okay, it's going to be much tougher

1 for us.

2 So there has to be something in the --  
3 I think the incubator program for radio is a  
4 great start. And expanding that to TV is a  
5 simple extension to that.

6 We also need to seek policies and  
7 programs to encourage more lenders to loan to  
8 small and diverse broadcasters and media  
9 companies. Steve and Garrett, would you like to  
10 jump in?

11 Steve, you're a banker -- or Garrett,  
12 you're a banker, okay, so you live in this world.  
13 Is there any nugget or is there anything that you  
14 could recommend as a active lender, as an  
15 extension of what we're talking about here?

16 MR. KOMJATHY: Yeah, I think clearly  
17 it has to start, given that banking is a  
18 regulated industry. It's got to start with  
19 legislation and there's got to be carve-outs or  
20 incentives provided because again, for a lot of  
21 the big banks that specialize in media lending,  
22 you know, the SBA is a good channel, but, you

1 know, it has its challenges.

2 And for a lot of the big banks, you  
3 know, they have sort of minimum size  
4 requirements, which makes it a challenge for  
5 entrepreneurs to sort of quote/unquote check the  
6 boxes from a size standpoint.

7 So I think help or coordination with  
8 Washington, the suggestion of an incubator  
9 program, coordination with the SBA, I mean, it's  
10 a team effort. That's my view.

11 MR. ROBERTS: Yeah. And let me just  
12 add, obviously, the way -- in order to pay your  
13 investors or your lenders off, you have to have a  
14 successful business model.

15 And what we're finding out is that --  
16 particularly for the small businesses, minority-  
17 owned businesses in both radio and television,  
18 and I'll now speak to radio today, since I'm so  
19 familiar with it, is that we need to find new  
20 ways to entice advertisers to advertise on our  
21 stations.

22 I'm on the board of NABOB, and that's

1 where our biggest challenge has been for years,  
2 is getting the major advertisers to advertise on  
3 our stations, even though they're minority black  
4 owned stations.

5 You know, oftentimes, you know,  
6 there's someone else in the market who has a  
7 similar format. So we need help with the FCC,  
8 with rule changes to allow us to encourage those  
9 advertisers to buy advertising through a lot of  
10 technologies.

11 One of them is geo-broadcasting  
12 targeting. We need help to entice those  
13 advertisers to buy ads on our stations who still  
14 allow us to pay our loans off as well as grow our  
15 stations, hire more people.

16 And, you know, I've been around for a  
17 while, owning both radio and TV stations for the  
18 last 30 years. So I have seen the change. We  
19 need help at the federal level with the tax  
20 certificates and some of the other incentives  
21 that Congress can help us with.

22 And so, I think this is an exciting

1 time because like you said, Mr. Chair, Sub-Chair,  
2 you know, this racial battle fatigue has to  
3 persist until a lot of us get a fair opportunity  
4 to compete in this market.

5 So, you know, I'm excited about -- and  
6 I just want to congratulate, like you did,  
7 DuJuan, to the chair and to the commissioners to  
8 look at extending this diversity effort, because  
9 it's going to be huge, quite frankly, in terms of  
10 how those who get outside of the system will get  
11 a better chance to come into the system, you  
12 know, with the information we've gathered with  
13 all of the groups today. Thank you.

14 MR. MCCOY: With that being said, that  
15 includes the Access to Capital presentation. And  
16 I'll kick it back over to Caroline Beasley.  
17 Thank you.

18 MS. BEASLEY: Thank you, DuJuan.  
19 Anna, should we ask for your -- for the vote now  
20 to accept the report and recommendations of the  
21 Finance Lending Subgroup? Or would you like to  
22 wait until the very end?

1           CHAIR GOMEZ: We can wait until the  
2 very end. And we'll just do them all -- do all  
3 of the sub-group report --

4           MS. BEASLEY: Okay, fine.

5           CHAIR GOMEZ: -- at one time.

6           MS. BEASLEY: Okay, perfect. All  
7 right, cool.

8           CHAIR GOMEZ: Thank you.

9           MS. BEASLEY: All right, thank you.  
10 Thank you, DuJuan. And, you know, as a recap,  
11 just to remind everyone that the purpose of our  
12 subgroup or our group was to promote diverse  
13 ownership and how to educate and really find ways  
14 to drive diversity and ownership.

15                   And so we broke our group into three  
16 subgroups, finance, lending. Once you find a  
17 property, you know, you have to find capital to  
18 buy the property. What are certain features or  
19 incentives that we can provide potential sellers.

20                   And that will be what our political  
21 group will talk about next. And then, of course,  
22 once you acquire their station or property, how

1 do you continue on? And that means generating  
2 revenue and so our last subgroup will report on  
3 that.

4 But with that, it's my pleasure to  
5 introduce to you Nahuja Aama. She's legal  
6 counsel of a Wonder media company and she is our  
7 political subgroup chair. Nahuja, I turn the  
8 floor over to you to provide your report and  
9 recommendations from your subgroup.

10 MS. NAHUJA: Okay, thank you,  
11 Caroline. I don't know if I'm pictured yet, but  
12 good afternoon to you all. That was a great  
13 presentation by our Lending and Finance subgroup.  
14 Thank you for your help and information and  
15 recommendations.

16 Before we get started, I would like to  
17 note to you the seven members of our Subgroup.  
18 Again, that's Milton Clipper from Clipper and  
19 Company, representing America's public television  
20 stations; Michelle Duke, president of NAB  
21 Educational Foundation; David Honig, JulGlo  
22 Productions and President Emeritus of MMTTC and

1 Henry Rivera representing the Emma Bowen  
2 Foundation. All of them have made a timely and  
3 critical contribution to our report.

4 As a subgroup of the access to Capital  
5 Working Group under the leadership of Caroline  
6 Beasley, we, like the other Working Groups have  
7 an general mission to develop and highlight  
8 recommendations that we feel will support the  
9 FCC's mission -- in our case, diversifying  
10 management and ownership of broadcast properties  
11 that are part of the publicly owned airwaves.

12 Our Political subgroup's final  
13 recommendations report is a culminating document  
14 to the full Access to Capital Working Group  
15 containing our recommendations.

16 All political Subgroup internal and  
17 external discussions, as well as interactions  
18 with various media and broadcast stakeholders,  
19 strongly support first the tax certificate as a  
20 proven successful government tool to  
21 significantly increase diverse broadcast station  
22 ownership and control.



1           And, two, to a tax credit to those of  
2           the broadcast stations used to train diverse  
3           populations to become broadcasters.   Therefore,  
4           it is our sincerest hope, sorry, that the Access  
5           to Working Capital Group will refer to the  
6           recommendations contained herein to the full  
7           Advisory Committee on Diversity and Digital  
8           Empowerment for Adoption and Transmission to the  
9           Commission to share as appropriate.

10           First, I'd like to briefly go through  
11           our history of how we got to our final report.  
12           You can put up the first slide.   I think that  
13           will cover this.

14           On November 6, 2020, the Access to  
15           Capital Working Group co-hosted with the FCC's  
16           Media Bureau a virtual symposium titled Path to  
17           Media Ownership and Sustainability.

18           Due to the large success with the  
19           symposium presentations, particularly the panel  
20           discussion on the tax certificate restoration  
21           legislation, HR 3957, or its substitute,  
22           Expanding Broadcast Ownership Opportunities Act

1 of 2020 bill, we explored the ideas that will  
2 enhance diverse ownership of broadcast stations  
3 and the Butterfield Bill's effectiveness.

4 Throughout the charter timeframe, we  
5 monitored relevant legislation regarding  
6 ownership diversity and focused on the  
7 Butterfield Bill's and Walden's Broadcast  
8 Diversity and Leadership Act, HR 8157.

9 Then between January and May of 2021,  
10 we narrowed our focus on possible enhancements  
11 solely to the Butterfield Bill. That's HR 3957.  
12 We did this through research and outreach to Hill  
13 staff, broadcasters, associates and members.

14 We also reviewed ownership and control  
15 requirements in the Butterfield bill and the  
16 impact of a tax credit for of broadcast stations  
17 to train diverse populations to become  
18 broadcasters.

19 Our actions: We reviewed the  
20 eligibility of the tax certificate. We looked,  
21 as I said, that the Butterfield bill and we used  
22 the currently available markup at that time,

1 which was the Expanding Broadcast Ownership  
2 Opportunities Act of 2020.

3 So our first recommendation concerns  
4 a Working Group conclusion. You have had  
5 previously and you'll hear in the next subgroup's  
6 presentation sort of references to the need for  
7 the tax certificate to be authorized.

8 So this is something that was really  
9 supported by all of our working group members.  
10 There was actually broad consensus that it's  
11 critically important to achieve re-authorization  
12 of the tax certificate.

13 The findings in our research revealed  
14 that a wide variety of stakeholders do support  
15 the existing or substitute bill extending the tax  
16 credits where the authentic and legal majority  
17 ownership is a service of the transaction.

18 So in our case, we held a couple of  
19 panel discussions in 2021. The first one was  
20 held on March 17th.

21 And we had Mr. Russell Perry for Perry  
22 Publishing & broadcasting, who was in an earlier

1 panel that we had as well, and Mr. Raul Alarcon  
2 of the Spanish Broadcasting System, to have them  
3 share their experiences with us and opinions in  
4 purchasing radio stations.

5 Mr. Perry purchased a radio station in  
6 1992. He was the sole owner and he was -- the  
7 party who sold it to him was incentivized by the  
8 tax credit that was available.

9 We found, for Mr. Alarcon, that in  
10 1983, they purchased of the first radio station  
11 and affirmed the minority -- 100 percent Hispanic  
12 status.

13 So people did talk a lot there about  
14 how important -- and it is -- it was the most  
15 important thing. But after we talked about how  
16 important the tax certificate reauthorization  
17 was, we also talked about some of the details  
18 that were already contained in the previous one  
19 and how we could improve it and enhance those in  
20 the recommendations we would make in our final  
21 report.

22 So our second recommendation involves

1 the same Butterfield bill, the tax certificate,  
2 and it focuses on the ownership requirement.  
3 When we had the March 17th panel and we also did  
4 research before, we determined that in practice,  
5 the majority-owned equity ownership was a key  
6 part of the tax certificate program as originally  
7 adopted, even if this was not explicitly stated  
8 at the time.

9           However, we also learned that FCC  
10 discussions did consider the issue of minority  
11 ownership percentage at different times. And so  
12 there's information about how by the buyer of the  
13 station must have a significant minority  
14 interest.

15           The 51 percent requirement we found,  
16 or we heard also from station owners, as it was  
17 presently constituted, seemed to present an  
18 obstacle to the more diverse broadcast ownership.

19           The Commission has worked on this  
20 issue before, for example, in 1982, taking into  
21 account the growing limited use of partnerships  
22 to secure non-voting investors -- sorry about

1 that -- and setting the minimum equity percentage  
2 requirement below 51 percent.

3 So the Commission took this step upon  
4 the recommendation of an advisory committee on  
5 alternate financing for minority opportunities in  
6 telecommunications.

7 So the lower limitation of 20 percent  
8 was not universally applied as a ceiling.  
9 Rather, the Commission, at the time, attributed  
10 control to parties holding less than 51 percent.  
11 In this case -- in that particular case, it was  
12 something like 20 percent of the equity while  
13 retaining very substantial rights of risk.

14 Having been in the March 17th panel  
15 discussion at the meeting, Mr. Perry specifically  
16 described situations where the governing board  
17 and stock ownership could constitute controls  
18 sufficient to support eligibility for a tax  
19 certificate for the seller.

20 He went on to explain, in his view, it  
21 was really a matter of counting the governing  
22 board members or who owns most stock.

1                   Now, Mr. Alarcon described how  
2                   acquisitions can be structured to support  
3                   eligibility for a tax certificate for the seller.  
4                   He further clarified how 51 percent control as  
5                   such was achieved both through the structure of  
6                   the relationship between an acquisition entity  
7                   and the creation of a governing body of the  
8                   stations, all without 51 percent ownership.

9                   So now we get to our third  
10                  recommendation, which was donated stations. And  
11                  this is a significant enhancement. Using the  
12                  donors changing or adding the donor eligibility  
13                  criteria -- this is under HR 3957 or a  
14                  substitute, we convened a panel on April 14th to  
15                  consider the following information.

16                  Can training facilities expand and  
17                  broadcast ownership -- sorry. I'm having little  
18                  technical difficulties -- broadcast ownership for  
19                  minorities, women and small businesses.

20                  The panel consisted of Daniela Zamora,  
21                  the general manager of WGTWA in Detroit; Sean  
22                  Plater of WHUR FM and Robert Brooks, a digital

1 advertising specialist at WHUR.

2 We also had some of our subgroup  
3 members, David Honig and Miltion Clipper, present  
4 as well. So in our research into the donor  
5 stations issue, we found that public stations and  
6 many educational institutions, including HBCUs,  
7 religious institutions and charitable  
8 institutions, often train the next generation of  
9 broadcast station professionals and owners.

10 It turned out that over time, this led  
11 to an increase in professional and experienced  
12 staff available to be tapped by diverse broadcast  
13 owners in the U.S.

14 Additionally, public stations have  
15 continued to provide voices for many underserved  
16 non-mainstream and sometimes voiceless  
17 communities. Some examples include -- of how  
18 they provide places for underserved communities  
19 include KFXN AM, which is a radio station in St.  
20 Paul, Minnesota, licensed to Asian American  
21 Broadcasting.

22 Also WLOO-TV, which is a station



1 serving Jackson, Mississippi -- so this kind of  
2 expands a little bit to the TV, but they're all  
3 public serving institutions licensed to Vicksburg  
4 and owned by Tougaloo College since 2021.

5 And in this case, Tougaloo College  
6 received the donated station due to FCC  
7 compliance issues. And they slated it also to --  
8 for teaching students about operations.

9 However, in both of these cases of  
10 these examples, to our knowledge, the entities  
11 above, while doing the right thing and giving  
12 voice to their communities and advancing training  
13 of the next generation of media professionals,  
14 did not receive any tax incentives, yet in some  
15 cases, they should have.

16 When we met with the April 14th panel,  
17 we learned additional information about radio  
18 stations. We learned that the Washington Post  
19 donated WTOP to Howard University in 1970 due to  
20 FCC compliance issues and reportedly for a desire  
21 to contribute to the community.

22 That station became WHUR that we know

1 today. And the panel member, the general manager  
2 is general manager there. And we learned that he  
3 was trained in the media when he was a Harvard  
4 University student.

5 He also remains personally invested in  
6 and fully supportive of the over 60 internships  
7 available to training students each semester at  
8 that university. That's over 120 interns per  
9 year that received training.

10 At 50 years old, WHUR is one of the  
11 few commercially successful radio stations at  
12 educational institutions with numerous awards  
13 attesting to its success. And further, it's  
14 become a radio format trendsetter, which has been  
15 replicated in other major cities.

16 Howard University further trains  
17 students at its sister television station, WHUR  
18 TV, an outgrowth of the donated radio station.  
19 So the donated radio stations can really make a  
20 difference.

21 Our second panel was April 14th with  
22 Daniela Zamora, and she noted that WDTW was

1 dedicated to the Zamora Company in 2014 as part  
2 of an expansion of the Spanish language radio  
3 station, radio company.

4 At the time, it was under the  
5 Multicultural Telemedia Telecom Internet  
6 Council's Ownership Diversity Institute. So this  
7 station promotes Spanish musicians, but also had  
8 to correct deficiencies, including reconstructing  
9 the broadcast facilities at considerable cost.

10 But eventually it became fully  
11 licensed in 2016 and later with a low power  
12 translator in 2017 targeted audiences in Detroit,  
13 Pontiac and Talula market.

14 Ms. Zamora further informed us at this  
15 panel discussion that the station plans a  
16 training program modeled after Howard  
17 University's WHUR FM training program.

18 So our discussion also covered  
19 incentivized donors through various methods,  
20 which included allowing tomorrow's money versus  
21 today's money, incentivizing donors by actually  
22 paying donors' taxes on the transaction in

1 effect, and also noting that this incentive for  
2 donors actually affects the market rate of the  
3 station to the donee.

4 As the April 14th session wound down,  
5 we heard evidence that donated stations could  
6 have tremendous effect. A large effect of the  
7 WHUR donation was to change the communications  
8 landscape by enabling broadcasters to serve their  
9 communities and create critical mass of broadcast  
10 and media professionals.

11 In the case of the Atlanta School  
12 Board Radio Station, we made of the fact that the  
13 public 24-hour station had by expanding the  
14 community's voice in Atlanta, training students,  
15 which also, incidentally, included high school  
16 students who were able to use the 24-hour working  
17 station because they could work at it after  
18 school hours.

19 And it also provided career insight as  
20 well as professional experience before and during  
21 college years.

22 Now, to restate our recommendations

1 clearly and in direct terms, based on our work  
2 plan -- you can probably go to the last slide --  
3 based on our work plan, findings and conclusions  
4 from our research and the expert presentations  
5 made to us, the public political subgroup  
6 through, the working group, suggests the advisory  
7 committee make the following recommendations to  
8 the FCC.

9 In the course of direct communications  
10 through the proper official channels as necessary  
11 for the efficient conduct of public business,  
12 including if any members of Congress or their  
13 staff seek technical assistance either advice  
14 from the Commission, the chair and commissioners  
15 should consider -- please go to the  
16 recommendations slide. Thank you.

17 Support passage of HR 3957, the  
18 Butterfield Bill or its substitute, in the  
19 Congress or subsequent Congresses requesting the  
20 sponsors of that legislation to amend it and  
21 direct the FCC, as the expert agency, to conduct  
22 a rulemaking proceeding to determine a safe

1 harbor percentage of equity, debt and voting  
2 power for diverse control of broadcast stations  
3 to make them eligible for reestablished tax  
4 certificate program and supporting donor  
5 eligibility for a tax credit for donating a  
6 broadcast station to a nonprofit training school  
7 or other institution to train members of diverse  
8 populations to become broadcast owners or  
9 operators.

10 And that's it. At this time, the  
11 Political Subgroup has completed its final report  
12 and recommendations. And I thank you and yield  
13 this back to our chairwoman, Caroline Beasley, to  
14 submit to the full committee.

15 MS. BEASLEY: Okay, thank you, Nahuja.  
16 With that, do we have any questions for our  
17 Political Subgroup?

18 Hearing none, seeing none, we will  
19 move on to the Broadcast subgroup, and that is  
20 chaired by Skip Dillard, who is VP of National  
21 and Community Partnerships with WBLF and WLIB in  
22 North.

1           So, thank you, Skip, for being chair  
2 of this subgroup. And I'm going to hand it over  
3 to you now.

4           MR. DILLARD: Thank you so much.  
5 Really appreciate it. And just wanted to start  
6 out, of course, by thanking the wonderful members  
7 of this team.

8           Not only do they have so much  
9 experience to share with you, that I learned so  
10 much from them, including, Raul Alarcon of  
11 Spanish Broadcasting Systems; Robert Brooks, an  
12 account executive with years of veteran  
13 experience currently at WHUR.

14           Sherman Kizart's a revenue consultant.  
15 He owns his own Sherman Kizart Media Partners.  
16 Dr. Nimisha Shukla is a doctor, a medical doctor,  
17 a pediatrician and also a broadcast owner. And  
18 of course, James Winston, attorney and chair of  
19 the National Association of Black Owned  
20 Broadcasters.

21           Could not have accomplished what we  
22 did without their incredible work. If we can go

1 ahead and put our slides up, I'll start from  
2 here.

3 Our first steps that we thought about  
4 was looking at two crucial kind of intersections  
5 of success for existing and new broadcast owners,  
6 both at the advertising community and Nielsen,  
7 which governs the ratings which we were able to  
8 monetize. Those are very crucial.

9 And we will start with that building  
10 and retaining advertising relationships. At the  
11 November 2020 Symposium, the subgroup learned  
12 from advertising agencies that many radio and TV  
13 station sales departments had problems getting  
14 just in the door with advertising agencies due to  
15 factors including multiple decision makers,  
16 competition from larger broadcast groups with  
17 more assets and purchasing power, and the lack of  
18 understanding on what advertising agencies and  
19 direct purchasing businesses are looking for when  
20 you're making advertising buys.

21 By collecting the wisdom of a subgroup  
22 members and conducting extensive candid



1 interviews with several advertising agency senior  
2 executives, the subgroup compiled the advertising  
3 best practices for Diverse Broadcasters Guide.  
4 This will be submitted with our final report.  
5 You can go to the next slide.

6 Nielsen even established broadcasters  
7 have a steep learning curve for understanding and  
8 utilizing Nielsen ratings and other data as  
9 subgroup members worked with Nielsen  
10 representatives to present tools to understand  
11 how ratings are tabulated in each market and how  
12 agencies and stations can use the Nielsen ratings  
13 and research to secure advertising buys and  
14 improve the content of their properties.

15 Links to our tools and the Nielsen  
16 website are included in our subgroup's final  
17 report, and that will be posted on ACDDE page of  
18 the FCC website.

19 And for the next slide, we will lay  
20 out our recommendations. Should the FCC  
21 recharter the ACDDE? So we recommend the future  
22 committee members be charged with updating the

1 Advertising Best Practices for Diverse Owners  
2 Guide as new data on advertising practices become  
3 available.

4 I specifically want to thank both  
5 Sherman Kizart and Robert Brooks for actually  
6 talking with and interviewing various agencies  
7 with help of the entire group which provided  
8 information relating to just making your pitch to  
9 developing long-term relationships and, most  
10 important, partnerships with various advertising  
11 agencies from the smallest of agencies dealing  
12 with multicultural advertising to larger agencies  
13 dealing with government advertising dollars.

14 The FCC should consider continuing the  
15 ongoing dialog with Nielsen to better understand  
16 the changing technology and methodology that may  
17 both help and hinder minority broadcast  
18 ownership.

19 The FCC should also consider working  
20 with Nielsen to finalize and update the toolkit  
21 begun and linked to in the subgroup's final  
22 report to serve as a one-stop resource for

1 diverse broadcast owners and operators.

2           The FCC should consider taking up a  
3 formal study of the current state of minority and  
4 other disadvantaged broadcasters in the United  
5 States to better gain insight on how to address  
6 barriers to entry into broadcast ownership and  
7 better understand the challenges preventing long-  
8 term station operation success.

9           And we do want to thank you, to the  
10 FCC, to our group for rechartering this  
11 wonderful, wonderful committee. I have learned  
12 so much and proud to serve and have just a chance  
13 to make a small contribution into what will be a  
14 big difference in the way I place ownership going  
15 forward.

16           And at this point, I would like to  
17 pass it back to our chairperson, Caroline  
18 Beasley, for final commentary and consideration  
19 for a vote.

20           MS. BEASLEY: Okay, thank you, Skip.  
21 With that, do we have any questions for our  
22 Broadcast Subgroup?

1                   Hearing none, Madam Gomez --

2                   MS. TRIGG:  Caroline?

3                   MS. BEASLEY:  Yes?

4                   MS. TRIGG:  This is Jenell Trigg.  I  
5                   have a question.  First, I commend everyone's  
6                   work on this, but I am so disappointed that we're  
7                   still talking about these issues regarding  
8                   advertising and Access to Capital, even 22 years  
9                   after the prior iteration of this committee  
10                  issued them, and then being Number 1 is not good  
11                  enough back in 2000.

12                  I've spent more than 20 years on the  
13                  advertising side of this business in my prior  
14                  career.  So I understand the problems here.  Just  
15                  curious, I have -- in other discussions, there's  
16                  been some talk about having increased spending by  
17                  the federal government since they are one of the  
18                  top 50 advertisers on a national basis for  
19                  broadcast, print across the board.

20                  Have there been any steps or  
21                  improvements in federal government spending in  
22                  minority owned media?  And if not, is that

1 something that you would suggest the next  
2 committee look at?

3 Because now we're in a more favorable  
4 administrative and the federal government is  
5 spending billions of dollars, particularly the  
6 military and Health and Human Services. That,  
7 too, can help support minority owned broadcasting  
8 as well.

9 MR. DILLAR: Okay, I --

10 MS. BEASLEY: That's a great question.  
11 Skip, Sherman, would you like to --

12 MR. DILLARD: Yeah.

13 MS. BEASLEY: -- provide feedback on  
14 that?

15 MR. DILLARD: Sure. And I'm going to  
16 turn it over to Sherman. I will say that our New  
17 York stations, we have seen increased spending,  
18 but that has been due to vaccines.

19 What I want to see is what happens  
20 after vaccines.

21 MS. BEASLEY: Yes.

22 MR. DILLARD: That's where I think

1 we'll have a lot. But Sherman did extensive  
2 research on this, and this has been his job for  
3 the past number of months, so Sherman, I'll defer  
4 to you here.

5 MS. TRIGG: And Sherman, And I know  
6 Sherman from my days in broadcasting back in the  
7 70s and the 80s and the 90s, so, than you.

8 MR. KIZART: Thank you for the  
9 question, Jenell. And it's a very important one,  
10 I would add.

11 And Skip made a vast report about some  
12 progress that we're making with the major  
13 government agencies and HHS, specifically around  
14 vaccines.

15 But it's still, as you can imagine,  
16 endemic. When you look at our work as  
17 specifically to the Department of Defense.  
18 That's the Army, Navy, those major branches of  
19 service.

20 MS. TRIGG: Air Force is Number 4,  
21 yes.

22 MR. KIZART: Absolutely. And as --

1 and they spend significant dollars. But it's  
2 been a real challenge and continues to be a  
3 challenge with DoD, in this particular example,  
4 to get them to expand their budgets to minority  
5 target and on media.

6 A lot of what their -- or how they're  
7 spending their dollars going in digital. And  
8 digital shouldn't be at the expense of the  
9 relationships that the broadcasters have in their  
10 communities.

11 And that's something that is, I would  
12 say, there's ongoing dialogue and a push. So my  
13 hope, Jenell, is that in the new iteration of the  
14 Diversity Committee, that we continue to have a  
15 more of a strategic effort in how we how we  
16 engage government agencies, those government  
17 agencies, because there's still a lot of work to  
18 be done there.

19 MS. BEASLEY: Thank you. Thank you  
20 very much. And good luck.

21 MR. KIZART: Thank you.

22 MS. ALLEN: Hi, Caroline. This is

1 Susan Allen. Can I just make one comment?

2 MS. BEASLEY: Sure.

3 MS. ALLEN: About a month ago, the  
4 Defense Department convened a meeting of the --  
5 some minority representing trade associations and  
6 my organization, the U.S. Pan-Asian American  
7 Chamber of Commerce, were included.

8 And they called a meeting because of  
9 Executive Order 13985. Don't know whether you're  
10 familiar with that. President Biden signed an  
11 executive order where he ordered, he instructed  
12 the federal agencies to increase their spend on  
13 minority procurement from 5 percent to 15 percent  
14 in the next 15 -- the next five years.

15 So the federal agencies are serious  
16 about increasing their minority spend on such a  
17 products and services. If you are talking about  
18 the Defense Department, I think this is a good  
19 way to utilize this exception for the 13985 venue  
20 to --

21 (Simultaneous speaking.)

22 MR. KIZART: I'm encouraged. I'm



1 encouraged by what I'm hearing there. I just  
2 think that there's a disconnect between what the  
3 government, what the Biden administration is  
4 saying and what the actual Defense Department and  
5 their agencies are executing.

6 But if there's a long-term commitment  
7 from the Biden administration to direct them  
8 based on an executive order, that's an important  
9 first step. And it just has to be -- I'm telling  
10 you exactly what I've seen in the -- what's been  
11 the culture of how the -- then again, this  
12 example, there's more that they could be doing.  
13 But I think this executive order that you  
14 mentioned is a good first step.

15 MS. BEASLEY: Yeah, great, thank you  
16 for that, Susan.

17 MS. ALLEN: Yeah.

18 MS. BEASLEY: Any other questions?  
19 Comments? Hearing none, Madam Chair Gomez, I now  
20 ask for the full committee's vote to accept our  
21 report and recommendations as part of the ACDDE's  
22 full recommendations to the Commission.

1                   CHAIR GOMEZ: Thank you, Caroline.  
2                   And thank you, DuJuan, Robert, Garrett, Nahuja  
3                   and Skip and the rest of the Working Group for  
4                   all the good work that you've done.

5                   Can I get a second to Caroline's  
6                   motion?

7                   MR. KIZART: Second.

8                   CHAIR GOMEZ: Thank you. In that  
9                   case, I would like to think in that case, I would  
10                  like to ask for unanimous consent to adopt the  
11                  Access to Capital Working Group reports and  
12                  recommendations.

13                  Does anybody have objections to that?  
14                  Hearing and seeing none, the access to Capital  
15                  Working Group reports and recommendations are  
16                  adopted by the full committee.

17                  Thank you so much. I think the work  
18                  that you have done this year has been  
19                  extraordinary and such a great service. So thank  
20                  you again. Congratulations.

21                  MS. BEASLEY: And thank you so much  
22                  from our committee for the honor of serving on

1 this committee.

2 CHAIR GOMEZ: We really appreciate  
3 your service so far. Caroline was so efficient  
4 and her group was so efficient that we are a  
5 little ahead of schedule.

6 Oh, I should have asked Heather, do  
7 you want to say anything?

8 VICE CHAIR GATE: No, I would just  
9 like to congratulate Caroline and the group for a  
10 job well done. I feel like I learned so much.

11 I feel so close to broadcasters, but  
12 I appreciate all the great work. And  
13 congratulations on the vote. Thank you.

14 MR. KIZART: We will sit down with her  
15 from here, she gives the best hugs.

16 MS. BEASLEY: Virtual hugs

17 CHAIR GOMEZ: Well, again, Caroline,  
18 you are so efficient that I think that we can go  
19 ahead and take our break now. To stay on  
20 schedule and we will start again at the time we  
21 were planning to start, which was at 2:00 p.m.,  
22 so I'm going to give you a 17-minute break.

1 You're welcome.

2 And we will call Roll Call one last  
3 time for our last meeting or the last subgroup  
4 presentation of the last meeting of the advisory  
5 committee. So talk to you in a few minutes.  
6 Thank you. Oh, and remember to turn off your  
7 mics and your cameras.

8 (Whereupon, the above-entitled matter  
9 went off the record at 1:43 p.m. and resumed at  
10 2:00 p.m.)

11 CHAIR GOMEZ: Welcome back to the  
12 final part of our final Advisory Committee  
13 meeting. I will start once again by taking roll  
14 call so please unmute yourself and tell me that  
15 you're here when I call your name. Raul Alarcon?

16 MR. ALARCON: Presente, Anna.  
17 Gracias.

18 CHAIR GOMEZ: Gracias. Susan Au  
19 Allen?

20 MS. ALLEN: Present.

21 CHAIR GOMEZ: Laura Berrocal?

22 MS. BERROCAL: Present.

1 CHAIR GOMEZ: Caroline Beasley?

2 MS. BEASLEY: Here.

3 CHAIR GOMEZ: Sindy Benavides?

4 Shellie Blakeney?

5 MS. BLAKENEY: Present.

6 CHAIR GOMEZ: Maria Brennan?

7 MS. BRENNAN: Present.

8 CHAIR GOMEZ: Rudy Brioche?

9 MR. BRIOCHE: Present.

10 CHAIR GOMEZ: Skip Dillard?

11 MR. DILLARD: Present. Sorry,

12 present.

13 CHAIR GOMEZ: Oh, got you. Michelle

14 Duke? Deb Elam?

15 MS. ELAM: I'm present.

16 CHAIR GOMEZ: Maurita Coley- Flippin?

17 MS. COLEY-FLIPPIN: Present.

18 CHAIR GOMEZ: Dr. Dominique Harrison?

19 DR. HARRISON: Present.

20 CHAIR GOMEZ: Rashidi Hendrix?

21 MR. HENDRIX: Present.

22 CHAIR GOMEZ: David Honig?

1 MR. HONIG: Present.

2 CHAIR GOMEZ: Dr. Ron Johnson?

3 DR. JOHNSON: Present.

4 CHAIR GOMEZ: Sherman Kizart? Roy

5 Litland?

6 MR. LITLAND: Present.

7 CHAIR GOMEZ: DuJuan McCoy? John

8 Perryman? Henry Rivera? Steve Roberts?

9 MR. ROBERTS: Present and good

10 afternoon.

11 CHAIR GOMEZ: Good afternoon. Brian

12 Scarpelli?

13 MR. SCARPELLI: I'm here.

14 CHAIR GOMEZ: Thank you. Dr. Shukla?

15 DR. SHUKLA: Here.

16 CHAIR GOMEZ: Got you. S. Jenell

17 Trigg?

18 MS. TRIGG: Good afternoon. Present.

19 (Audio interference.)

20 CHAIR GOMEZ: Dr. Shukla, you're not

21 muted.

22 (Audio interference.)

1 CHAIR GOMEZ: You're not muted, Dr.  
2 Shukla. Okay. Dr. Nicol Turner-Lee?

3 DR. TURNER-LEE: I'm here.

4 CHAIR GOMEZ: James Winston?

5 MR. WINSTON: Present and for the  
6 record, I was present for the last section. I  
7 didn't get a chance to be on the roll call.

8 CHAIR GOMEZ: There you go. Thank  
9 you. Chris Wood?

10 MR. WOOD: Present.

11 CHAIR GOMEZ: And working group  
12 members, Robert Brook?

13 MR. BROOK: Present.

14 CHAIR GOMEZ: Milton Clipper? Rosa  
15 Mendoza Davila?

16 MS. MENDOZA: Here.

17 CHAIR GOMEZ: Cecelia Gordon?

18 MS. GORDON: Present.

19 CHAIR GOMEZ: Garret Komjathy?

20 MR. KOMJATHY: Present.

21 CHAIR GOMEZ: Aama Nahuja?

22 MS. NAHUJA: Present. Sorry.

1 CHAIR GOMEZ: Clint Odom? Dr. Allison  
2 Scott?

3 DR. SCOTT: Present.

4 CHAIR GOMEZ: Ian Skorodin? Felicia  
5 West? And Dr. Fallon Wilson? Oh, I guess Dr.  
6 Fallon is still at her meeting, right?

7 Okay. We have a quorum. So our next  
8 subgroup presentation will be by Dr. Nicol  
9 Turner-Lee. And she will lead the Diversity and  
10 the Tech Sector Working Group presentation. And  
11 I turn it over to you.

12 DR. TURNER-LEE: Well thank you very  
13 much, Chairwoman Gomez. And thank you to  
14 everybody who is here today. We are last but  
15 certainly not least. And I've just been a little  
16 jealous by the chat about Rudy being the favorite  
17 child. So we're going to just close that out  
18 today, Rudy. I looked at you, and I couldn't  
19 help it.

20 Well, I'm Dr. Nicol Turner-Lee. I'm  
21 very proud and excited to represent this group.  
22 And before I start, let me do my formal



1 acknowledgment of thank yous because we wouldn't  
2 be here without the leadership of Anna Gomez and  
3 Heather Gate so we appreciate the two of you for  
4 leading this particular charter.

5 We are equally humbled and grateful to  
6 the work of the three Js, Jamila-Bess, Jamile and  
7 Julie. And Jamile has been our direct lead. And  
8 we just thank her for the countless hours of just  
9 helping us to navigate through meeting schedules  
10 and working on copy edits among other things.

11 And, you know, most importantly we're  
12 really excited about the support that we have  
13 gotten from the leadership of the Federal  
14 Communications Commission.

15 Acting Chairwoman Rosenworcel, we are  
16 appreciative of the efforts to recharter this  
17 group under sort of a new relevant slogan and  
18 campaign and so excited to see what that looks  
19 like.

20 To Commissioners Starks, Simington and  
21 Carr, we are also grateful for the time that you  
22 took to read our final product of this particular

1 charter as well as comments specifically on  
2 things that you read.

3           Having been a longtime standing member  
4 of this Committee since Chairman Genachowski, I  
5 can say this. This has probably been the hardest  
6 working group that I have ever been involved  
7 with. And I'm proud to present what our group  
8 came up with in these next few moments.

9           And honestly, to all of our fellow  
10 Committee members, you know, thank you. And I  
11 said to my group as we were wrapping up, this is  
12 not just about the product and services that  
13 we're putting out into the universe to help  
14 people that look like us essentially. But it's  
15 also about the friendships that have been  
16 developed over the last few years and the  
17 conviction around some of the things that we've  
18 presented today.

19           So I'm excited by the work product of  
20 my colleagues. I'm excited to even hear the  
21 references in the first group of some of the work  
22 that I've actually worked on myself, but it's a

1 good day in the neighborhood when this Committee  
2 comes together despite the extenuating  
3 circumstances of COVID.

4 I proudly represent the Diversity and  
5 Tech Working Group. And we are almost like the  
6 youngest child of the ACDDE because we were  
7 created just a few years ago to look at the role  
8 of tech companies when it comes to diversity and  
9 inclusion.

10 And I say that with a little bit of  
11 jest because of the fact that we actually came  
12 after the previous iteration of the charter  
13 actually came out with the report. And that  
14 report was just edited into the record really  
15 spoke to the efforts of back then they said  
16 technology companies to want to address diversity  
17 and inclusion, equity issues within their  
18 corporation.

19 And here we are today with a new group  
20 of minds, some of them very new to this  
21 Committee. Some of them in our group running for  
22 Lieutenant Governor of the state while still

1 doing this work.

2 All of this combined has, I think, led  
3 to efforts to make sure that the recommendations  
4 that we presented today are not only meaningful  
5 but they're relevant and they're going to make a  
6 difference, particularly among entities that the  
7 FCC does not necessarily have jurisdiction over.  
8 But as the federal agency responsible for the  
9 entire advanced communication ecosystem, the FCC  
10 definitely has a voice. And I think its  
11 influence that will come from the recommendations  
12 that we propose today will make a difference.

13 And so I will jump into my slides  
14 right now. So if you could place them up. I  
15 want people to keep that understanding under  
16 their belt as you look into our recommendation.

17 We do this work, and I think all of us  
18 on this Committee, because we want people to  
19 listen. And we have to be the voice of diverse  
20 communities across the world and particularly the  
21 United States who have been excluded or have had  
22 opportunities foreclosed on them in the media and

1       communications space.

2                       So with that, let me now go to the  
3 people that I have just enjoyed working with over  
4 the course of these two years.

5                       We can advance to the next slide,  
6 please. And whoever is not muted, I can hear you  
7 shuffling your papers if you want to go on mute.

8                       So the members of my Committee, I want  
9 to call them out by name because I think they all  
10 have done tremendous work in coming up with the  
11 final work product.

12                      Maria Brennan from WIC, Rose Mendoza-  
13 Davila, who is one of the leads for the Workforce  
14 Development Group who you will hear from  
15 ALLvanza. Deb Elam, who is from Corporate  
16 Playbook Consulting is a member of the Workforce  
17 Development Group. Maurita Coley-Flippin, the  
18 now retired President and CEO of MMTC, a place of  
19 which I'm an alum. Cecelia Gordon from STARZ.  
20 Dr. Dominique Harrison from the Joint Center for  
21 Political and Economic Studies. Another place at  
22 which I'm an alum. Rashidi Hendrix from Metallic

1 Entertainment.

2 Dr. Ronald Johnson, who is from the  
3 Wireless Infrastructure Association, Clint Odom,  
4 T-Mobile, Sean Perryman from the Internet  
5 Association, Brian Scarpelli from ACT, The App  
6 Association, Dr. Allison Scott, the Kapur  
7 Foundation, Dr. Fallon Wilson from the Tennessee  
8 Higher Education Commission, HBCU Success Office  
9 who by the way right now is presenting before the  
10 Mayor of Nashville a digital inclusion plan.

11 So, Rudy, she meant it when she said  
12 that she liked the way you coined that. She's the  
13 next generation of digital change makers and  
14 right now is doing so during the course of this  
15 meeting. But we're still going to hear from her  
16 because she was also our subgroup lead, and  
17 Christopher Wood who is from the LGBT Tech  
18 Knowledge and Partnership & Institute.

19 Next slide. All of these great  
20 people, and again, I cannot continue to say thank  
21 you for the efforts of this working group  
22 completely. They are very busy people, but they

1 completely place themselves into these different  
2 segments of our group.

3 But we were under the umbrella to  
4 study the underemployment or lack of promotion  
5 opportunities for women and people of color in  
6 the tech sector and propose a range of approaches  
7 businesses could use to address the issues,  
8 highlight best practices and develop  
9 recommendations for innovative training programs  
10 in science technology, engineering and math.

11 And as I've previously stated, the  
12 group prior to us in the last charter did put out  
13 a signature report that is in the public record  
14 where they spoke to technology companies about  
15 what they were doing in line with the charge of  
16 this particular working group.

17 Next slide. Next slide. The most  
18 important thing that I would actually just like  
19 to say before I turn it over to our distinguished  
20 subgroup lead is that in September 2020 we  
21 reported at that last meeting that COVID is still  
22 here and racial equity has become a national

1 inflection point.

2           This is months after the dreadful  
3 shooting of George Floyd where America basically  
4 had a reckoning that racial equity and diversity  
5 mattered and here we were, all of us, as a  
6 committee, still talking about not only the  
7 pandemic, but the pandemic of racism and  
8 discrimination.

9           We also found at that time that  
10 digital access is becoming the new normal. I  
11 think some of us that are on this call today  
12 probably did not expect that we would still be  
13 doing these types of meetings virtually but guess  
14 what? In the absence of still having a tight  
15 leash on the public health strategy, we probably  
16 will be here a little bit longer. And so being  
17 online not only matters, but it really matters  
18 going forward into the future.

19           We've heard from our colleagues the  
20 same thing, that access to technology has played  
21 a significant role in COVID response and in new  
22 verticals of innovation, whether it's telehealth,



1 virtual schooling, remote work or other social  
2 connection.

3 As Jamila-Bess said earlier, and I  
4 think she best described, despite everything that  
5 we went through these last 14 months we're still  
6 here. And I know, you know, personally to myself  
7 I've lost many members of my family to COVID  
8 along the East Coast, and we've had to go to  
9 these types of videoconferencing strategies just  
10 to memorialize them.

11 So this is the new normal. And, you  
12 know, on the positive side, it's actually helped  
13 us as we think about the growth and the  
14 advancement of communications policies and  
15 structures going forward.

16 The other thing that I would like to  
17 say that sort of pipes to that last comment, that  
18 this creation of technology is important because  
19 it has an impact on jobs, products and services  
20 that we still need to maintain these resilient  
21 networks, which is again another reason why we're  
22 able to do these things.

1                   And most importantly despite, and I  
2                   think I said this in the September meeting, what  
3                   we have seen in terms of the immediate closures  
4                   of Black and Brown businesses, what we have seen  
5                   in terms of the economic fragility of people that  
6                   are on Tribal land or people in low income or  
7                   rural communities, that women and people of color  
8                   still need to feel welcome and new emerging  
9                   businesses and industries are going to require,  
10                  you know, more of us versus less because we now  
11                  make up a huge portion of that workforce.

12                  We also found out -- I think this is  
13                  interesting as we talked about it in September  
14                  and now we're talking about it today, that even  
15                  startups, tech startups from diverse boundaries  
16                  matter even more today.

17                  With the closure of brick and mortar  
18                  stores, it's going to be the idea generation  
19                  that's actually going to be part of our economic  
20                  recovery. And so what you're going to hear today  
21                  as well in our report is what that tech startup  
22                  ecosystem should look like. And we also found

1 out that procurement matters.

2 And, again, when I reflected on what  
3 we said in September and I think about, you know,  
4 these comments that we made about wanting to  
5 allow diverse populations to feel welcome in  
6 these tech industries, allowing startups to be  
7 well represented and procurement being a major  
8 portion of how we actually gain traction  
9 economically, guess what? Months later we're  
10 still here and these issues still matter.

11 And so next slide, please. With that  
12 being said, we decided in our group, and again  
13 you've all heard this over the course of our  
14 regular meeting, to focus on three pillars,  
15 workforce diversity, supplier diversity and  
16 startup diversity.

17 And so I am just again, so humbled and  
18 grateful to our three subgroup leads, Rose  
19 Mendoza Davila, Dr. Ronald Johnson, Dr. Fallon  
20 Wilson and yes, Rudy, we had more doctors on this  
21 working group than you can even name based on the  
22 fact that there are many of us who are probably

1 overachievers in our lifetime, which is why we  
2 had pursued so much education.

3 With that being the case, I want to  
4 just say that each of these Committees just  
5 engaged just so vividly in their work and not  
6 only combined just the academics, but they also  
7 put their sleeves up and actually put together  
8 some really incredible workshops that I'll name  
9 now.

10 So next slide, please. In sum, I want  
11 to just share the cumulative experiences of our  
12 work. This Committee in the past two years  
13 hosted one public virtual summit, which was  
14 hosted by the Workforce Diversity Subgroup and a  
15 public roundtable with the FCC, which was hosted  
16 by the Startup Diversity Subgroup.

17 The differences were they brought  
18 people together, one more intimate than the  
19 other, which would be the roundtable, and the  
20 Workforce Diversity Subgroup blown away.

21 I even had my own kids participate in  
22 this because the target population, as I don't

1 want to give away Rosa's theme, were actually  
2 people who were young people who were actually  
3 figuring out how they could actually be part of  
4 these new companies.

5 We also had a chance to collaborate,  
6 as Jenell Trigg said, with the other group on the  
7 supply and diversity matchmaking event. And that  
8 was equally incredible because there was a lot of  
9 diligence that went into recruiting technology  
10 companies as well as ensuring a very valid and  
11 fair perspective around this area and some  
12 actionable strategies as both Jenell and Susan  
13 talked about.

14 We participated in weekly, biweekly  
15 subgroup meetings as well as full working group  
16 meetings to explore, plan and deliver the  
17 projects at hand. Let me say this, intuitively  
18 from the public events, there were probably over  
19 1,000 people in attendance, registered in  
20 attendance. And those videos have also been  
21 available for public consumption on the FCC  
22 website and among the networks of properties

1 shared by the members of our subgroup.

2           And then finally they researched and  
3 finalized the white papers. I can tell you that  
4 they all did a great job because I am a Type A  
5 when it comes to research and citations. And so  
6 Jenell will tell we spent a lot of time just  
7 editing and making sure that the copyediting  
8 occurred. But the ideas were incredible. And I  
9 thank all of the prime writers in each subgroup,  
10 like Dr. Harris did, Ron Johnson, Dr. Wilson and  
11 Chris Woods, for actually putting that together.

12           And then today we will present our  
13 proposed recommendations before this group and  
14 then finally I would say the most important thing  
15 of all that I think that is applicable to every  
16 representative on this working group as well as  
17 the full committee and FCC staff as well as our  
18 esteemed Co-Chairs is that we did this in the  
19 midst of COVID, the changing work environment, as  
20 I have said, with various inflection points of  
21 racial equity as well as economic and social  
22 equality.

1 All the work at this time is so needed  
2 and so well deserved and open to the particular  
3 time that, again, with all of the presentations  
4 thus far, I think we're going to make a big  
5 difference.

6 So before I show you how we're  
7 actually going to organize our presentation, we  
8 can go to the last slide.

9 What did we learn over the last two  
10 years? We learned that workforce diversity  
11 starts early and should be seated and continued.  
12 We were very excited from Commissioner Starks'  
13 support of the virtual internship program.  
14 Believe it or not, and I know the group will  
15 touch upon this, we have seen more engagement  
16 among diverse students as a result of these  
17 internships being virtual.

18 I can attest to that at Brooking,  
19 where we're seeing more students of color who by  
20 the way experience some of the challenges of  
21 housing and travel to get to places like DC to  
22 work who are now taking advantage of that.

1           We actually are going to hear from our  
2 startup diversity group more about the inclusion  
3 and the digital equity concerns of startups. We  
4 often assume that just because they're about  
5 technology that they are connected. We're all  
6 excited about that as well.

7           And we're going to hear, and this is  
8 particularly important from Dr. Johnson's group,  
9 with all of the money that has gone into stimulus  
10 related investment that we need a portion of that  
11 money to go to diverse suppliers for procurement.  
12 It's going to be one thing that we get through  
13 this pandemic as positive consumers, those of us  
14 from underrepresented or historically  
15 disadvantaged groups.

16           But as the first group said, this is  
17 actually an era of opportunity. So you will hear  
18 from our subgroup conversations about what it  
19 means to level the playing field when it comes to  
20 federal procurement, particularly with all of the  
21 money that has come from government-based  
22 investment.



1           And finally, as I've said, and I will  
2 continue to say and I will say it just much like  
3 my Black Baptist preacher at Albert Street  
4 Baptist Church that all of the issues that we  
5 talk about today are both meaningful and timely  
6 for this post-pandemic innovation that we're  
7 going into.

8           None of these recommendations that we  
9 make should fall on a deaf ear. None of them  
10 should fall on a shelf not to be revisited. And  
11 we believe, as the Diversity and Tech Working  
12 Group, that even if the FCC doesn't have direct  
13 jurisdiction over these companies, and that's a  
14 conversation for another time, we're excited that  
15 they actually participated and gave us feedback  
16 on our recommendations. But we're also happy to  
17 know that we are starting to see the development  
18 of a comprehensive ecosystem where diversity  
19 matters.

20           So the way we have organized our  
21 presentation to ensure that we are both on time  
22 as well as seamless in our transition is that I

1 am going to have our first Working Group  
2 Subchair, Rosa Mendoza Davila, from the Workforce  
3 Diversity Subgroup present her group's findings.

4 She will start with the slides. She  
5 will bring in her subgroup peers and then open it  
6 up to the full Committee and the public for  
7 questions.

8 We will then vote on their  
9 recommendations because we want to make sure  
10 given the density of those recommendations that  
11 we're able to follow this process along  
12 seamlessly.

13 Once Rosa is done, Ron Johnson will  
14 appear on the screen, and he will do the same by  
15 presenting the findings of the two year work of  
16 our group as well as opening it up to his group  
17 for comments and reflections in addition to  
18 comments and reflection from the full Committee  
19 and the public and then he will move to vote.

20 And then we will close with a video of  
21 Dr. Fallon Wilson who is with the Nashville mayor  
22 and Clint Odom will pick up afterwards with that

1 whole process of conversation leading to vote and  
2 then I'll come back.

3 With that being said, I'm so excited  
4 to start with Rosa. Thank you for allowing us,  
5 FCC and Chairwoman, for that service. And I hope  
6 that all of you who are listening to these  
7 recommendations find something in there that will  
8 be amenable and pleasing to this full Committee  
9 for a vote. Rosa, you're on.

10 MS. MENDOZA: Hi, Nicol. Thank you,  
11 Dr. Turner-Lee and our Chair, Anna Gomez, our  
12 Vice Chair, Heather Gate, for your exceptional  
13 leadership and also thank you to FCC staff,  
14 Jamila Johnson, Jamile Kadre and Julie Saulnier  
15 for all of your support.

16 Thank you to the FCC's Acting  
17 Chairwoman Rosenworcel and to all of the  
18 Commissioners for greeting us this morning.

19 As you all know, my team and I,  
20 Deborah Elam, Maurita Coley and Dominique  
21 Harrison planned and executed an educational  
22 virtual summit. The summit was titled A Roadmap

1 to Tech Jobs. Over 400 people participated and  
2 attended this virtual summit. And the audience  
3 members included high school, college and early  
4 age career students, parents and educators and  
5 guidance counselors.

6 Are the slides up? Can you all set  
7 the slides, please, on the screen? And you can  
8 move to the second or third slide, I believe.  
9 Can you go to the second slide, please? Got it.  
10 Thank you so much.

11 The goal was for our summit to  
12 directly promote diversity and inclusion in tech  
13 companies by providing information and resources  
14 to students from underserved communities about  
15 how to obtain jobs in the tech industry and by  
16 helping to create a pipeline of diverse  
17 candidates for the tech industry.

18 The panel has provided information and  
19 resources to the summit participants on the  
20 following, career opportunities in the tech  
21 sector, education, skills and experience needed  
22 to get a job in tech, how to build a strong

1 competitive resume, how to build a strong  
2 professional network within the tech and telecom  
3 realm and how to leverage the network, tips on  
4 communication skills, tips on how to interview  
5 and how to land a tech job and other things to do  
6 along the way to get a job in the tech sector.

7 Speakers also fully conveyed the wide  
8 scope of career opportunities in the tech sector  
9 and ensured the participants understand that  
10 advances in technology are not limited to the  
11 tech industry. And they conveyed the innovations  
12 and advancements are transforming every single  
13 sector from media to entertainment to  
14 pharmaceutical communications. So they  
15 emphasized the importance of STEM.

16 My team and I were actively involved  
17 in the planning and execution of the summit. And  
18 we worked very closely with the wonderful FCC  
19 designated officers, Jamila, Jamile and Julie to  
20 ensure a successful summit.

21 The information and insights gained  
22 from the summit were used to create a final

1 report where we provide guidance and advice to  
2 the FCC on areas that need the most attention  
3 when it comes to increasing diversity in the  
4 technology sector and on building a pipeline of  
5 diverse candidates for the tech industry.

6 Can you move to the second slide,  
7 please? Our final key takeaways include the lack  
8 of diversity in both the public and private  
9 sector must continue to be addressed. Early  
10 exposure to opportunities in STEM is important,  
11 especially for students from underserved  
12 communities, form eligible programs in the public  
13 and private sector, such as paid internships,  
14 apprenticeships and help support diversity and  
15 inclusion by creating a pipeline of diverse  
16 candidates for the tech industry.

17 Our subgroup's proposed  
18 recommendations include the following. The  
19 Commission should continue to facilitate  
20 opportunities for educators, students, private  
21 sector leadership and other government agencies  
22 to improve their understanding of the issues

1 related to identifying and supporting a more  
2 diverse pipeline into the 21st Century careers.

3 The Commission should implement the  
4 popular Pathways government internship program  
5 for students interested in careers in technology,  
6 media, telecommunications, law and policy.

7 The Commission should collaborate with  
8 HBCUs, Hispanic serving institutions, Tribal  
9 colleges and universities and other minority  
10 serving institutions as well as the private  
11 sector to develop best practices for increasing  
12 representation in the tech industry.

13 The Commission should develop a  
14 working group that includes chief diversity  
15 officers from tech corporations to engage with  
16 community members and FCC staff in their  
17 recharter of the ACDDE around issues of workforce  
18 diversity and inclusion.

19 The Commission's Office of Workplace  
20 Diversity should develop formal alliances with  
21 organizations that have deep roots and  
22 relationships with the Hispanic, Asian American

1 Native American and African American and other  
2 communities to help with pipeline concerns in the  
3 tech sector and at the FCC.

4 The Commission should partner with the  
5 Federal Communications Bar Association on their  
6 diversity pipeline program to attract, develop  
7 and support diverse law students who are  
8 interested in pursuing legal careers in  
9 technology, media, telecommunications policies.

10 The Commission should collect data and  
11 develop metrics around new and existing  
12 opportunity for students from historically  
13 disadvantaged communities to assess the  
14 effectiveness of those programs in other  
15 workforce diversity subgroup proposals.

16 The Commission should develop a  
17 virtual internship program delivered quarterly or  
18 semiannually to both high school and college  
19 students to do the FCC's work and to generate  
20 interest in careers in technology and  
21 telecommunications.

22 The Commission should institutionalize



1 the early career diversity initiative co-  
2 sponsored by the FCC Commissioner Geoffrey Starks  
3 and former Chairman Ajit Pai to advance equitable  
4 opportunities for underrepresented, undergraduate  
5 and graduate and law school students.

6 Accordingly, the Commission should  
7 continue to develop additional resources to  
8 recruit students from historically Black colleges  
9 and universities, Hispanic serving institutions,  
10 Tribal colleges and universities and other  
11 minority serving institutions to increase the  
12 diversity of the applicant pool for the  
13 Commission's internship, attorney honors and  
14 honors engineering program.

15 Those are our team's recommendations.  
16 And I just really want to say thank you to my  
17 amazing team for the wonderful work they have  
18 done. Ladies, it has been a real pleasure  
19 working with all of you. And now I want to  
20 invite my team members, Maurita and Dominique, to  
21 offer any final thoughts. Thanks.

22 MS. ELAM: Thanks, Rosa. And it's

1       been a pleasure working with each of you as well.  
2       What I would offer is from a big picture  
3       standpoint, the biggest thing I think the FCC can  
4       do is to continue to enhance its role as convener  
5       because companies are always trying to figure out  
6       how do we get more talent? Diverse talent,  
7       trying to figure out how do I get a job?

8               If the FCC can continue to be a  
9       convener, a pipeliner, a bridge builder, I think  
10      we'll see great success with the recommendations  
11      that we have.

12             So I'm excited about what we put on  
13      the table. I'm excited with the number of people  
14      that we were able to touch, that we were able to  
15      reach, who basically said this was very helpful.

16             And then the final thing I want to say  
17      is on the website for the FCC, the Diversity  
18      Advisory Group, we did put up a bunch of  
19      resources that our speakers provided in terms of  
20      programs, how to interview, how to dress for an  
21      interview all of those things. So thank you so  
22      much. I'm really excited about where this is

1 going.

2 MS. MENDOZA: Thank you, Deb.

3 MS. COLEY: This is Maurita Coley.

4 I'd just like to again thank our leader, Rosa,  
5 for leading the working group and my partner Deb  
6 and Dominique. It was a fabulous group to work  
7 with.

8 And we were so excited about -- we  
9 actually had another project we were going to do.  
10 But then when we started talking about what the  
11 real needs were and the fact that, you know,  
12 really a lot of young people don't know about  
13 these careers, and they don't know what is  
14 possible. People think they have to be an  
15 engineer or they've got to take, you know,  
16 calculus and all of that.

17 So this is designed to help young  
18 people to see early on there are opportunities in  
19 tech that are not necessarily, you know, being an  
20 engineer, nothing against engineers. But I also  
21 wanted to say that the outreach to the group, Deb  
22 used her amazing network with STEM, NOLA and

1 Keiana Cave. And if you have not seen the video,  
2 I suggest that you see it and share it, you know,  
3 with your family and friends.

4 In addition to the 400 that watched  
5 the program live, we had an additional 273 who  
6 have watched the recording on the FCC's YouTube  
7 channel, which, you know, brings us to almost 700  
8 people that have direct tuned into this  
9 programming. So I just want to thank everyone.  
10 I think this is an incredible way for young  
11 people to get exposed.

12 Again, my emphasis for this was seeing  
13 Bill Kennard, the former FCC Chair, the clip of  
14 him from back in the day when he was a 13-year-  
15 old in the audience on the Dinah Shore show and  
16 how he was exposed to the FCC at that early age  
17 and then went on to become, you know, the first  
18 African American Chair of the FCC.

19 So I think we're on the right track.  
20 And it's my pleasure to have served a second  
21 term, and I'd like to thank my partners and to  
22 thank Jamila and the entire FCC team. Dominique?

1 DR. HARRISON: Yes. Thank you. All  
2 I'll say is that I think that diversity, equity  
3 inclusion and belonging is important to all of  
4 us. And I think there is a unique role that the  
5 FCC can play and being a pioneer to get color in  
6 the pipeline so they get training in the  
7 different kinds of roles that they can play  
8 within the telecommunications space.

9 I look forward to the outcome. I look  
10 forward to some of the initiatives that  
11 Commissioner Starks will be part of in terms of  
12 the internship program and any other kind of  
13 advice and information that we can provide.

14 And it's been a pleasure working with  
15 Rosa, Deb and Maurita. And I look forward to  
16 more work to come. Thank you.

17 MS. MENDOZA: Thank you, ladies. I  
18 very much enjoyed working with all of you. Are  
19 there any questions from the Committee members or  
20 the audience?

21 If we don't have any questions,  
22 Chairwoman Gomez, I now ask for the full

1 Committee's vote to accept our final report and  
2 recommendations as part of the ACDDE full  
3 recommendations to the Commission.

4 CHAIR GOMEZ: Thank you, Rosa. May I  
5 get a second to that motion?

6 MS. ELAM: I'll second if I'm able to.

7 CHAIR GOMEZ: Yes, you are. Thank  
8 you, Deb.

9 MS. ELAM: Okay.

10 CHAIR GOMEZ: I thought Nicol was  
11 going to do it, too, but you beat her to it.

12 Well, first of all, thank you so much  
13 for all the great work that you've done much like  
14 the Act with the Capital Group, which put  
15 together such great resources. It's so nice to  
16 be able to not just provide recommendations to  
17 the Commission but also provide resources to the  
18 community at large. So thank you very much for  
19 that.

20 So I would like to move to call for  
21 unanimous consent -- I would like to call for  
22 unanimous consent on the motion to adopt this

1 portion of the Diversity in the Tech Sector  
2 Working Group report and recommendations. So are  
3 there any objections to unanimous consent?

4 (No audible response.)

5 CHAIR GOMEZ: I'm not hearing any --  
6 oh, do I see -- is there a hand up? No. I don't  
7 see a hand up. Okay. Great. Well, the motion  
8 and the report and recommendations are adopted by  
9 the full Committee. Thank you very much for your  
10 hard work on this.

11 MS. MENDOZA: Thank you, Chairwoman  
12 Gomez. And now I will turn it over to my  
13 colleague, Ron Johnson, who is the lead for the  
14 supplier diversity subgroup. Ron?

15 DR. JOHNSON: Thank you very much,  
16 Rosa. And we really appreciate your report -- so  
17 well done and not a surprise. The work of your  
18 committee has just been outstanding and we've  
19 enjoyed having some interface with you all there.  
20 And so -- is my camera on?

21 DR. TURNER-LEE: I was going to say,  
22 Ron, your camera is off. You may want to turn it

1 on. We can see your initials.

2 DR. JOHNSON: Okay, let's see here.

3 (Pause.)

4 DR. JOHNSON: We're having some  
5 difficulty here getting the camera to turn on.

6 But you can hear my voice?

7 DR. TURNER-LEE: Yes, sir. But we can  
8 actually -- we'll take your lead on the slides.

9 DR. JOHNSON: Okay, so I don't think  
10 it's necessary that you see my face.

11 DR. TURNER-LEE: No, but we would like  
12 to.

13 (Laughter.)

14 DR. JOHNSON: -- could go better if  
15 you don't see my face, Dr. Nicol -- you know?  
16 First of all, let me just thank my partners,  
17 Maria Brennan, and Cecelia and Sean for their  
18 great work. But also, let me just take a moment  
19 to thank you, Nicol, for your leadership of us  
20 over the last two very difficult years. And of  
21 course, congratulations on your ongoing stellar  
22 research and your most recent book, that I hope



1 I'll get a signed autograph soon.

2           You know, you continue to be an  
3 impactful voice in our industry -- as all of us  
4 know. And you've been very intuitive. And all  
5 of your work is based on your educational  
6 perspectives and your learned experiences working  
7 in this field for so many years in diversity,  
8 equity, and inclusion. And I can assure that my  
9 colleagues, former FCC Commissioner Adelstein and  
10 his team at the Wireless Infrastructure  
11 Association.

12           I appreciate so much of your work with  
13 -- as WIA members continue to make great, great  
14 progress in supply diversity and workforce  
15 development matters. So your perspectives are  
16 invaluable. And I look forward to continuing our  
17 work together in the years to come. And (audio  
18 interference) then I'm sure our paths will cross.  
19 So thank you, Nicol, for your leadership. First  
20 slide, please.

21           So what is the overarching compelling  
22 case for the work that we've done over the last

1 24 months? And so what we think that our  
2 compelling case is probably based on some very  
3 sound research that we've done. Our analysis of  
4 this that we've done that will be impactful for  
5 more targeted and strategic investments in  
6 diversity and 5G and that will allow for more  
7 business engagement for minority and women-owned  
8 businesses throughout the country. And so we  
9 would like to present four completed deliverables  
10 that we think have been very -- that will be very  
11 impactful going forward.

12 First of all we have compiled a -- I  
13 think a very thorough listing of federal funding  
14 for prime and subcontracting opportunities,  
15 including grants and loans and auctions --  
16 spectrum auctions, et cetera, for minority- and  
17 women-owned businesses at several agencies,  
18 including the USDA, the RUS, the Rural Utilities  
19 Service in particular, the NTIA at the Commerce  
20 Department, the Department of Interior -- because  
21 we all know that finally we are getting funding -  
22 - substantial funding to look at broadband in

1 travel areas in our neighboring communities. And  
2 we're so happy and proud of that.

3 And we will have opportunities, we  
4 think, for minority businesses and others to  
5 participate as we roll out 5G and broadband  
6 connectivity in these parts of the country. So  
7 we're very excited about that. And of course,  
8 the FCC's programs, which all of you know have  
9 been just game changing, and offer just a list of  
10 wonderful opportunities for minority firms and  
11 large businesses to collaborate in rolling out  
12 some of these programs and initiatives.

13 And secondly, we analyze supply  
14 diversity opportunities with select companies --  
15 just a few -- who are engaged in distributing and  
16 providing 5G services around the nations. And  
17 those related to the industry's verticals. And  
18 you know what these verticals are. You're very  
19 familiar with them -- including infrastructure,  
20 original equipment manufacturers, the OEMs, you  
21 know, provide a tremendous role in  
22 infrastructure. They're the ones that drive the

1 platforms that deliver (audio interference) and  
2 services to all our various communities. Without  
3 the OEMs, obviously we wouldn't -- we would not  
4 have the roll-outs that are going to be expected  
5 to take place in the near future, and those that  
6 have taken place over many, many previous years.  
7 And to have minority firms to get engaged in OEMs  
8 is a very important aspect of our -- of our  
9 deliverable here. And I think this report will -  
10 - will certainly lend itself to more of that.

11           And then site acquisitions -- being  
12 able to consider where these -- the platforms  
13 will go, where the connectivity will go, the type  
14 of poles that we'll be putting in the ground.  
15 Being able to have folks who understand very  
16 clearly the kinds of sites that we need, who owns  
17 these sites, and whether or not minority  
18 businesses and minority owners, you know, can  
19 provide site locations for the maximum amount of  
20 5G -- not so much in urban areas, but certainly  
21 in suburban and rural areas.

22           And then finally, logistic services.

1 To -- to -- just to name a few. Logistic  
2 services, you want to have it just in time. You  
3 don't want to have the equipment laying around,  
4 growing dust. And so logistics plays a extremely  
5 important role as a vertical to building our 5G  
6 infrastructure around the country.

7 And then the third deliverable here in  
8 the spirit of collaboration, which is a  
9 foundational pillar of this -- of ACDDE, our  
10 subgroup participated in the April 20 Tech and  
11 Communications Diversity Opportunity Symposium  
12 and Virtual Fair. You've heard some wonderful  
13 things about that event earlier today. It was  
14 immensely successful. And I think it should be  
15 not only repeated, but it should be replicated.  
16 And we look forward to working with that group in  
17 any way that we can going forward.

18 And then finally we generated, as Dr.  
19 Lee originally mentioned, an informing whitepaper  
20 of around supplier diversity needs and concerns  
21 and resources that we think we will be helpful to  
22 our industry, you know, going forward. And so,

1 we -- you know, there are three major takeaways  
2 from our work. And I know that our team -- you  
3 know, so very proud of and I'm -- hopefully that  
4 you all will be equally proud once you hear about  
5 these. We think that they were -- they are  
6 thought provoking and they are informative and  
7 they are enlightening.

8 AND so here is the good news -- And we  
9 have no bad news to report. But we have some  
10 very good news to report. Number one, companies  
11 that receive federal funding And subsidies all  
12 agree that increasing diversify utilization is a  
13 core value -- a core value of their  
14 organizations. And this core value has support  
15 from the very top of the organization -- from the  
16 board room to the front-line managers.

17 And I think this is very significant,  
18 when you have governance boards engaged And  
19 committed all the way down the line to front-line  
20 managers that diversity -- supply diversity And  
21 workforce development really, really matters.  
22 And so we were very, very happy to have that

1       takeaway from the research that we did. And  
2       secondly, we found that supply diversity is an  
3       internal commitment at these companies.

4               But in addition to it being a  
5       fundamental internal commitment, these companies  
6       are reaching out with their financial resources  
7       to the external communities And national  
8       organizations -- And subject-matter experts, much  
9       like those who are on panels here today for  
10       support -- And to provide proven strategies to  
11       enhance their internal supply diversity program.  
12       You know, it's really great to know what you  
13       don't know. And to go outside of your boundaries  
14       to have questions answered And strategies develop  
15       in concern with your own internal experts for  
16       something I think we knew before we do, but to  
17       hear these reports, And read these reports, from  
18       our respondents was really, really gratifying.  
19       We want to thank those companies for that.

20               And then finally -- the final takeaway  
21       is one that -- that you would probably imagine  
22       that would come out of a study like this. Is

1 that -- you know, there are challenges. And  
2 these companies admitted that there are  
3 challenges and barriers, you know, to increasing  
4 utilization levels of diverse suppliers. But  
5 these companies have recognized that these  
6 challenges, when developed, they develop very  
7 creative approaches. Or they have developed very  
8 creative approaches to closing the digital  
9 divide, And in so doing they have created  
10 innovative new pathways for supplier chain  
11 inclusion and success.

12 AND so these are extraordinary  
13 takeaways from our perspective and they intersect  
14 with what have heard previously today, and we  
15 congratulate the companies who participated in  
16 our reports for sharing this important internal  
17 data. And may I add very sensitive data, about  
18 their companies. And we certainly applaud them  
19 for that and we thank you wholeheartedly for  
20 their support and timeliness in getting this  
21 information to us, by the way.

22 And so the -- you know, as a



1 background to our recommendations -- And I think  
2 we need to start with that to just give you the  
3 context of how we got to the recommendations.  
4 And so I proposed recommendations were gleaned,  
5 or gathered, primarily from fact finding from a  
6 sampling of some, not all, of the SEC-regulated  
7 companies. And some interactions with various  
8 federal agency leaders and programs they were  
9 familiar with. And so our work was really  
10 founded on the accepted fact that advanced global  
11 communications, like 5G, can offer faster speeds,  
12 lower latency, that will enable a host of  
13 applications that will bring high-speed broadband  
14 to rural communities And other under-represented  
15 populations And communities.

16 And so companies and their workforces  
17 need to be operationally -- And ready to respond  
18 to the massive amount of infrastructure required  
19 for 5G as quickly and as thoroughly as possible.  
20 So the underlying notion for us in this report is  
21 that enterprises owned by minority And women-  
22 owned businesses can And should play a pivotal

1       role in this major build-out undertaking that  
2       will drive our economy in the twenty-first  
3       century And beyond as we build new occupations,  
4       more diverse suppliers, And increase the economic  
5       growth And prosperity for not some, but all  
6       Americans.

7                   And so our report conclusions provide  
8       insights, we think, to the SEC into a range of  
9       competitive opportunities available via existing  
10      supplier diversity programs among a wide range of  
11      companies, not just those that we had a chance to  
12      interview and speak with and read about. And how  
13      these companies are enabling diverse suppliers to  
14      continue to be -- not start to be, but to  
15      continue to be a vital part of their company's  
16      procurement ecosystems.

17                   So obviously, going forward, more --  
18      more research needed to be done to identify And  
19      compile the programs that diverse suppliers can  
20      benefit from, And how the SEC can facilitate this  
21      through its regulatory authority And commitments.  
22      And how these regulated companies utilize diverse

1 suppliers in innovative, And continually creative  
2 ways.

3 But for us and for you all, this is  
4 just the beginning of this process. More work  
5 lies ahead for the ACDDE in this reconstituted  
6 form, and our subgroup looks forward to  
7 continuing in this great work in any appropriate  
8 way that the SEC decides.

9 So finally, we have four  
10 recommendations, Madame Chair, that we would like  
11 to present for consideration this evening. And  
12 we want to leave these with you today And going  
13 forward -- And we want them to resonate as you go  
14 back to your workplaces and interface with others  
15 in the -- in the wireless and broadband  
16 industries.

17 And so first of all, we believe that  
18 the Commission should start to collect supplier  
19 diversity data on a voluntary basis, now -- only  
20 voluntary basis -- from its regulated  
21 telecommunications companies. These companies  
22 that leverage federally-funded loans, grants,

1 subsidies, and other programs to fund 5G and  
2 other broadband developments and deployments. So  
3 how can this data be used going forward? We  
4 believe the commission -- And we're recommending  
5 that the commission -- uses this data to develop  
6 a host of series of events and workshops that  
7 raise awareness about federal programs that can  
8 benefit the 5G evolution And deployment And rule  
9 infrastructures And deployments, And other  
10 related services to 5G rollout. We think this  
11 would be a wonderful application of this data  
12 once its -- analyzed further and applied, you  
13 know, vigorously through the various bureaus that  
14 might have an interest in moving -- And have the  
15 responsibility, by the way, for moving into some  
16 of these areas.

17           And then the third, Commission should  
18 issue a formal statement to companies under the  
19 Agency's jurisdiction through the Office of  
20 Communications Business Opportunities, OCBO,  
21 about the great importance of supply diversity,  
22 and high investment critical innovation

1 opportunities, including the focus of this  
2 report, which is essentially 5G.

3 And finally, the Commission should  
4 continue to leverage this organization, the  
5 ACDDE, in its reimagined format -- together to  
6 report And to share strategies to industries for  
7 ensuring greater And fuller diversity, And  
8 inclusion of minority- And women-owned businesses  
9 in these emerging sectors, And others. Now  
10 please allow me just to take a point of privilege  
11 to ask my team members, Cecelia Gordon and Sean  
12 Perryman of Internet Association -- if they have  
13 any further comments to this report. And we  
14 would like to hear from you now. Thank you.

15 MS. GORDON: Hello, Cecelia Gordon  
16 (audio interference). Hello, this is Cecelia  
17 Gordon. Dr. Johnson, thank you, I don't have  
18 anything additional to add at this point. It has  
19 been a pleasure to work with everyone on this  
20 report and I am just glad that I was able to be a  
21 part of such a productive, And you know, smart  
22 team. So thank you.

1 DR. JOHNSON: Sean, did you have  
2 anything else to add?

3 (No audible response.)

4 DR. JOHNSON: Okay, well thank you to  
5 everyone. And so -- are there any questions from  
6 the full committee? Or from the public? Madame  
7 Chair?

8 (No audible response.)

9 DR. JOHNSON: Any questions at all  
10 from the full committee? Or the public?

11 MR. LITLAND: Yes, hello this is Roy  
12 Litland of Verizon. To the question that the  
13 recommendation set to voluntary reporting. Is  
14 that limited to the 5G deployment? Or is that --  
15 what's the intent there?

16 DR. JOHNSON: Yes, it certainly is not  
17 limited to 5G. We were looking at 5G as the  
18 center of this research process. But certainly  
19 it's not exclusive to just 5G. And of course the  
20 Department, the SEC, will make that determination  
21 going forward. But from our perspective, it  
22 probably would not be.

1 MR. LITLAND: Okay, thank you. I  
2 think we can support the recommendation, just --  
3 I will just empathize and support it with the  
4 understanding that, as it's written, it's  
5 voluntary and hopefully it will be selectable.  
6 Thank you.

7 DR. JOHNSON: Okay. Thank you.

8 CHAIR GOMEZ: Rudy has his hand up,  
9 Dr. Johnson.

10 DR. JOHNSON: Hello Rudy.

11 (Simultaneous speaking.)

12 MR. BRIOCHE: Hello, how are you Dr.  
13 Johnson?

14 CHAIR GOMEZ: Sorry, Chris.

15 MR. BRIOCHE: Chris, did you want to  
16 go first? Please, go ahead Chris.

17 MR. WOOD: No, I was jumping in  
18 because I know Rudy, you might have had something  
19 to say. That was -- I just wanted to make sure  
20 you had your -- your space.

21 MR. BRIOCHE: Yes, I did. Thank you  
22 very much -- And Dr. Johnson, thank you for the

1 presentation. You know, I fully understand that  
2 the goal and what's, you know -- what's (audio  
3 interference) here. And I think overall, you  
4 know, what's shared -- support for, as you noted,  
5 you know -- for a number of applications -- the  
6 cooperations, the -- you know, various companies  
7 with your effort.

8 I do think that the recommendation, as  
9 you're looking at it, seems to go further than  
10 the actual intention. And that is that to, you  
11 know, foster this environment where there's  
12 increased transparency of information being  
13 shared about, you know, supplier diversity goals,  
14 objectives, how goals are met -- that type of  
15 sharing of information is both good for  
16 businesses as far as, you know, announcing to the  
17 world that they have these, you know, shared  
18 values And how they, you know, come to meet those  
19 values. And indeed, Comcast has a pretty robust,  
20 you know, supply diversity program And also  
21 sharing of information about, you know -- meets  
22 extreme benchmarks, And attempting to meet them



1 And kind of just the progress over the years.

2 And we think that is important. But  
3 the recommendation seems to focus -- has this  
4 particular part where it talks about what the SEC  
5 should collect, and then it says on a voluntary  
6 basis. You know, I think that -- you know -- you  
7 know, rather than having those two terms -- those  
8 two concepts where it should collect -- where to  
9 us, as -- you know, the SEC is a regulatory  
10 agency that has clear, you know, regulatory  
11 authority. We hear on many occasions that the  
12 Communications Act is in fact an organic statute,  
13 which means that the SEC authority is rather  
14 broad.

15 So this idea it should collect seems  
16 to suggest a use of some form of authority. And  
17 I recognize you add the word, well, companies  
18 should volunteer it to kind of, you know,  
19 buttress that. I think the probably the better  
20 approach is that what you seem to be suggesting  
21 is that in fact there ought to be increased  
22 transparency, particularly in this environment

1 that includes regulated entities, and non-  
2 regulated (audio interference). So I was going  
3 to say that, you know, in fact the intention may  
4 be some kind of language that focuses more on  
5 this, you know, increased transparency in light  
6 of the disparate, or regulatory, you know,  
7 landscape, would be at least a suggestion I would  
8 make -- understanding of the goal of what you  
9 want --

10 (Simultaneous speaking.)

11 DR. JOHNSON: Well, I certainly  
12 appreciate that. Can you hear me okay? I'm  
13 having difficulty. Can you hear me?

14 MR. BRIOCHE: I can -- I can hear you.

15 DR. JOHNSON: Okay, great -- you can  
16 hear me. Yes, I think that's -- that's a good  
17 observation. And I think going forward it surely  
18 might be under the reimagined committee for next  
19 year. You know, we could lay that on the table  
20 if the Commission so desired. And this group, or  
21 some other subgroup, could certainly pick that up  
22 and -- but we do appreciate your, you know,

1       insightfulness about that in bringing it to our  
2       attention. So thank you so much for that.

3               MR. BRIOCHE: I would like to go  
4       further to see whether or not that language could  
5       be modified in order to (audio interference) that  
6       kind of shared objective by the subcommittee,  
7       members of the working group.

8               CHAIR GOMEZ: Rudy, you're kind of  
9       breaking up.

10              MR. BRIOCHE: Sorry about that.

11              DR. JOHNSON: Yes, you're breaking up  
12       a little bit -- so --

13              CHAIR GOMEZ: So -- so Rudy, are you  
14       proposing an edit to the working group  
15       recommendation?

16              MR. BRIOCHE: Yes, I am. I am --  
17       actually, what I'm -- I haven't taken the step of  
18       actually making a recommendation yet. Instead I  
19       am seeking, you know, advice from Dr. Johnson  
20       whether he wanted to develop consensus language  
21       that would achieve what I mentioned, which is  
22       focused on greater transparency by the various

1 companies as opposed to (audio interference)  
2 collecting information (audio interference).

3 DR. JOHNSON: So, Rudy, I -- I think  
4 that, you know, the process to get to the end of  
5 your recommendation, which I think perhaps could  
6 be, you know, a good one -- is how we navigate a  
7 -- a formal process to get -- get it on the table  
8 And move it through the approval process. And I  
9 will leave it to the FCC to decide whether or not  
10 that is a -- an appropriate pathway that we  
11 should take right now. Or should we, you know,  
12 lay it on the table and come back to a further  
13 consideration when we reconvene, you know, going  
14 forward after -- after the new -- reconstituted  
15 organization is established.

16 And I will leave it to -- to Anna, you  
17 know, to weigh-in on this -- or someone else from  
18 the SEC to address the process of getting to what  
19 you're recommending. So is there any further  
20 comment from anyone from the -- from Anna or  
21 anyone else on that?

22 MS. TRIGG: Dr. Ron, I have a

1 suggestion if I may.

2 DR. JOHNSON: Okay.

3 MS. TRIGG: I see two components in  
4 your recommendation. I see the disclosure of --  
5 which is the enhanced transparency that Rudy was  
6 talking about -- And I see the compilation of  
7 that information in a source or a -- a -- some  
8 kind of format or tool that the SEC can use. So  
9 maybe the recommendation -- And I don't have  
10 specific language -- can speak to Rudy's concerns  
11 as the first part, as in -- we encourage enhanced  
12 transparency, and then include what you want in  
13 that enhanced transparency. And then we  
14 recommend that the new, I believe it's  
15 communications equity And digital counsel  
16 consider compiling that data for further use. So  
17 that way we capture the exposure of all that  
18 information, but also the use of it on a  
19 practical level for the future committee to use.  
20 So that's just a suggestion moving forward with  
21 revising this recommendation.

22 DR. JOHNSON: So Rudy, you are

1 certainly well versed on this, and others as  
2 well. From an FCC's perspective -- And I know  
3 you cannot speak for them -- but my question back  
4 to you would be, given the regulatory constraints  
5 as to what the FCC can require of their regulated  
6 companies to provide, what would be your  
7 suggestion to navigate around that?

8 MR. BRIOCHE: You know, I would say  
9 that -- you know, in the spirit of how we operate  
10 within this committee, you know I think that  
11 Jenell's approach And recommendation makes --  
12 makes sense, you know, to the extent we can work  
13 towards that -- dealing with each of those  
14 components as she laid out is, I think, an  
15 approach that we should -- we should consider. I  
16 would -- I'd be willing to work with (audio  
17 interference) to teach us that.

18 MS. TRIGG: And Ron, in answer to your  
19 question, there's so many other regulatory and  
20 administrative requirements the FCC has to do to  
21 collect data, including the Paperwork Reduction  
22 Act, there is a rulemaking requirement -- there's

1 a whole host of things. So to cut through all  
2 that paperwork, that's why I'm suggesting that  
3 the -- the new chartered diversity committee  
4 compile it. Then you don't have to go through  
5 all those regulatory an administrative steps.  
6 And it gets to where you want to be in the most  
7 efficient as well as a faster manner.

8 MS. ALLEN: This is Susan -- this is  
9 Susan. I truly agree on all -- all of what you  
10 said. But I think also it's important that --  
11 this committee has spent the last two years  
12 working very hard and come to the final  
13 destination of all these recommendations.  
14 They're all very good work. So whoever may  
15 populate will be part of the next committee, or  
16 council, we want to make sure, Dr. Johnson, that  
17 the recommendations that you make -- And all the  
18 other recommendations -- will carry weight And  
19 will have some historical perspective so that  
20 they will not come in And start something new  
21 again.

22 And I don't know how this works, okay.

1       Because like in every new administration, they  
2       have a new pet project. And then put it into  
3       back burner and then we are on the treadmill  
4       again. This supply diversity is important. As I  
5       said, the president's executive order have -- he  
6       intended to have been lost this five years And  
7       increase federal spending on minority suppliers,  
8       particularly African American suppliers to  
9       increase from 5 to 15 percent. And there's no  
10      other way to reach that destination -- fifteen  
11      percent -- unless we have more transparency and  
12      more -- a pathway to achieving that. There's no  
13      -- no better -- hospitable administration than  
14      what we have right now. And the -- And the  
15      economic and social climate is just ripe for us  
16      to do that.

17                   We have been sitting two years trying  
18      to help the smaller companies to get up the  
19      ladder. And we have now -- through the  
20      foundation for all that -- we made all the  
21      arguments -- we made all the demonstrations,  
22      brought the speakers in who are diverse,



1 talented, resourceful, know the business -- And  
2 brought corporations, nonprofits, for-profits --  
3 it's in the -- that's -- this painting has been  
4 painted. This painting -- you just have to sell  
5 it. Okay? It's got that beautiful painting.  
6 You just have to sell it to the White House,  
7 Congress, and -- And all the other stakeholders.

8           So my -- I sincerely believe that the  
9 work we do here, ending with Dr. Johnson's  
10 recommendations -- get taken seriously and then  
11 appropriately. And the message be footed to the  
12 new council that is going to take up this mantle  
13 -- this -- this Olympic fire, and run with it --  
14 go to the finishing line. Thank you.

15           DR. JOHNSON: Okay. And to your  
16 point, this is just the first step in the journey  
17 to get us there. And so I think we've tried to  
18 provide the genesis for more in-depth work, more  
19 in-depth reviews, more in-depth recommendations  
20 going forward. And I think, if we can take that  
21 as the approach, to your point, Rudy, I think we  
22 can get there. And I -- certainly more

1 transparency is good. I think minority firms  
2 need to know where the opportunities are. And  
3 large companies should report where those  
4 opportunities are.

5           The absence of knowing where the  
6 business is, you will not get the business.  
7 Having, you know, been in this business for a  
8 long time. If you don't know where the  
9 opportunities are, you can't bid on them, you  
10 cannot get engaged with the program managers or  
11 the procurement officers. And so I understand  
12 your point on transparency. How do we get to  
13 that, knowing that the large companies are very  
14 competitive? And we found that out in our work  
15 just recently because how they go about their  
16 business is important to their corporate bottom  
17 line and we have to be -- And we were very  
18 cognizant of that through our survey that we put  
19 out. And not -- we did not want to be intrusive.  
20 We wanted to be engaging and we wanted to  
21 encourage them to reply in a very transparent way  
22 to the extent that they could.

1                   And let me just say, some of the --  
2                   some questions that we put for the companies some  
3                   of them felt that the response was not something  
4                   that they could offer up because of sensitivity  
5                   of it, And other matters related to -- to  
6                   corporate objectives And strategies. So we  
7                   understand that. But it's a narrow -- it's a  
8                   narrow road you have to work when you're asking  
9                   companies to provide information about their  
10                  procurements. And I can understand that it is  
11                  not easily obtainable.

12                   (Simultaneous speaking.)

13                  MS. ALLEN: And one last -- one last  
14                  point, Dr. Johnson.

15                  DR. JOHNSON: Yes.

16                  MS. ALLEN: In my work, I deal with it  
17                  every day. I deal with it every day. And we  
18                  would love to have the -- the folks who have the  
19                  procurement opportunity to -- to not only tell  
20                  the smaller minority companies where the  
21                  opportunities are, but also tell the -- some --  
22                  the folks who tell the success stories of those

1 minorities And companies who have been  
2 successful. And so there are the other ones that  
3 are in the peanut gallery, looking up the state  
4 and say, oh, I can get there. I want to be  
5 there. I can get there -- And share those  
6 stories.

7 But if there is no transparency as to  
8 who wins those contracts, why did they get that -  
9 - you will always have the -- the big ones get  
10 bigger and bigger. Okay? And small ones keep  
11 staying at the bottom and getting the very same  
12 margin. And they would never be able to get up  
13 there. And I -- I live with it every day.

14 DR. JOHNSON: Yes, yes.

15 MR. WOOD: So this is Chris. I am  
16 stepping in for Nicol here just because she's  
17 having some technical difficulties. I think is -  
18 - is good. And then just -- I'm trying to think  
19 through the procedural steps in order to -- to  
20 move this forward. And so I'm suggesting  
21 possible this. Perhaps once there's a motion to  
22 adopt and a second, maybe we can request for

1 unreadiness or other concerns. If Rudy restates  
2 his language, And if the working group accepts  
3 it, the full group will have new language in  
4 front of it. Is that a path forward that we may  
5 be able to use to adopt this piece and move  
6 forward?

7 DR. JOHNSON: Well, from an  
8 unreadiness perspective, if -- if Rudy would  
9 offer it up as an unreadiness, that unreadiness  
10 would have to be satisfied to move forward for  
11 the vote. Once you lay the unreadiness on the  
12 table, the unreadiness has to be satisfied.

13 MR. ODOM: Can we put proposed  
14 language on the screen? Or what the original  
15 proposed language was on the screen? I think  
16 that -- that might actually help. I'm -- I think  
17 we're talking -- we may be talking in circles  
18 right now without being able to look at that  
19 language.

20 MR. WOOD: Right. So can we go ahead  
21 and move to -- to do a procedural request to  
22 amend the language for a vote, or request

1 editorial privilege? Would anyone -- would we  
2 feel comfortable with that?

3 (Simultaneous speaking.)

4 MS. ALLEN: Well I would not be -- I  
5 would not be comfortable with the -- with the  
6 editorial language. The (audio interference) has  
7 put together and worked on it and then in the  
8 end, the essence of what the (audio interference)  
9 is being altered by the editorial.

10 DFO JOHNSON: I'm sorry, Susan, this  
11 is Jamila. I wanted to say the editorial  
12 privileges would not be -- be appropriate path  
13 the resolve this. If the unreadiness is not  
14 resolved, then Rudy has the option to abstain  
15 from voting. We would still, I believe, maintain  
16 a quorum with that. Or we will have the  
17 opportunities to work with the language and do a  
18 little wordsmithing now. And if the subgroup and  
19 the working group are satisfied with the revised  
20 version, then that's what you can ask the full  
21 committee to vote on.

22 (Simultaneous speaking.)

1 DR. JOHNSON: So someone suggested to  
2 put the actual recommendation up on the screen.

3 So if the --

4 (Simultaneous speaking.)

5 MS. ALLEN: And also --

6 DR. JOHNSON: -- if we could have that  
7 done, that might be helpful. And then Rudy, if  
8 you would, look at that language And insert where  
9 you think it might be appropriate to get the  
10 change that you're recommending.

11 (Simultaneous speaking.)

12 MR. WOOD: And I think the -- I think  
13 that is important. I also see that Rudy is  
14 suggesting potentially ICT sector -- this  
15 language -- ICT sector businesses are encouraged  
16 to increase the transparency of their supplier  
17 diversity goals, objectives, And achievements.

18 DR. JOHNSON: Okay. So is that -- is  
19 that a difference that makes a difference.

20 MR. ODOM: This is Clint Odom. I --  
21 I think it does. And again, I don't know if it's  
22 a technical matter. It's possible to put the old

1 -- the original language up on the screen. But  
2 to me that's -- that's what will help determine  
3 the kinds of changes that need to be -- to be  
4 made. And maybe that's just not possible. I  
5 don't know.

6 (Simultaneous speaking.)

7 DFO JOHNSON: Anna, if you will need  
8 to go off the record momentarily to convene and  
9 have a short discussion and come back onto the  
10 record, you can do that also. If the Diversity  
11 And Tech Working Group would like to do that.

12 MR. WOOD: can we get a -- can we get  
13 the -- the old language -- the slides back up? I  
14 think they're asking -- I'm not sure who to ask  
15 to do that.

16 CO-DEPUTY DFO KADRE: Right, if that's  
17 what you want -- if that's what we want to do  
18 right now is put those slides back up?

19 MR. WOOD: Yes, please.

20 CHAIR GOMEZ: So would the -- would  
21 the working group like to go off the record and  
22 talk about this and then we'll come -- And then



1           come back?

2                       MR. ODOM: This is Clint Odom. I  
3 respectfully move that we go off the record for  
4 such time as may be required to have a discussion  
5 among the working group, And then come back on  
6 And be on the record for when our business is --  
7 is completed.

8                       CHAIR GOMEZ: Am I allowed to second  
9 it?

10                      DFO JOHNSON: Can we have somebody  
11 from the committee second that? The working  
12 group, please?

13                      MR. WOOD: I second it.

14                      DFO JOHNSON: Okay.

15                      CHAIR GOMEZ: We're going off the  
16 record.

17                      DFO JOHNSON: How long would you like?  
18 Ten minutes?

19                      DR. JOHNSON: I think ten minutes  
20 would be sufficient -- I think.

21                      MR. WOOD: Yes.

22                      DR. JOHNSON: Okay, thank you Anna.

1 CHAIR GOMEZ: Thank you everybody.  
2 The (audio interference) you can stop captioning.

3 (Whereupon, the above-entitled matter  
4 went off the record at 3:12 p.m. and resumed at  
5 3:25 p.m.)

6 CHAIR GOMEZ: Hi, everybody. We're  
7 back again. I would like to turn this back to I  
8 guess Dr. Ron Johnson to finish his report and  
9 recommendation and we will then move to a vote.

10 Go ahead, Dr. Johnson.

11 DR. JOHNSON: Okay. Thank you very  
12 much, Anna.

13 I believe that Dr. Nicol Turner-Lee  
14 had the language, the substitute language, for  
15 bullet number one. I would suspect that we would  
16 need to read that into the record.

17 CHAIR GOMEZ: Yes. In the chat, Ron,  
18 or I can help you.

19 DR. JOHNSON: I don't see it in my  
20 chat.

21 CHAIR GOMEZ: Okay. So I'll read it  
22 for you, sir. ICT businesses are encouraged to

1 increase the transparency of the supplier  
2 diversity goals, objectives, and achievements.  
3 We recommend that the new Communications Equity  
4 and Diversity Council compiles this data and  
5 report such information to the FCC Chairman.

6 So that would be the revised language  
7 for number one which means that we would ask the  
8 FCC, the committee, to accept the full package.

9 MS. ALLEN: Did you define what the  
10 data is? What's the data?

11 DR. TURNER-LEE: We'll talk about that  
12 next year.

13 DFO JOHNSON: Nicol, could you give  
14 the definition of the acronym for ICT. I don't  
15 think that term was used earlier.

16 DR. TURNER-LEE: Yes. So that would  
17 -- Rudy, I assume you mean Information  
18 Communications Technology.

19 DR. JOHNSON: Technology, yes.

20 DR. TURNER-LEE: We'll spell it out in  
21 the revised report..

22 DFO JOHNSON: Okay.

1 MS. ALLEN: But I'll just repeat  
2 again. Did we say what the data is?

3 DR. TURNER-LEE: It would be on the  
4 supplier diversity goals, objectives, and  
5 achievements. So it would refer back to --

6 MS. ALLEN: Okay. Okay. Great.  
7 Thank you.

8 MS. JENELL: In fact, Dr. Nic, I'll  
9 make just a quick edit to that last sentence to  
10 shorten it so it doesn't use the word data and  
11 information so we know they're both the same.

12 It would read we recommend that the  
13 new Communications Equity and Diversity Council  
14 compile and report such information to the FCC.  
15 That information then refers to the diversity  
16 goals, objectives, and achievements that was  
17 mentioned in the first sentence.

18 DR. TURNER-LEE: Thank you very much.

19 DR. JOHNSON: That's fine.

20 DR. TURNER-LEE: That works. Thank  
21 you.

22 DR. JOHNSON: So Madam Chair, the

1 motion would be the insert to bullet number one  
2 as read by Dr. Nicol Turner-Lee. The subsequent  
3 three bullets would not change. They would  
4 remain as previously stated and so that would be  
5 the motion on the table.

6 TURNER-LEE: So I second that motion  
7 for the recommendation and approval of the  
8 Workforce Diversity subgroup of the diversity and  
9 tech working group for the committee, Madam  
10 Chairwoman.

11 CHAIR GOMEZ: Thank you very much Dr.  
12 Turner-Lee.

13 So we have a motion to adopt the  
14 recommendations of the diversity and the tech  
15 sector report and recommendation as revised and  
16 already read into the record.

17 Can I get anonymous consent to adopt,  
18 for the committee to adopt those -- that report  
19 and recommendations?

20 Any objections?

21 DFO JOHNSON: You mean unanimous.

22 CHAIR GOMEZ: Did I say anonymous?

1 DR. JOHNSON: That's okay.

2 (Laughter.)

3 It's late, Anna. It's late. So I  
4 believe the motion has passed, right?

5 CHAIR GOMEZ: Yes. I meant unanimous  
6 consent.

7 (Simultaneous speaking.)

8 DR. JOHNSON: Let me say just a couple  
9 words in closing. I am just so elated that we  
10 had this much conversation today around supplier  
11 diversity. I could not be happier --

12 DR. JOHNSON: Me, too.

13 DR. JOHNSON: -- for the necessity to  
14 have this conversation and how important the  
15 issue is and so thank all of you all for spending  
16 the extra time embellishing it, widen it or  
17 whatever, and it just points to how important  
18 this is. So thank you so very much, Anna, and  
19 everyone. Thank you.

20 DR. TURNER-LEE: Thank you, Dr.  
21 Johnson. Somewhere it was going to happen like  
22 this. It had to happen.

1 DR. JOHNSON: I know. I tell you.

2 MS. ALLEN: Anna, --

3 (Simultaneous speaking.)

4 DR. TURNER-LEE: Well, we have one  
5 more group. They're all in person.

6 Madam Chairwoman, we have one group  
7 that we would like to introduce and we  
8 respectfully ask, I know we are cutting into time  
9 for Fallon to provide the right and reasonable  
10 time for her presentation which we hope we'll  
11 have unanimous consent as to the recommendation.

12 CHAIR GOMEZ: Glad to see you, Dr.  
13 Wilson.

14 DR. WILSON: Yes. I really enjoyed  
15 this, a great conversation. So happy to be on  
16 this committee of thought leaders.

17 Once again, my name is Fallon Wilson  
18 and I have the privilege of serving as the  
19 subgroup lead for the tech startup diversity  
20 subgroup. I'm looking for my beautiful slides to  
21 come up at some point so that I can make sure I'm  
22 saying all the accurate information. So let me

1 know when that comes up.

2 But until then I want to say thank you  
3 to our valiant leader, the Dr. Nicol Turner for  
4 her many efforts to ensure that our working  
5 group, number, stayed on task, stayed in line,  
6 and did some really amazing work. And so kudos  
7 to all the groups that have gone before us and  
8 we're the new kids on the block and so hopefully  
9 we will also have unanimous consent.

10 And so I want to take the moment to  
11 also introduce my amazing co-members. On our  
12 committee we have Rashidi Hendrix, Clint Odom,  
13 Brian Scarpelli, Dr. Allison Scott, and Chris  
14 Wood.

15 Next slide, please.

16 Okay, so we had three amazing goals  
17 for our subgroup. Number one, we wanted to  
18 define minority, women, and small business tech  
19 entrepreneurship support organizations and give  
20 us a definition for them and how they facilitate  
21 entrepreneurship in their respective cities by  
22 leading and organizing their local tech



1 ecosystems.

2 Our second goal was to understand how  
3 these organizations are tech anchor institutions.  
4 Yes, we talk about anchor institutions in  
5 libraries, also with schools and hospitals, but I  
6 think these organizations should also be tech  
7 anchor institutions in need of funding and  
8 support of public policies to build inclusive  
9 ecosystems.

10 And our last goal was to compile the  
11 specifics about these organizations into the  
12 Minority Women, Small Business, Tech  
13 Entrepreneurship Guide for the FCC to serve as  
14 diverse voices and activities in these spaces.

15 And so our deliverables are as  
16 follows. We held an amazing round table on March  
17 24, 2021. I didn't pull off the amazing data  
18 like Jenell Trigg did, but I know our social  
19 media presence was great and we had a lot of  
20 great engagement from many, many folks watching.

21 We also conducted in-depth interviews  
22 with minority, women, and small business tech

1 entrepreneurship organizational leaders and  
2 experts. They provided valuable information and  
3 a lot of the recommendations that we will put  
4 forth today.

5 And lastly, we compiled a final report  
6 including a list of minority, women, and small  
7 business tech entrepreneurship support  
8 organizations across the country. Because not  
9 only did we want to inform you about this amazing  
10 unsung hero in municipalities and cities and  
11 across the country doing this great work, but we  
12 also wanted people to identify where they are, if  
13 you had any diverse entrepreneurs in your  
14 community and how to connect with them.

15 And so were our three deliverables.

16 Our key takeaways are as follows. As  
17 we all know this because we all do this work in  
18 various industries, the digital divide enlarged  
19 by the pandemic has affected diverse tech  
20 businesses.

21 Secondly, we found that tech  
22 entrepreneurship support organizations are

1 essential tech anchors in their cities. And the  
2 definition that we came up with is defined as  
3 these organizations are distinct, number one,  
4 from individual entrepreneurs within cities,  
5 right? They are organizations that support or  
6 have been defined most recently by the Ewing  
7 Marion Kauffman Foundation as ecosystem-building  
8 organizations whose main goals are to support  
9 diverse tech entrepreneurs with business  
10 development practices, research, capital,  
11 community support, mentoring, and market-entry  
12 strategies. And so they're the infrastructure  
13 behind diversity entrepreneurs.

14           And lastly, an important takeaway  
15 which has also been said and it has resonated  
16 across many of our working groups, capital is  
17 important. Let's be very clear about this. But  
18 also it is building an infrastructure around tech  
19 entrepreneurship support organizations to be able  
20 to sustain the work that they're doing.  
21 Definitely, pre-pandemic, during pandemic, and  
22 now post-pandemic.

1                   And so before I jump into our  
2                   recommendations, I want to give you a little bit  
3                   of background of the framing of our  
4                   recommendations. The proposed recommendations  
5                   are gleaned from the round table and the  
6                   interviews we did with minority, women, and small  
7                   business tech entrepreneurship support  
8                   organizations.

9                   Next slide, please. Next slide. They  
10                  didn't get my other slide. Okay, well, there was  
11                  a modification there.

12                 So we're just going to jump right into  
13                  the recommendations. You can go back to the  
14                  first recommendation.

15                 You know, these happen so quickly in  
16                  this world of innovation, you've just got to roll  
17                  with punches of it all.

18                 So our first recommendation is close  
19                  the divide and regulatory loopholes that  
20                  facilitate support of minority, women, small  
21                  business tech entrepreneurship support  
22                  organizations. And what does that look like?

1           We believe that the Commission should  
2 continue to incorporate the scope of work of this  
3 subgroup in future charters. Honestly, I know  
4 we're the new kids on the block, but we believe  
5 that this committee can advance federal funding  
6 of recognition of critical public policies to  
7 support tech entrepreneurship support  
8 organizations.

9           Secondly, the Commission should  
10 consider creating a new temporary basic internet  
11 subsidy to ensure that minority, women-owned, and  
12 small businesses that can be deemed as  
13 disadvantaged can stay connected to the internet  
14 and easily transition to online commerce and  
15 other related business operations.

16           Thirdly, the Commission should hold  
17 additional workshops that increase the engagement  
18 of the tech sector to better understand how to  
19 promote increased diversity, inclusion, and fair  
20 play in hiring supplier diversity, and capital  
21 investment.

22           Lastly, the Commission must ensure

1 that small tech startups and other related tech  
2 businesses are equally supported in the  
3 allocation of resources to tribal communities  
4 where infrastructure and the internet are  
5 fundamental to closing systemic divides,  
6 historical (audio interference) and limited  
7 participation in this new and emerging digital  
8 economy.

9 Reform the universal service fund by  
10 revising the contribution factor or engaging more  
11 companies like big tech may be a solution to  
12 increase available and flexible universal service  
13 fund dollars for tech entrepreneurship  
14 organizations.

15 Next slide, please.

16 Our second set of recommendations  
17 address the need to encourage capital investments  
18 and inter-agency collaboration.

19 First, we believe the Commission  
20 should partner with the Small Business  
21 Administration and other federal funding agencies  
22 that support business development to effect

1 current processes and protocols to incentivize  
2 digital transition. An example of this would be  
3 tax incentives for the move to remote services  
4 and also business workshops on digital  
5 transition.

6 Secondly, the Commission should  
7 convene the interagency working group which could  
8 include the National Science Foundation, the  
9 Small Business Administration, and the National  
10 Telecommunication and Information Administration  
11 to attract funding opportunities for diverse tech  
12 entrepreneurs and support organizations and the  
13 entrepreneurs that they serve.

14 And lastly, the Commission should urge  
15 Congress to include provisions in legislation to  
16 make any funding processes transparent and  
17 accessible.

18 Next slide, please.

19 And our last set of recommendations,  
20 we believe that the FCC has such great power that  
21 the FCC leverage to amplify issues facing diverse  
22 (audio interference) and they can do that through

1 Congress and policy measures because we believe  
2 in the greatness of the FCC.

3 So some of those types of  
4 amplification could include, number one, national  
5 and local philanthropic communities can work in  
6 coordination with federal, state, and local  
7 governments to inspire, incubate, and scale  
8 entrepreneur ventures. We believe the FCC can  
9 also amplify new forms of capital to be created  
10 for emerging entrepreneurs and ventures that do  
11 not rely on old models of debt or equity-based  
12 investments, including local capital in cities'  
13 organizations through community development  
14 financial institutions, widely known as CDFIs.

15 We also believe that diverse tech  
16 entrepreneurship support organizations and  
17 entrepreneurs of color should be allocated  
18 capital through any upcoming infrastructure bill  
19 to accelerate to deployment, affordability, and  
20 digital literacy, and most important, adoption,  
21 right?

22 We also believe that Congress could



1 designate a digital transition tax break for  
2 three to five years for small business  
3 transitioning online. And Congress could also  
4 provide a similar tax break to investors,  
5 providing family and friends seed round funding  
6 to startups through a tax write off on their  
7 donations.

8 And lastly, Congress could designate  
9 money, minority and women, small entrepreneurship  
10 organizations as small and disadvantaged so that  
11 they, too, can receive needed federal support.

12 And so that concludes our  
13 recommendations. And now I'm going to open it up  
14 to our subgroup for additional comments. That  
15 would be Rashidi, Chris, Dr. Allison Scott, Clint  
16 Odom.

17 MR. ODOM: Thank you, Madam  
18 Chairwoman.

19 Well, I just want to say after having  
20 spent probably over a hundred hours with small  
21 and emerging tech companies that the future of  
22 technology is in good hands. I've seen so much

1       promise in what's out there today and they have  
2       not been deterred by the pandemic. In fact, some  
3       have even been strengthened.

4               So I look forward to the kinds of  
5       things that we're going to see in the future and  
6       hopefully, we've met companies that are going to  
7       actually propel some of those entrepreneurs to  
8       greater and greater heights.

9               CHAIR GOMEZ: Great. Thank you,  
10       Clint.

11              Others?

12              MR. HENDRIX: I wanted to thank you,  
13       Fallon, as well as Nicol, and everybody in our  
14       working group for such a great job. I think that  
15       first of all, it's been said that diversity is a  
16       great force towards creativity. I feel like we  
17       are on the cusp of a new movement in tech. And  
18       to Clint's point, I think that the pandemic  
19       allowed us to really develop and culture kind of  
20       what action steps that we need to do. And I felt  
21       like our committee was very, very instrumental in  
22       presenting that to the public. And I'm really

1 excited to see these recommendations being  
2 fulfilled and carried out. And I believe we have  
3 a really great opportunity to create this  
4 momentum and really take tech into the next ten  
5 years.

6 CHAIR GOMEZ: I agree. Chris, please.

7 MR. WOOD: Thank you so much. I agree  
8 with both my colleagues. And all three of you,  
9 thank you so much. It's been a pleasure to work  
10 with you.

11 Dr. Fallon, thank you so much for all  
12 of your support and leadership, as well as Dr.  
13 Lee, Dr. Turner-Lee, as well as the entire FCC  
14 staff. So thank you so much.

15 It was a pleasure to listen to, hear  
16 from, and learn from groups across this country  
17 that are doing amazing work for minorities in  
18 ways that I never thought possible and very  
19 honored to be able to present our findings, as  
20 well as really call out their work and their  
21 initiatives to help support minority, women,  
22 LGBTQ, and other minority entrepreneurs in a

1 space that really needs and deserves more  
2 equality, more diversity to be able to produce  
3 technology and equipment and things that are  
4 actually going to serve people that make up our  
5 society as a whole. Thank you.

6 CHAIR GOMEZ: And I also just want to  
7 just say thank you to all of you because I think  
8 we have probably one of the most diverse round  
9 tables I don't know in the history of the FCC,  
10 but we really intentionally wanted to ensure that  
11 we had adequate diverse representation to bring  
12 to bear on these critical questions, but also on  
13 these amazing recommendations that have been  
14 produced.

15 Are there any other comments before I  
16 open it up to the entire committee?

17 Okay. We open it up to the rest of  
18 the committee.

19 MR. ODOM: Madam Chairwoman you have  
20 a question in the queue from Rudy Brioche.

21 CHAIR GOMEZ: Please, Rudy.

22 MR. BRIOCHE: No, I have to say that

1 was actually from earlier. But just to say that  
2 great job, I really appreciated the presentation.

3 CHAIR GOMEZ: Thank you.

4 DR. WILSON: I know that we're the new  
5 kids on the block and I know that I can share  
6 when we also said that you know, the charter of  
7 the new committee is going to include checking  
8 all the amazing things.

9 We take joy moments. We take critical  
10 feedback, but through our consensus, please,  
11 anyone else?

12 Oh, okay, well, Heather, please.

13 COMMITTEE VICE CHAIR GATE: Hi. I'm  
14 particularly excited about you all as new kids on  
15 the block because as I've said to you before,  
16 Fallon, it's very important for us to really  
17 start working on bridging that gap between  
18 digital adoption discussions and  
19 entrepreneurship, start building and creating  
20 those expectations that those two things belong  
21 together.

22 So I'm really excited to see how the

1 next council can take your recommendations and  
2 move those along because I do believe those two  
3 things are closely related. And the more we can  
4 talk about it, and start encouraging that kind of  
5 mindset, that we start with basic skills,  
6 advanced skills really lead us to  
7 entrepreneurship because at the end of the day  
8 that's the end game. We want people to succeed.  
9 And we want communities of color and other  
10 diverse communities to have opportunities to  
11 benefit from the power of the internet. So I  
12 think it's a very good thing to have that new kid  
13 on the block to come in and really inform these  
14 digital adoption discussions.

15 So thank you all for the hard work and  
16 really challenging us to really stretch our minds  
17 and think of different ways of how we can really  
18 bring people into entrepreneurship. Thank you.

19 DR. WILSON: Well, thank you so much,  
20 Heather for that. And I know we have to get  
21 ready to do our vote. But I will quickly say  
22 this even though Nicol will probably tap my hands

1 later.

2 You're right. There is definitely  
3 intersection between digital entrepreneurship and  
4 the idea of having affordable adoption and access  
5 to the internet and being able to get your  
6 offline business online.

7 So I will stop there and say, go back  
8 to my script and distinctively say the script  
9 that was written by Dr. Nicol Turner.

10 So Madam Chairwoman Gomez, I now ask  
11 for the full committee to vote to accept our  
12 final report and recommendations as part of the  
13 ACDDE for recommendation to the Commission.

14 CHAIR GOMEZ: Thank you very much. Is  
15 there a second for this motion.

16 DR. TURNER-LEE: I second.

17 MR. WOOD: I second.

18 CHAIR GOMEZ: Great. Thank you very  
19 much.

20 So I'd like to seek unanimous consent  
21 from the committee to adopt this portion of the  
22 working group -- there's actually three parts.

1 There's a resource guide, a report, and  
2 recommendations. Do I hear any objections?

3 MR. WOOD: This is Chris. I just  
4 wanted to make sure that we, as Rudy did earlier,  
5 maintain the right for editorial (audio  
6 interference) document.

7 DR. TURNER-LEE: In other words, Clint  
8 is an Odom, not an Odum. So if you can correct  
9 that in terms of his last name.

10 CHAIR GOMEZ: To be clear, this is  
11 just a catch net, not to change the rules.

12 MR. WOOD: That is correct.

13 DR. TURNER-LEE: Madam Chairwoman, if  
14 I may, if there's no other further thing I just  
15 want to wrap up our presentation if you don't  
16 mind.

17 CHAIR GOMEZ: Let me just say I have  
18 heard no objections. Therefore, the resource  
19 guide, report, and recommendations are adopted.  
20 There you go.

21 Now go ahead, Nicol.

22 DR. WILSON: Thank you, Chairwoman.



1 DR. TURNER-LEE: So first and  
2 foremost, I can't -- now you see why we had so  
3 much fun for the last two years working with this  
4 group and working with the full committee  
5 generally. So thank you for the patience. Thank  
6 you to my committee for the hard work and  
7 diligence, and most of all, thanks for the  
8 flexibility, as we were just sort of texting with  
9 each other and I see on the chat, these kinds of  
10 conversations that show that the lack of  
11 discussion and the lack of debate often means  
12 that we're giving up too easily. So we're glad  
13 that we were given that time to go off the record  
14 and actually express that.

15 And I would just like to also  
16 reiterate for my friend, Susan Allen, in  
17 particular, that these recommendations that we  
18 have from our committee touch upon Blacks,  
19 Latina, Asians, Tribal Indigenous Communities,  
20 LBGTQ, diverse in the fullest sense. And I want  
21 to make sure that that is on the record that  
22 these are recommendations and I think all of this

1 should apply to everybody who is in that  
2 potpourri of loveliness.

3 So with that, I would say thank you  
4 very much for listening to our presentation and  
5 to the full committee for accepting our  
6 recommendations.

7 MS. ALLEN: Thank you. Thank you.

8 CHAIR GOMEZ: Thank you, Dr. Nicol  
9 Turner-Lee. And thank you for your leadership  
10 and all the hard work of your working group.

11 So with that, are there -- I'd like to  
12 open the floor for comments from the ACDDE and  
13 working group members. If you'd like to make a  
14 comment, please raise your hand.

15 Okay, since we're kind of short on  
16 time, absent any comments, I'd like to open the  
17 call for comments from the public. We have live  
18 questions email address to which the public may  
19 submit questions. It's live questions -- all one  
20 word, [livequestions@fcc.gov](mailto:livequestions@fcc.gov).

21 Do we have any questions from the  
22 public? I believe the answer is we do not.

1 DFO JOHNSON: That's correct, Anna.

2 No public questions at this time.

3 CHAIR GOMEZ: Thank you. In that case  
4 -- just wrote party.

5 (Laughter.)

6 We have now reached the end of our  
7 very busy agenda today. We have adopted all of  
8 the working group reports and recommendations and  
9 resource guide with one change.

10 Each of the working group chairs,  
11 Caroline Beasley, Dr. Nicol Turner-Lee, and Rudy  
12 Brioche, and their subgroup leads and members  
13 contributed just endless efforts to develop them.  
14 And we are so grateful for all their work.

15 Thank you to the chairwoman and  
16 commissioners for your support of this committee.  
17 Thank you as well to Michelle Carey for your  
18 support and your leadership as well. And of  
19 course, to all the FCC staff who have given us  
20 their time and expertise.

21 I normally make someone -- so Jamila  
22 can poke me later, but we thank the staff and the

1 leadership of the Commission Meeting Room, Jeff,  
2 who has always been here to keep us in line; the  
3 General Counsel's Office, the Media and Consumer  
4 and Government Affairs Bureaus, the Office of  
5 Native Affairs and Policy, the Office of  
6 Workforce Diversity, and the Office of  
7 Communications Business Opportunity.

8 Jamila, did I miss anyone?

9 DFO JOHNSON: No, I think you got them  
10 all. And you can adopt my thanks with yours as  
11 well.

12 CHAIR GOMEZ: Thank you. And I want  
13 to thank you, Jamila, and our wonderful Julie and  
14 Jamile, our intrepid three Js. You have  
15 supported us, guided us, herded all of us cats,  
16 and have gotten us to this point today with such  
17 so much diplomacy and tact and patience. So we  
18 couldn't have done this without you. You have my  
19 respect and appreciation.

20 And of course, thank you to Heather,  
21 my partner in crime, as vice chair of this  
22 committee. We have greatly benefitted from your

1 expertise throughout these last two years, as we  
2 saw today, with your very insightful comments.

3 So Heather, do you have any last words  
4 with which you would like to leave us?

5 COMMITTEE VICE CHAIR GATE: Oh, I  
6 would just like to -- I'm not going to repeat all  
7 the names that you mentioned. I wholeheartedly  
8 thank the same people that Anna mentioned. And  
9 Anna, thanks to you for your leadership. This  
10 has been such a pleasure to be the vice chair of  
11 this group and it couldn't have been any better.  
12 I really appreciate your leadership.

13 I again appreciate the DFOs. Jamila,  
14 this is my second time around with you. You are  
15 an inspiration, great leader. Jamile and Julie,  
16 thank you, thank you so much for all the hard  
17 work. I know I'm saying the names. I can't help  
18 it. You guys are so awesome.

19 But I really appreciate this work that  
20 we have achieved and I look forward to seeing  
21 these recommendations implemented and continuing  
22 to work with you all. I'm going to be in touch

1       whether we're together in the next council or  
2       not. I know where you guys work and how great  
3       you are, so I will continue to have that trust  
4       and faith in all your work in the future. So  
5       thank you so much for your commitment and all  
6       your work. And here's to continuing to work  
7       together in the future.

8                     Over to you, Anna.

9                     CHAIR GOMEZ: Thank you, Heather.

10                    Jamila, do you have any last words for  
11       us?

12                    DFO JOHNSON: I do. Thank you all so  
13       much. I think after two years of just some  
14       really intense work, I would be remiss if I did  
15       not kind of try to call the roll, so bear with  
16       me.

17                    First of all, thank you our leader,  
18       Acting Chairwoman Jessica Rosenworcel for her  
19       continued support and her vote of confidence that  
20       this work should continue and we also would like  
21       to thank her media legal advisor, Holly Saurer.

22                    We also want to thank Commissioner

1 Carr, Commissioner Stark, and Commissioner  
2 Simington, who I feel like have been with us on  
3 this entire journey. I couldn't imagine being  
4 more supportive FCC Commissioners. And we just  
5 want to thank you and your staffs for always  
6 making yourselves available for us.

7 As for the Media Bureau, I want to  
8 thank my boss, Media Bureau Chief, Michelle  
9 Carey, for always supporting anything that we  
10 want them to do, even though it might have been a  
11 little untraditional for FACA. We were trying to  
12 break new ground and Michelle was always  
13 supportive.

14 I want to thank also her deputy, Sarah  
15 Whitesell, and Hillary DelNegro, who look at  
16 every piece of paper. IAD Chief Brendan Holland,  
17 who is my immediate supervisor and he's been  
18 incredibly patient and supportive and we  
19 appreciate his wise counsel on many things.

20 Thanks to everyone in the Media Bureau  
21 who supported this work in any way, particularly  
22 when we were actually in the building. There was

1 a lot to do when we were having face-to-face  
2 meetings, and so the Media Bureau always stood  
3 those meetings up and a lot of those people are  
4 nameless and faceless, so I want to say thank you  
5 to each one of them.

6 I want to say a huge thank you to the  
7 Commission Meeting Room staff and their director,  
8 Jeff Riordan. You all have held our hand through  
9 the last two years and then when we had to pivot  
10 in the pandemic, it was really seamless and  
11 that's because of your expertise and staying on  
12 top of all of the latest technological changes  
13 with the software we had to use. So thank you  
14 all so much.

15 Thanks to the Office of Media  
16 Relations for publicity, for the social media  
17 blast, and for posting things to our website  
18 keeping our website up to date.

19 A big thank you to the Office of  
20 General Counsel for their advice, their guidance,  
21 and their partnership through everything that we  
22 wanted to do, even things that were a little



1 untraditional.

2 Also, thank you to the Office of  
3 Legislative Affairs for their assistance of all  
4 the things we had to do with Capitol Hill.

5 Thank you to the Consumer Governmental  
6 Affairs Office for support on tribal issues and  
7 for their graphic support.

8 Thank you to the Office of  
9 Communications Business Opportunities, their  
10 staff, and their director, Sanford Williams, they  
11 were really partners in this work this time  
12 around.

13 I also wanted to thank on the  
14 committee, we owe a tremendous, tremendous debt  
15 of thanks to our super talented and funny chair,  
16 Anna Gomez. She has just a great sense of humor  
17 and I think that helps her to get so much  
18 achieved. And Anna has this talent for letting  
19 everyone's gift shine through and so we thank  
20 you, Anna, for championing this work,  
21 particularly, Anna, your support of the two  
22 statements on racial and social justice which is

1 really unheard of for an FCC advisory committee  
2 to release those statements and if you had  
3 hesitated, we may not have done that, but you  
4 were with us every step of the way.

5           And we also want to thank our truly  
6 gifted Vice Chair Heather Gate, who is smart,  
7 smart, smart, and nice. And we need both of  
8 those. It doesn't help to be smart and not nice.  
9 So we thank you, Heather, for everything that you  
10 contributed.

11           We also want to thank our three  
12 working group chairs because in large part, what  
13 you all heard today was a result of their  
14 dedication to the talents and we want to thank  
15 Caroline Beasley. We want to thank Nicol, Dr.  
16 Nicol Turner-Lee. And we want to thank Rudy  
17 Brioche, who put that extra oomph into in order  
18 to lead and make sure the reports got done and  
19 got done well.

20           And to all of the members of this  
21 august body, you all really exemplify public  
22 service at its highest level. And the FCC would

1 like to thank you for your time and for your  
2 talent. We don't take any of it for granted.  
3 And it's really been my personal honor to work  
4 with you.

5 And I want to thank my colleague,  
6 Julie Saulnier and Jamile Kadre, the Deputy DFOs,  
7 who sweated the details of all of these working  
8 groups for two years. And as someone said  
9 earlier met weekly and bi-weekly and that's a lot  
10 of man hours. And result of that which really  
11 echoes the work from both of them.

12 So Know we're running a little bit  
13 late, but I wanted to ask Julie if she wanted to  
14 say something in parting, Julie, if you're still  
15 on the line?

16 CO-DEPUTY DFO SAULNIER: I am here,  
17 Jamila, but I've taken off my good clothes, so I  
18 just want to say thanks. It has been really one  
19 of my most deepest learning experience working  
20 with this group. So I'm very happy to have done  
21 so and thanks to all of you for what you've have  
22 contributed.

1                   DFO JOHNSON: Thanks, Julie. And to  
2 Jamile Kadre, for those of you who are watching  
3 from the public end of this, Jamile has been  
4 handling our slides today and the media  
5 presentation and did just a masterful job at  
6 that. So we thank Jamile for taking on that  
7 exercise today.

8                   Jamile, are you able to say a few  
9 words in parting?

10                  CO-DEPUTY DFO KADRE: Sure. I will  
11 (audio interference) leave off my video for now.  
12 Actually, I'm hearing an echo. Great.

13                  I think I said most of what I wanted  
14 to say earlier, but again, I think this meeting  
15 has shown that this is such an engaged and  
16 amazing group and it's been -- I want to say  
17 again, a real privilege to work with you. And I  
18 am so amazed by everything that you've  
19 accomplished.

20                  So I just wanted to thank you for  
21 everything that you've done and that I know given  
22 your commitment, you will continue to do. Kudos

1 for everything. It has been a really impactful  
2 work and I'm very excited.

3 DFO JOHNSON: Thank you, Jamile. And  
4 so now, Anna, I turn it back to you for the final  
5 time to close out the last meeting of this  
6 charter of the ACDDE. Thank you.

7 CHAIR GOMEZ: Thank you. Can I get a  
8 motion to adjourn the meeting?

9 MS. ALLEN: So moved.

10 CHAIR GOMEZ: Thank you. Can I get a  
11 second?

12 MR. BRIOCHE: Second.

13 DR. JOHNSON: Second.

14 CHAIR GOMEZ: Thank you. This meeting  
15 of the last -- the last meeting of the ACDDE is  
16 now adjourned. Thank you so much, everybody.

17 (Whereupon, the above-entitled matter  
18 went off the record at 4:03 p.m.)

19

20

21

22

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In the matter of: Diversity and Digital Empowerment  
Advisory Committee Meeting

Before: FCC

Date: 06-24-21

Place: teleconference

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Court Reporter

**NEAL R. GROSS**

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