

UNITED STATES OF AMERICA  
FEDERAL COMMUNICATIONS COMMISSION

+ + + + +

ADVISORY COMMITTEE ON DIVERSITY  
AND DIGITAL EMPOWERMENT

+ + + + +

MEETING

+ + + + +

FRIDAY  
SEPTEMBER 18, 2020

+ + + + +

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

COMMISSIONERS PRESENT:

AJIT PAI, Chairman

COMMITTEE MEMBERS PRESENT:

- ANNA M. GOMEZ, ACDDE Chair
- HEATHER GATE, ACDDE Vice Chair
- RAUL ALARCÓN, 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
- RUDY BRIOCHÉ, Comcast Corporation
- HARIN J. CONTRACTOR, Joint Center for Political  
and Economic Studies
- SKIP DILLARD, WBLS/WLIB, Emmis Communications
- MICHELLE DUKE, National Association of

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

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, Jul Glo Productions, LLC  
 RONALD JOHNSON, Ph.D., Wireless Infrastructure  
 Association  
 SHERMAN KIZART, Kizart Media Partners  
 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  
 NIMISHA SHUKLA, M.D., NJ Broadcasting LLC/South  
 Asian Broadcasting  
 SHERRIE BLAKENEY, T-Mobile USA  
 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 Officer  
 JULIE SAULNIER, Deputy Designated Federal Officer  
 JAMILE KADRE, Deputy Designated Federal Officer  
 SARAH WHITESELL, Deputy Chief, Media Bureau

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
 1323 RHODE ISLAND AVE., N.W.  
 WASHINGTON, D.C. 20005-3701

CONTENTS

Welcome and Opening ..... 4

Welcome Remarks ..... 5

ACDDE Chair Remarks ..... 16

ACDDE Vice Chair Remarks ..... 19

Call to Order and Roll Call ..... 22

Digital Empowerment and Inclusion WG Report .. 27

Access to Capital WG Report ..... 81

Diversity in the Tech Sector WG Report ..... 125

Open Discussion ..... 166

Comments/Questions ..... 190

Adjournment ..... 196

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

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

10:01 a.m.

WELCOME AND OPENING

MS. CAREY: Good morning, everyone.

Welcome to the fall 2020 meeting of the Advisory Committee on Diversity and Digital Empowerment. It is good to see all of you. I'm delighted to report that despite the challenging circumstances we have all been experiencing, this Advisory Committee has done an amazing job staying engaged and focused on the chairman's objectives.

I have bi-weekly meetings with staff from the Industry Analysis Division, and I spend a good part of each of these meetings listening to all the activities that you all have been involved in. You all are truly unstoppable.

In particular, I would like to commend your intrepid leaders, Anna Gomez, chair of the Committee, and Heather Gate, vice chair. Thank you both for your phenomenal efforts.

I would also like to thank the working

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

(202) 234-4433

[www.nealrgross.com](http://www.nealrgross.com)

group chairs and each member of the working groups for your tremendous energy and intelligence that you are bringing to these important issues. We are halfway through the Committee's two-year term, so I'm excited to hear about what you have gathered. Today, we will receive reports from the Committee's three working groups. The three working groups are Access to Capital, Digital Empowerment and Inclusion, and Diversity in the Tech Sector. Before we get to your reports, Chairman Pai is going to give some welcoming remarks. Mr. Chairman.

WELCOME REMARKS

CHAIRMAN PAI: Thank you to our incredible Media Bureau Chief Michelle Carey for that kind introduction. Thanks to all of you for being on the call. When I last spoke to you, it was the first time the Advisory Committee had met virtually since the COVID-19 pandemic, back on April 28th, if I remember correctly.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

I'd certainly hoped that the next meeting would be in person because it's great to see all of you around the table of the FCC's headquarters, but I nonetheless appreciate that each of you and your organizations have been working through the disruptions caused by the pandemic and are focusing on the important work of this committee because I know that you care about it just as much as we do. I know you're also dealing with unique challenges, including the start of the school year and other family challenges that I'm facing, as well. I want to, again, say thank you so much for the hard work you're putting in, despite the circumstances.

As Michelle did, I also want to thank our incredible leaders of the Diversity Committee, Anna Gomez of Wiley Rein, representing the Hispanic National Bar Association, for your continued leadership. Also want to thank our vice chair, Heather Gate, of Connected Nation.

Also want to express my gratitude to

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

our working group chairs who are doing a lot of the heavy lifting on particular topics, Rudy Brioche, from Comcast, for the Digital Empowerment Inclusion working group, and Caroline Beasley, of the Beasley Media Group, for the Access to Capital working group, and to Dr. Nicol Turner Lee, of the Brookings Institution, for the Diversity in Tech working group.

All of you, I know, are doing spectacular work across those different vectors. I'd like to start by highlighting a key announcement the FCC made just last week that impacts diversity in the tech sector, which is appropriately the name of one of this Committee's working groups. For context, I'll just say -- and I promise this has a point -- when I moved to Washington in 1998 from New Orleans, I had sticker shock. The apartments were incredibly expensive compared to what I was used to.

There was a lot of dislocation. It

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

was just difficult to get settled into the new job I was assuming at the Department of Justice. That was a full-time paid position in Washington in 1998.

Fast forward to 2020 and if you're a really talented student across the country looking to come to Washington for an internship, either during the summer, or even during the school year, it's even more challenging without some sort of compensation or something to ease the way.

That's why I'm so excited about a recent effort that Commissioner Starks proposed, and I've endorsed -- we're working together on it -- the Early Career Staff Diversity Initiative. The goal of this is pretty simple, to advance equitable opportunities at the FCC for talented undergraduate and graduates and law students who might be interested in entering into the communications space. As so many of you know, internships at the FCC give students

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

(202) 234-4433

[www.nealrgross.com](http://www.nealrgross.com)

valuable experience and connections that lead to jobs at the FCC or within the field of communications regulation.

In some cases, there's no substitute for that kind of experience, just getting to know people at the Agency. Indeed, some FCC interns have risen to become FCC commissioners, themselves. I believe Commissioner Carr was once an intern at the FCC.

But for many students, an unpaid internship is just out of reach. There's no way you can take a job like that without some sort of compensation. For the last several years, unfortunately, the FCC's only offered voluntary, unpaid internships.

As a result, many otherwise qualified students might decline to pursue opportunities like that, especially those who come from under-represented communities. It goes without saying, you know better than anybody, the communications sector impacts every American's

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

ability to access affordable and reliable communication services. To me, at least, it's only appropriate for its employees to reflect our country's diversity and to draw from the rich fabric that our country now has. I hope that this FCC initiative will advance this goal. Some particulars about it.

Beginning in January of 2021, the FCC will provide a select number of paid internships to law, graduate, or undergraduate students each semester and during the summer.

The FCC will also invest additional resources to recruit students from historically Black colleges and universities, or HBCUs, Hispanic-serving institutions, tribal colleges and universities, and other minority institutions, to increase the diversity of the applicant pool for the Commission's internship.

If you cast a broader net, you hopefully get a broader array of applicants and, ultimately, interns. The FCC will also increase

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

recruitment efforts with affinity groups, such as chapters of the National Black Law Students Association and Society of Hispanic Professional Engineers, just to increase awareness that these opportunities are out there and that we want to plant a flag that the FCC is a good place to start your career and to join at any time during your career. That fits within our overall goal, or at least my overall goal for this Committee.

As you all know, one of the first things I did when I took this job in January 2017 was to recharter the Advisory Committee on Diversity and Digital Empowerment because I believe strongly in our mission.

It's important that the FCC do its part to help advance the goals of the Committee, the noble goals that you're trying to advance. I'm grateful to Commissioner Starks for his leadership, to Bill Davenport, his chief of staff, for working with our team to set it up.

It's a real pleasure to work with

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

(202) 234-4433

[www.nealrgross.com](http://www.nealrgross.com)

them. I'll simply say, with a little bit of parochial pride, that it took a couple of Kansans to get this ball rolling. Hopefully, that ball rolls throughout every nook and cranny of this country.

This initiative will coincide very nicely, I think, with the Diversity in Tech working group's initiative, the planned forum in January on how high school students and college students can prepare academically for technology positions by taking AP courses or STEM courses and the like, as well as by participating in internships like those offered at the FCC. Once you get it on people's radar when they're in high school, or even younger, potentially, then you start to see the pipeline widen.

That's a great thing for us and for everybody in the country. To me, at least, the COVID-19 pandemic has illustrated, as nothing has before, in my view, the importance of connectivity, especially for under-represented

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

communities.

I just wanted to close where I started by expressing my gratitude for the Committee and for the working groups for continuing to help the FCC focus on this issue, as well as the government, writ large, and to think strategically about how to make sure that we draw talent from every part of this country, no matter where you are, what you look like.

We want you to be able to participate in the digital economy as a participant, as opposed to a spectator. Also want to thank our FCC staff who are working, our DFOs, really an important job in making sure that we connect with those at the Agency and those on the Diversity Committee. You're the unsung heroes of the work. Also, Jeff Riordan and the OMR staff for helping to set this up in a virtual environment.

I know it's a challenge, and I don't know how we would have done it ten years ago, but thanks to your hard work, although it's not

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

optimal -- we'd prefer to meet in person -- getting to see everybody virtually is (audio interference) Thanks to everyone for the great work. Wish you some smooth and strong deliberations today and hope you have a great Friday.

MS. CAREY: Thank you, Mr. Chairman. Thank you for your remarks and for being with us today. In fact, I believe that you have participated in every single meeting that this Committee has had since it was rechartered a few years ago.

I think that demonstrates the importance that you place on the work of this committee, so thank you for once again participating. Next, I would like to echo the Chairman's thanks to our DFOs, the indefatigable Jamila Bess Johnson and Julie Saulnier and Jamile Kadre. I know that this has been a particularly challenging environment for you all to be coordinating with the Committee, and you've done

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

a fabulous job, so thank you very much. Without further ado, I will turn it over to Jamila Bess Johnson.

MS. BESS JOHNSON: Thank you, Michelle. Good morning, and welcome to the September 18th meeting of the Advisory Committee on Diversity and Digital Empowerment of the Federal Communications Commission.

We are greatly indebted to the talented professionals who serve on this federal advisory committee, which keeps the FCC focused on issues of broadband access and adoption, media ownership diversity, employment in tech, and entrepreneurship in a digital economy.

In ordinary times, these are very serious issues to grapple with. Against the current backdrop of conversations about inequity and injustice across many strands of American life, the work we're engaged in takes on increased urgency. Because of the dedication of the members of this advisory committee, today

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

we're able to report on initiatives and programs that we hope will move the needle forward, resulting in greater access to a range of opportunities for everyone. We will now have welcome remarks from Julie Saulnier, deputy designated federal officer.

Julie. We can come back to Julie. She may be having a technical difficulty. We'll now have brief welcome remarks from Jamile Kadre, deputy designated federal officer. Jamile.

MS. KADRE: Hi, good morning, everyone. We just want to thank all of our members and our leadership, in particular, for all of the fantastic work that you've been doing. You had already been doing that before, but somehow, you (audio interference) in this challenging environment, which, as everyone else has alluded to, is just incredibly impressive.

Thank you, again, for your continued commitment. It's been a real pleasure to work with you. Thank you to everyone that is tuning

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

in today to hear about the work. I know it will be a very informative experience.

MS. BESS JOHNSON: Thank you, Jamile. Julie, are you able to join us?

Okay, we'll turn to Julie a little bit later in the meeting. We do thank Chairman Pai and Media Bureau Chief Michelle Carey for speaking to the Committee today. Now, Committee Chair Anna Gomez will gavel the meeting to order and preside over the agenda. Good morning, Anna.

ACDDE CHAIR REMARKS

CHAIR GOMEZ: Good morning, Jamila. First of all, thank you to Chairman Pai and Michelle for joining us today and for giving us your remarks. We do appreciate your support.

I'd like to thank you both, as well, for your support and help in releasing the June 11 Advisory Committee statement on civil rights demonstrations and the racial divide, in which we stated that recurring racial violence and hostility against the Black community, compounded

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

by the disparate impact of the COVID-19 pandemic on communities of color, have laid bare the age-old social health and economic inequities and systemic racism that continue throughout the country. Thank you, again, for your help and support. I'd also like to commend the Chairman and Commissioner Starks for spearheading the internship diversity initiative that the Chairman talked about just now. This is our second full ACDDE meeting during the pandemic. Most of us continue to work from home, along with our families, and are relying on communications for work, school, information, even social contact.

Yet, disparities in access to communications continue to exist across our communities. The importance of our work has not diminished, and our work certainly has not stopped.

I am extremely proud of the work that our working groups have done in the past few months, in spite of the challenges that we are

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

currently facing.

That work is important, ensuring that everyone has access to high-speed broadband, to all communications, including tech companies, that companies reflect a diverse and inclusive workforce and suppliers, and that broadcasters have access to capital, so that they can continue to provide the local content on which their communities rely. You'll be hearing from our three working groups. I can tell you they are hard at work to fulfill the Committee's mission, and they have been creative. They have been resilient, and they have been flexible. I have been highly impressed by the working group chairs' leadership. I am grateful to everyone for their passion and their dedication.

Finally, I have to say thank you to the intrepid three Js, Jamila Bess Johnson, Jamile Kadre, and Julie Saulnier for your guidance, support, and your patience. Heather, would you like to make some opening remarks?

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

## ACDDE VICE CHAIR REMARKS

VICE CHAIR GATE: Sure, thank you, Anna. Looking at my comments, I'm like man, Anna and I think alike. I'd like to begin by thanking Chairman Pai and Michelle for your support and for joining us today. I also want to acknowledge my fellow Committee members and Commission staff and members of the public today.

Folks, 2020 has turned out to be a pretty challenging year. When we last met in April, we talked about the COVID crisis -- I guess we were in the second month of the crisis -- and how it exposed the digital divide to people that were outside of our communications and telecommunications world. It also showed them how it disproportionately affected disadvantaged and under-represented communities. We saw schools scramble to get kids devices and hotspots.

We saw libraries scramble to continue to provide critical services to the community,

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

some of which rely on the library for digital literacy training and other ways of bridging the digital divide.

A couple of weeks ago, I saw an image of two children sitting out on the pavement outside a Taco Bell in order to access free Wi-Fi. That image stuck with me. It's a constant reminder that we have work to do. Our children shouldn't have to sit on the pavement in order to be able to participate in learning.

As if 2020 couldn't get any tougher, we were confronted with the killing of George Floyd and the resulting civil rights demonstration. I am extremely grateful that our group was able to get together and release a statement, which helped to reaffirm our commitment to assisting the Commission in their efforts to expand digital equity and empower diverse communities, in order to spur education, economic development, and civil development. In that spirit, I'm looking forward to our

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

discussion today.

The working groups have done a lot of work that we can be proud of and continue to engage in activities that will lead to policies, practices, and create opportunities for universal broadband and a diverse workforce and increased supply of diversity, particularly in this environment when it's much needed.

Lastly, I would like to thank Anna for her leadership. I only can look up to you, Anna. The working group chairs and related sub-chairs that have worked tremendously hard to put together events that have -- the library workshop that has taken place and other events that are coming up and other activities that are ongoing right now.

Again, I would like to thank the DFOs. As Anna said, they keep us moving along and show a lot of patience in working with many professionals from different organizations. I appreciate this time, and I look forward to a

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

great discussion and into working group feedback.

CHAIR GOMEZ: Thank you, Heather. Heather, you have been a fantastic vice chair. We are so lucky to have you and your tremendous expertise and leadership, as well.

VICE CHAIR GATE: Thank you, Anna.

CALL TO ORDER AND ROLL CALL

CHAIR GOMEZ: With that, I formally call this meeting to order. First, we'll take the roll call. As I call your name, please unmute yourself and let us know that you're on. Raul Alarcon.

Susan Allen.

MS. ALLEN: Present.

CHAIR GOMEZ: Caroline Beasley.

MS. BEASLEY: Here.

CHAIR GOMEZ: Sindy Benavides.

Laura Berrocal.

MS. BERROCAL: Present.

CHAIR GOMEZ: Maria Brennan.

Rudy Brioche.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

MR. BRIOCHE: Here.

CHAIR GOMEZ: Sindy, I see that you're present, thank you.

MS. BENAVIDES: I'm here, Anna. I just have a 3 and 5 year old behind me.

CHAIR GOMEZ: Rudy, you said here, right?

MR. BRIOCHÉ: Yes.

CHAIR GOMEZ: Harin Contractor.

MR. CONTRACTOR: I'm here, thank you.

CHAIR GOMEZ: Skip Dillard. I saw you earlier, Skip.

MR. DILLARD: Here.

CHAIR GOMEZ: Okay. Michelle Duke.

MS. DUKE: Here.

CHAIR GOMEZ: Debbie Elam.

MS. ELAM: Deborah, yes, good morning, I'm here.

CHAIR GOMEZ: Sorry, Deborah.

MS. ELAM: That's quite all right.

CHAIR GOMEZ: Maurita Coley.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

MS. COLEY: Here.

CHAIR GOMEZ: Rashidi Hendrix.

MR. HENDRIX: Present.

CHAIR GOMEZ: David Honig.

Ron Johnson.

DR. JOHNSON: Here.

MS. BESS JOHNSON: Excuse me, this is Jamila. I believe David has some technical difficulty. He's present, but he's watching the live stream.

CHAIR GOMEZ: Got you.

MS. BESS JOHNSON: Thank you.

CHAIR GOMEZ: Thank you, Jamila. Sherman Kizart. I saw you earlier, too.

MR. KIZART: Present.

CHAIR GOMEZ: All right. Nicol Turner Lee.

DR. TURNER LEE: Present.

CHAIR GOMEZ: Roy Litland.

MR. LITLAND: Here.

CHAIR GOMEZ: DuJuan McCoy.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

MR. MCCOY: Here.

CHAIR GOMEZ: Clint Odom.

MS. BESS JOHNSON: Clint is here.

CHAIR GOMEZ: Yes, I saw him earlier.

Sean Perryman.

I see Henry Rivera.

MR. RIVERA: Yes, here.

CHAIR GOMEZ: Steven Roberts.

Brian Scarpelli.

Dr. Shukla.

I saw Clint is present. Raul, I see  
you're present, too, thank you. Where was I?  
Dr. Shukla, did you respond?

Marie Sylla.

S. Jenell Trigg.

MS. TRIGG: Good morning, present.

CHAIR GOMEZ: Morning. James  
Winston.

Chris Wood.

MR. WOOD: Present.

MS. WEST: Felicia West is also

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

present.

CHAIR GOMEZ: Thank you, Felicia.

MS. MENDOZA DAVILA: Rosa Mendoza is also here.

CHAIR GOMEZ: Hi, Rosa.

DR. WILSON: Fallon Wilson is also present.

CHAIR GOMEZ: Hi, Dr. Wilson. Did I miss anyone else? Great. Thank you very much.

MS. NAHUJA: Anna, are you calling all the groups? This is Nahuja. I didn't hear you call my name.

CHAIR GOMEZ: This was the Committee.

MS. NAHUJA: Okay.

CHAIR GOMEZ: Thank you, Nahuja, in your great room.

MS. BESS JOHNSON: Anna, excuse me, this is Jamila. Shellie Blakeney, alternate for T-Mobile, is present, as well. She's Marie Sylla's alternate.

CHAIR GOMEZ: Thank you.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

MS. BESS JOHNSON: T-Mobile is in attendance today.

CHAIR GOMEZ: I see Clint, also. All right. Anyone else? All right, thank you very much. We're going to move into our working group presentations. Rudy Brioché will lead our first working group, the Digital Empowerment and Inclusion working group presentation.

Rudy, I turn this over to you, if everyone could please turn off your mics and your videos. Thank you.

#### DIGITAL EMPOWERMENT AND INCLUSION

#### WORKING GROUP REPORT

MR. BRIOCHÉ: Thank you very much, Anna. It's a pleasure to once again be, with all my colleagues, a part of the Diversity Committee. The Digital Empowerment and Inclusion working group is pleased to provide this report, this update to the Commission, to the public, to give you a sense of the progress that we've done thus far.

#### **NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

First, I want to start off by at least introducing and saying good morning to my fellow colleagues, members of the working group on Digital Empowerment and Inclusion. This group is made up of an impressive collection of public and private leaders who are from simple society companies, government agencies.

This collaboration of this rather diverse group has produced not only the materials that we're going to review today, but also the statement on civil rights demonstrations and racial divide that Anna referenced.

That was released this past summer. The digital empowerment and inclusion working group are proud members of the Advisory Committee. Our work focuses on adoption. As our name indicates, we are the Digital Empowerment and Inclusion Committee. Thus, we are charged to look at the FCC's charge of promoting digital empowerment and inclusion. The way we divide our work, we divide our work

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

into two sub-groups. The first sub-group focuses on inclusion.

There, we focus on broadband access, broadband adoption, and broadband use. The other half of the group focuses on empowerment. There, we focused on opportunities to ensure that broadband new technologies are available to all sectors and all segments of our economy and society.

Each of those segments are actually rather important in order for us to achieve our work. That work is to promote and to help society achieve universal digital access and use across the board. That's important. The major goals of the working group are to identify barriers.

These are barriers to adoption or barriers to use of advanced communications. The way we interpret advanced communication is not limited to broadband. It includes access to computing devices, to laptops, to smart phones,

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

to tools that will enable both businesses and individuals to achieve their greatest potential. It also includes access and use to other forms of technology, such as coding, artificial intelligence. This global, broad, holistic use and understanding of advanced technologies is really important to our work.

Secondly, our goal is to develop mechanisms to ensure that these diverse and economically challenged communities are not denied the wide range of opportunities from education to economic mobility, healthcare access, civic participation. The list, indeed, goes on and on.

I'd like to give a quick highlight of each of the sub-groups, and then our respective chairs will go into more detail. On the digital inclusion side, that sub-group is focused on building and working to make sure that we are actually building on the various work that previous iterations of this working group worked

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

on.

We're truly examining the human part of the digital divide. We're assessing strategies to overcome barriers of adoption and use of, again, not just broadband, but all of the band's communications (audio interference).

A quick note on how we're looking at adoption. Previously, we focused a lot on access. Access is usually used and rather synonymous with adoption, but we want to make sure that in this particular context, when we discuss adoption, we're not discussing the access or the deployment of broadband and other forms of advanced communications.

Instead, we're really focusing on the human adoption, the human use and consumption of these forms of services. According to some key stats that we all have and we all know well, 85 percent of U.S. households subscribe to Internet service; 73 percent of U.S. households subscribe to some form of fixed or Internet connection.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

These stats are important because based on data from both the FCC and from other sources, the share of Americans who have access to fixed broadband service but do not subscribe is, in fact, five times greater than those who do not have access to broadband.

Approximately 5 percent of those who don't have access, compared to 27 percent who don't subscribe to the services that they have; we think that's important for us to focus on this adoption story and to see how we can help facilitate and to encourage greater adoption of services that are there, that are present. The broadband adoption workshop is one of the ways in which this committee has tried to focus on this issue and to help develop recommendations and a report that we will work on in the next half of this year.

The workshop, which will go into more detail -- I won't steal the thunder of any of my co-chairs -- but we focused on the roles of U.S.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

Libraries. We think U.S. libraries are extremely important. They serve as an anchor institution and a key driver for broadband adoption.

We want to examine to see what some of the challenges, some of the opportunities that libraries are facing as they help individuals gain access and adoption to broadband. One of the ways in which we know that libraries do this is that they don't do it alone.

They partner with other organizations. We think these partnerships, whether it's public/private partnerships or it's public/public partnerships, we think all these partnerships are important. Looking at them in a systemic way to identify best practices is an important part of our work. Of course, our work wouldn't mean anything if we are not facing and addressing the realities of today. The COVID pandemic has changed a lot that we're experiencing in society.

It's important for us to understand

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

how broadband continues to help and how, in fact, the lack of access, the lack of adoption increases existing disparities as a result of the pandemic. The other part of the working group focuses on empowerment.

Empowerment is important. We view empowerment from the standpoint of how do we increase opportunities for small businesses to gain economic opportunities to the information communications and technology sector. The Chairman mentioned earlier opportunities that even the FCC is looking.

We think that's actually very important. We credit the FCC and compliment the Chairman, particularly Commissioner Starks, for launching this important initiative. Expanding opportunities to information, such as the incredible information that the FCC has, as far as how it regulates industries, how it regulates this marketplace, it's extremely important. Opening that opportunity for students of all

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

backgrounds to gain access is important.

We adopt a very similar approach in the digital empowerment sub-group by looking to see how we can break down barriers for small businesses to gain access to opportunities within this highly robust marketplace, this sector broadly defined as the information, communication, and technology sector.

We're going to do this in a couple of ways. One is through a showcase that is upcoming in October. We'll discuss that in more detail. Then a larger event in the future, which will simply be an opportunity for both small businesses, diverse businesses, to connect with opportunities from the corporate sector, in order for them to meet mutually and for there to be mutual gain, which we believe there are plenty.

Without ado, let me turn to our co-chairs. Our first presenter is going to be Harin Contractor and Laura Berrocal, who will discuss our digital inclusion sub-group, which

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

their focus is a great deal on the library engagement that we've been doing for the past several months and the great work that we have ahead of us. Without further ado, Harin, Laura, let me turn it over to you.

MR. CONTRACTOR: Thanks, Rudy, really appreciate the context introduction. Don't want to reiterate what a lot of has been said here. We wanted to really explore this idea of libraries advancing broadband adoption and use, especially for digital skills.

We had this topic even before COVID-19 hit and just made this work all the more important. Go to the next slide, please. All right, great. We had two panels on this workshop. The key was try and address how U.S. libraries can work to bridge the digital divide and work with communities to provide more access to adoption. This is pretty critical.

As Rudy mentioned, they're anchor institutions. The first panel represented here

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

are libraries serving a cross-section of U.S. communities. We looked at urban communities. We looked at rural communities. We looked at associations. A lot of these folks are cross-cutting, and that was purposeful. One thing that we found -- and some of these even worked in Tribal areas. One thing we found is that a lot of these folks had some very common and similar challenges, but there was a lot of opportunity. We'll get into take-aways in a minute, but it's pretty clear -- and I called this out in the workshop, itself, but libraries are magicians.

They're asked to do a lot with very little. I was honored to co-moderate this with Marijke Visser, who was a senior policy advocate for the American Library Association. ALA is a critical institution that provides a lot of access to information, grants, and best practices to the library community.

She provided a lot of great

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

information and resources as we were trying to dig into some of the more unique issues facing each of these libraries. We were amazed to have such amazing panelists not because they were well-known subject matter experts, because they're on the ground, doing the hard work.

Sometimes, we all get caught up looking at the data or reading stories, and we miss out on what's actually happening on the ground. This is what was so critical here because these folks are just telling us what they're doing with Scotch tape and Band-Aids to keep this thing going. Before I kind of get to the take-aways, I think we're going to go to the next slide. It was critical that we talked with the libraries piece, but also the partners piece. Laura's going to talk a little bit about that.

MS. BERROCAL: Yes, thank you, Harin. Good morning. My name is Laura Berrocal, and I'm a co-lead for the DEI working group's digital inclusion sub-group. Picking up on where Harin

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

left off, the second part of our August 3rd libraries workshop, it examined community and public/private partnerships.

Really, the goal of this panel was to explore how libraries are partnering with community organizations and improving opportunities for digital inclusion. That's really been the focus from the start.

Through this session, we were able to learn more about what partnership models between libraries and community organizations actually look like. We heard from several community organizations, as you see here in the PowerPoint slide that you're viewing. They had the opportunity to discuss their partnership work with libraries. In addition, we were really able to dig a little deeper on the importance of capacity building and what this means for libraries, especially during a pandemic. I think that was definitely an issue that was front and center for this panel.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

Specifically, the Institute for Museum and Library Services, for example, made several points around how their programs work, how their funding works. They discussed how oftentimes, smaller libraries don't have the internal bandwidth to navigate the grant making opportunities and implement programs, as well as maybe larger public libraries can.

With that said, I think the questions are how do we ensure that library services and programs that are offering access to critical digital tools and resources and training, how do we make sure they're reaching the communities that they should be reaching, the communities with greatest need?

I think another area that we will continue to explore is what role can partnerships play in advancing capacity building and better positioning libraries as anchor institutions for broadband adoption and digital training. These are areas that our working group will continue to

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

explore in the coming weeks and months. I think now that we've gone through both sessions, I'll turn it back to Harin, so he can actually dig a little deeper on some of the additional take-aways and the workshop findings. Harin.

MR. CONTRACTOR: Thanks, Laura. One thing that was very evident is that connectivity was a major issue for these libraries, particularly in areas where broadband is not seen as very rapidly deployed. It's challenging for the libraries' staff to stay connected with their patrons.

One thing they told us was that they don't want to worry about connectivity. They want to focus on doing the work for the community through their programs, career services, research need, and providing efforts for those who English is not their first language.

But they too often have to work on the connectivity piece to even get engaged with their communities. That was one of the major

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

take-aways were take this off our plate so we can actually do our job. One thing that we learned from some of these panelists was they are the first point of contact for career resources. They are the first point of contact for some STEM introductions for students who are not from well-privileged backgrounds.

They are the first point of contact for those who English is not their first language. They serve critical institutions. You have people who are supporting all these things while also trying to provide connectivity to their patrons.

That was one thing that was like please, just handle this, so we can handle everything else. Obviously, COVID-19 has created additional challenges.

They're working on different ways to continue to keep connected through the -- to their patrons, either through hotspot lending programs, providing hotspots 24/7 in their

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

parking lots, doing virtual workshops to keep connected to their patrons, and other similar programs, doing digital literacy training.

They're doing a lot with less. As COVID-19 continues to hinder our economic progress, they are going to be more cash strapped. These local and state funding institutions are going to diminish in what they can provide. Libraries are often the first to get hit. That was one thing they wanted us to know on the national side, please help us find additional resources.

One thing that Laura will talk about, the important role of IMLS, in a second, in terms of breaking down some of the asymmetry of information, that was one of the reasons we wanted to talk to libraries and partners was to figure out how we can talk -- target resources and expand to different places.

Laura will talk about next steps in a few. This workshop was great. It was great to

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

talk to front-line library leaders and front-line partners.

One thing we're going to focus on more -- we've done a couple of additional conversations, follow up with some of the members that Laura's going to talk about, but we're going to start doing some more cross-cutting conversations and really trying to dive into what might be concrete recommendations, either from the bully pulpit of the FCC or recommendations that non-profit institutions and maybe corporations can do to help amplify some of the great work libraries are already trying to do. Laura.

MS. BERROCAL: Yes, thank you. Thank you, Harin. For IMLS, I think we had a lot of really good conversation with them and understanding how their grant-making processes work and how that information is shared with libraries.

That is one follow up that we plan to

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

continue pursuing. But our working group generally plans to do additional follow up with several of our library workshop panelists. We'd like to dig a little deeper with our experts to supplement the workshop take-aways that we already have.

In addition, we will be digging deeper into tribal libraries to better understand the complexities there. Our working group, to date, has already met with the FCC's Office of Native Affairs and Policies, known as ONAP. We also plan to have some follow-up discussions related to tribal with them. The American Library Association, as well as the Arizona State Library, have been very resourceful. They've shared background for our research. We anticipate that they will continue to be a resource to us.

We're also identifying additional experts to speak with and learn more about the unique challenges that are facing tribal

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

libraries and communities. I think we have a lot of follow up to do once we're able to have these conversations.

We will then begin to put pen to paper and further develop our final report, which will focus on ways in which libraries are really helping to bridge the digital divide, foster greater digital inclusion, and just serve as community hubs for digital adoption and literacy. That's kind of our plan. I will stop there and, I guess, hand it off to Jenell Trigg, unless, Harin, you have anything else to add.

MR. CONTRACTOR: I think the only thing I would add is thank you for everyone in the working group for their hard work on providing the questions, participating in the workshop, the FCC staff, the Js for really supporting this effort. It was difficult with the virtual environment and the amount of speakers we had, but we did our best. That's just a testament to how passionate people are

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

trying to address this issue.

MS. BERROCAL: Yes. Also, big thanks to our leadership, to Anna Gomez and to Heather Gates and to Rudy Briocche because they are hands on in our workshop -- I mean in our working group, as well as other working groups. Rudy has to be part of ours because he's our chair, but for Anna and for Heather, we really appreciate the commitment to the work that our working group is doing, so thank you.

MR. BRIOCHE: Thank you very much. Next, Jenell, who needs no introduction.

MS. TRIGG: Thank you, Rudy. Thank you to everyone. Good morning. I want to also express my appreciation to Anna, Heather, and Rudy for their visionary leadership and support. I'd also like to give special thanks to my wonderful co-chair and dear friend, Susan Au Allen, who is the national president/CEO for the United States Pan-Asian-American Chamber of Commerce. Susan and I are very appreciative to

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

the work of our great planning committee, a joint partnership with our members of our DEI working group, the Diversity in Tech sector working group, and the FCC's Office of Communications Business Opportunities, OCBO.

We're delighted to again work with OCBO and its director, Sanford Williams, and his staff. We give special thanks to our DFOs, the three Js, as mentioned, Jamila, Julie and Jamile, for keeping us on track. Your support is much appreciated.

We also want to recognize another important partner in this effort, the Internet Association. Due to the generous support of Sean Perryman, who's the director, social impact policy and counsel for the Internet Association and a member of the Diversity in Tech working group, IA will host our very first supplier diversity event.

Sean is also a member of our planning committee. Through his effort, several of his

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

members will also participate in our first event and we hope our major symposium, as well. You will see the two goals on the screen, on the PowerPoint. At our meeting in April, we presented a plan to meet these two primary objectives for DCBs. I think it's important to define diverse communications businesses. Diverse, in this context, means any business or entrepreneur involved in legacy or traditional and newer communications industries.

That includes radio, television, satellite, cable, Internet, across the board, at any stage of development, whether they are new entrant, mid-stage, or larger company. Small businesses would be defined, under the U.S. Small Business Administration or a state agency or the FCC's size standards.

A DCB is also a woman-owned or a minority/ethnic owned business, LGBTQ-owned, veteran-owned, any other diverse classification. Communications businesses includes, as I

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

mentioned, businesses and entrepreneurs that are involved in communications media companies, as well as tech-oriented industries.

We proposed, at that time, that the FCC present two public events that would help DCBs assess the current state of technology, as well as trends in technological advances, the necessary skillsets and personnel to utilize such technology, and opportunities for employment or partnership. We propose a smaller event that would showcase available resources and technology trends to help DCB short and long term, and a foundational event -- it would be a foundational event for a more traditional symposium later in the year.

Then the second event would be a full-day symposium. Of course, the world has changed since February, when we first started working on our plan, certainly since April, when we first presented this, and the needs and opportunities available to DCBs have changed

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

dramatically due to COVID-19.

We have had to reassess our schedule, the timing, topics, and information that we believe will be helpful for DCBs in today's time. We, too, have had to pivot. We're very proud to introduce our first supplier diversity showcase, which will be on October the 23rd.

Next slide, please. This event has three primary objectives, to provide support, to engage the tech sector, and to assess COVID-19 impact. All three of these are important because it is a different world, as I mentioned. Access to capital remains a major issue for any size business, large, small, mid-size, and certainly DCBs. The tech sector's critically important because technology has never been more important.

Everything we do to survive during this pandemic and to thrive in our businesses, in our home life, everything we do is somehow associated with advances in technology. And the digital (audio interference) before, as mentioned

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

by Laura and Harin. So we need to also look at not just the digital divide, but the opportunity divide.

DCBs need assistance in employment, in management, in ownership, supplier diversity, access to capital, everything across the board. Of course, the COVID-19 impact is paramount. It has affected businesses, small businesses in particular, like no other.

I'd like Susan, my co-chair, to expound a little bit on that. In her travels and interaction with her members across the country, she has her feet on the ground and has a unique perspective of real-world impact of the ongoing pandemic. Susan.

MS. ALLEN: Thank you, Jenell. I'm pleased to join all of you and share my experiences. That's my job. I travel around the country. Since March, I stopped. I have been traveling on the Internet, talking to our members from the east to the west and north to

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

south.

This is what I found, just to give you some perspective how deep we have fallen in the small business community. Before COVID-19, a small and diverse business community, still today made up of 90 percent of American businesses.

The African-American small business, for example, were up 400 percent in one year in their formation and prosperity, 400 percent. They were very -- doing very well in Texas, Georgia, California, Florida, North Carolina, but COVID-19 came, and it put us into big stop, big hold.

The social distancing, the lockdown, has affected the most folks who are in small and diverse businesses, who often -- who are -- 64 percent or more of them are in the customer-facing type of industry: hospitality, travel, food services, shops, you name it. As a result, we found out that 40 percent of Asian-American businesses have closed down, 50

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

percent of Hispanic businesses have closed down, 64 percent of African-American businesses say that they are not sure will come back and re-open again. That is devastating, ladies and gentlemen.

When the PPP money came down to the economy because it came down so fast, in such a hurry to help the small business community and American workers stay afloat, there was not a well thought out distribution system.

The small business and diverse business owners do not have that knowledge or the basic skill that a more-established mainstream business have in working with banks, a traditional bank, in applying for the PPP loan. They also do not trust the government's red tape.

They were also busy trying to keep the business afloat. The bottom line is they are in a hole, and they needed to get help. We're now waiting for the PPP money to be renewed, hopefully.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

We have had the first \$2.6 billion down for -- signed into law on March 27. We need more. Even the small businesses and minority businesses who were able to get the PPP money, they only get it for two and a half months. That was in March and May. How about June, July, and August, and now September? They used that money to keep their employees -- to avoid furloughs or layoffs, but after that, they have to cough up money from their own reserve.

Many of the small businesses have only 30 to 60 days of cash balance to make their payroll and the fixed overhead. It's a very sad story.

One million minority owned businesses that employed 7 million employees out of 115 employees hired by business in the country producing 1.4 trillion receipts the last census data was available has dropped down substantially. That's what COVID-19 has done to all of us.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

MS. TRIGG: Thank you, Susan. Next slide, please. Given the backdrop that Susan has laid out -- we all know of businesses, large and small, that are suffering -- we thought it was important to expand our first showcase certainly longer than the two hours we had initially planned. We're looking at a three-hour event that will include a very wide variety of speakers to address two important sessions. One session would be access to capital. The second session will talk about opportunities for DCBs. It's important that our speakers include a cross-section of all types of specialists, experts, and entities that can provide information, resources that DCBs that need today, and that DCBs will need tomorrow.

I'm delighted to announce that we have full participation from the United States Small Business Administration. I'm an alumnus of the SBA. They will talk about not just the traditional forms of capital that are available

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

through the SBA, but some of the new initiatives that they are announcing and they are implementing for small minority women-owned businesses.

We have a range of financial institutions, those that are using fintech, CDFI institutions, venture capital investors. There's still a need for venture capital and private equity for DCBs that want to launch more aggressively. But there's also a need for traditional banks, as well as community oriented banks. Technology companies will talk about the new initiatives and programs that they have instituted since COVID-19, as well as resources for capital. There is money out there for DCBs.

We're delighted that communications and media companies will also share information and resources and new supplier diversity efforts, not for profit organizations that are engaged in workforce training, as well as overall needs of DCBs for supplier diversity and, of course,

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

public interest and civil rights organizations.

It certainly will take a village for us to survive the pandemic and for DCBs to even exist after the pandemic. We're pleased to have support across the board. Next slide, please. I mentioned that access to capital was important. We have an expanded session on show me the money, traditional and alternative sources of capital.

I said, years ago, at an FCC supplier diversity event, in fact, that access to capital was the No. 1, No. 2, and No. 3 market entry barrier for small businesses. It's even more so today. Because of the uncertain state of the economy and continuing pandemic, DCBs are struggling to survive for those that still exist. We felt it was critical to showcase both a traditional and alternative sources financial report, including trends in technology that will impact capital resources. As I mentioned before, our speakers include representatives from fintech and tech sector companies, community banks,

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

organizations, private equity venture capital and the Small Business Administration.

Next slide, please. Next slide. I'll let the slide catch up a little bit. Session 2 is how to pivot in a COVID-19 world, opportunities and re-invention strategies for diverse communications businesses.

DCBs have not just a digital divide for some that don't have access to broadband or have limited access to high speed broadband, but also have an opportunity divide. It's critically important for DCBs to have not just access to capital, but access to opportunities.

That includes supply diversity management, employment, new programs that may do training for some of the updated technology. Large businesses also recognize the need to be more sensitive to issues facing minority communities and businesses and they have launched new programs and initiatives that promote diversity, inclusion in the workforce, as well as

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

increases in supplier, vendor pool, and customers. This session, we're very proud to have a wide range of speakers that includes not just tech companies, but media companies, supply diversity specialists, and an overview of what DCBs really need, what they have to do to pivot, to reinvent themselves, to consider moving forward.

Some DCBs may need to even invest in new goods and services or change their business plans. We hope to provide information on how to do that, how to assess whether you have to do that, and certainly what steps you can take moving forward. Susan, if you could just speak briefly on the DCB need to pivot and to re-invent themselves.

MS. ALLEN: Jenell, it's not just the DCB. Everybody in this whole new world has got to do that, even big corporations. I work with major corporations, Fortune 500, Fortune 50 corporations. They also are doing a lot of deep

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

research, and also soul searching, as to the supply chain. How do they avoid being dependent on one major supplier in the world? How do they integrate their supply chain, their purchasing policy into this new world? For the DCBs who are at the bottom of the food chain, they need to follow the money and look at what the major corporations who are the purchasers of products and services like the federal government.

That's why federal contracts are also very important in the work we have here at the FCC. The DCB has got to look at follow the money. They also have to change their mindset. Don't be afraid of asking for help.

Don't be afraid of coming out and say I don't understand because more people do not understand what they have to do in the future than you know or than they can commit -- or admit.

I think nowadays, Jenell, the policymakers begin to not just understand, but appreciate the economic power impact the small

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

and diverse businesses have on the American economy.

They truly are the engines that run the American economy. Without them, look at what we have here. Last night, I was driving around looking for a place to eat with my staff. The whole town was closed. There's no place to eat at 8:30 in the evening. I think the DCB ought to be creative, innovative. At first, health is important. Take care of themselves; take care of their employees.

Work with us to get the government to provide some liability protection from being sued for any illness or harm that's caused to the employee that they need so badly to help them re-ignite their own engine. Go to talk to your competitors and watch what they do, research.

There's so much information out on the Internet that it will give you great ideas. I just read this morning that some companies have moved from the tourist district, Jenell, into the

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

local area.

They have increased \$50 million sales to \$60 million because they are no longer -- they no longer have the tourists to buy from them. They're now selling local. People are going out to eat. They now can travel.

They can go to their local market. Be creative. That's what DCB need to do. Don't be afraid of asking questions. Don't be afraid of saying I don't know, how do I do that. Also, learn where the money is. As you said, don't just rely on the traditional banks. Go to the minority banks, go to the CDFIs, go to crowd funding. There are plenty of opportunities there. If they need help, just go to the FCC website. We have plenty of resources, a lead to the resources for you all.

MS. TRIGG: Thank you, Susan. In fact, I'm glad you mentioned that. OCBO has graciously agreed to post some of the links and resources that we'll provide as part of this

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

showcase.

We hope to have a one-stop shop for DCBs to be able to access not just some of the speakers, but the programs, the available resources, links to loan applications, links to information about workforce training across the board.

This session will also include some successful DCBs who have pivoted and some best practices, as well as some things to look out for. What we want to do with this showcase, overall, is to provide resources, information, as well as assistance for DCBs to prepare to move forward. Those DCBs that wish to shift and to pivot and be creative, as Susan said, and re-invent themselves, can make some decisions and some changes in line for the larger symposium that would be, we hope, in the spring. Hopefully, in person, at the FCC. We want to give DCBs news that they can use to move forward.

Next slide, please. Our work right

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

now, we're in the fall of 2020. Of course, we will complete our planning for the showcase in October. We will conduct a post-analysis of that showcase so we can also plan for the 2021 event.

We hope that the speakers that will join us for this showcase in October will also consider joining us for the spring for the larger event. For spring 2021, we want to work on the layout, the plan for the symposium, confirm the roles of both our working group, the DEI working group and Diversity in Tech, as well as FCC personnel.

We will, of course, convene the 2021 technology opportunities symposium, which will include a networking opportunity, a speed dating type of opportunity, which we've done successfully in the past few symposiums, where at the end of these substantive sessions, DCBs will have an opportunity to meet with some of the speakers, larger companies working for hiring DCBs, both for supplier diversity or for

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

partnerships in innovative programs, and DCBs that want to introduce themselves to tech companies and get some feedback on what they should do moving forward.

We will, of course, develop the final report of our 2020 opportunities showcase and '21 symposium. We want to have findings, outcomes, and recommendations on how we have served DCBs, as well as move the needle forward when it comes to diversity among supplier diversity programs and increased opportunities for DCBs.

Thank you very much. If you have ideas for our 2021 symposium, we certainly welcome them. Of course, we can take any questions or comments regarding this presentation. Thank you, everyone.

MR. BRIOCHE: Thank you very much for that fabulous presentation. Thank you, Susan, as well, and also to our other co-chairs for their presentation, Harin and Laura. I'd be remiss if I didn't mention that there are additional

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

members of the working group who have been integral in this entire process. I'd like to recognize specifically Sindy Benavides from LULAC, Roy Litland from Verizon, and also Marie Sylla from T-Mobile, as well as Shellie Blakeney from T-Mobile, as well, and finally, but certainly not least, Felicia West from the Public Service Commission for Washington, D.C.

I'd like to invite those members to be part of the question and answering session and to also chime in, supplement comments that we've already made, so we can make sure that we capture the views of all members of this working group.

For now, are there any -- do we have any questions at all? If not, I'd like to turn to maybe a couple of additional comments from our members or co-chairs. I do have a couple of questions, but don't want to monopolize all of this air time.

In that case, I would like to maybe recognize Roy, who is from Verizon, who was

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

integrally involved in both sides of the shop with our digital inclusion work, and also our digital empowerment work, if he has any comments he would like to make.

MR. LITLAND: Yes, this is Roy here. Sorry, I've got an issue with my video. It's not working. No, it's been a pleasure to work with everyone. I look forward to continuing our efforts and delivering a good, final work product that moves the ball forward on these important issues.

MR. BRIOCHÉ: Okay. I'll be going down the line. I'll give Cindy a chance to settle the little ones. This is T minus two people. Let me turn to Felicia West, who was the co-moderator of the second panel of the library digital broadband adoption workshop, who's from the -- I said before -- the Public Service Commission in D.C., really an important part of the overall ecosystem. Felicia, want to make sure that you have an opportunity to weigh in on

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

either side of our shop here.

MS. WEST: Okay. Good morning, everyone. I'm so thankful for the opportunity to have been a part of the working group and the presentation we made in August. Thank you, Rudy, Laura, who was a co-moderator with me, and Harin and his co-moderator. I think what we have done has been exponentially great. What I mean by that, as has been highlighted, we are all in a very critical time in our nation, our communities and so forth. I think -- one of the things that I think, as Laura highlighted, is what are we doing to increase the capacity, in particular, of the broadband adoption piece of those needs that are critically needed.

It was very interesting to see the number of participants for that particular -- of the library public/private partnerships. I think, as was highlighted, it's so critical, the role that libraries serve as anchor institutions.

I think part of what we saw, and seen

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

in our research, is how can we build that with the greatest capacity and momentum to leverage now, and then post-COVID. As we know, COVID has created a number of challenges. It was very interesting to see how the libraries are trying to make the difference.

I remember, in particular, there was a story that was shared about how students were actually coming to the library, sitting outside, using -- accessing the Wi-Fi. That seems very non-traditional in thinking, but one thing that we saw in the discussion is that we have to be very creative going forward. We have to be very deliberate in identifying those partners, some of which may not be traditional. I know one of the entities shared that their -- actually partnered with social organizations that are providing meals, that are providing other resources to communities and how they could leverage those partnerships.

I think the Committee has done a great

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

job in what we've done. I'm just excited about what we would do and what our research will show going forward, even in post-COVID.

MR. BRIOCHÉ: Thank you very much, Felicia. I appreciate those comments and observations. Shellie Blakeney, from T-Mobile, in the event that you're on, would like to acknowledge you, as well.

Okay. Let's turn to Sindy, from LULAC, who was our closer for the broadband adoption library workshop. Sindy, if you're available.

MS. BENAVIDES: Thank you so much, Rudy, and thank you, again, to all of our leadership and Committee members for all of the work that you're doing. Again, in looking at broadband adoption, one of the issues that we see facing the Latino community, in particular, and as we look at online learning and virtual learning, is that 1 in 3 Latino children do not have access to Wi-Fi and technology.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

It's very important that as we look to address this issue, we look at adoption, as well as access, in forming solutions for our communities. I'm going to keep it brief, just because I know we have many other Committee members who will be joining. Thank you again, Rudy, for your leadership.

MR. BRIOCHÉ: Great. Thank you very much, Sindy. Madam Chair, Anna, I'll turn it over to you, unless we have questions from either members of the broader Committee or members of the public.

CHAIR GOMEZ: Thanks, Rudy, and thanks Harin, Laura, Jenell, and Susan, as well as all the other wonderful working group members. Really, this has been an all hands on deck great effort by the working group. So much good product coming out, so many good things coming with the supplier diversity workshop and everything else. If anybody on the full Committee would like to either ask a question, or

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

this is our discussion time, I'd appreciate it if you could raise your hand or send a message via the chat. Once you do that, I will call your name, and then you can unmute yourself. Maurita.

MS. COLEY: Hi. I just wanted to commend the Committee on an incredible presentation. Particularly since we're in FCC world, inside the Beltway, I'd like to commend the Committee for doing the outreach with the libraries and integrating -- that's so much of an important of the work that we do, but we often are talking to ourselves and not necessarily reaching out into the community.

I thought bringing in the representatives from the schools and libraries was incredible, and also the small business. I love the conclusion that access to capital is the No. 1, No. 2, and No. 3 market entry barrier for small and disadvantaged businesses. I really just want to commend you all for sharing this valuable information and just incredible job.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

Great work you're doing.

CHAIR GOMEZ: Thank you, Maurita. I thought I saw another hand up. That is Maurita's hand up. Okay, sorry. Anyone else?

DR. TURNER LEE: Madam Chairman, this is Nicol Turner Lee. I just put in the chat reference to an article that highlights -- I just wrote it highlights the importance of local partnerships in solving broadband access. I'd like to just submit that to the Committee and to the public for any type of review. It actually speaks to many of the points mentioned today.

CHAIR GOMEZ: Great, thank you. You've really put out a great body of work on a lot of these issues, so we really appreciate having you as part of our Committee.

MR. BRIOCHÉ: Dr. Turner Lee, if you notice, one of our next steps is to reach out to subject matter experts and to engage in collaborative conversation. You are chief among them. This is a notice. We understand that

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

you're extremely busy, but you've been producing a lot of great work in this area, and it's been informing our deliberations, so thank you very much.

DR. TURNER LEE: Thank you.

CHAIR GOMEZ: Thank you. Anyone else?

Heather, is there anything you'd like to add?

VICE CHAIR GATE: Hello. I don't have anything to add. This is the working group that I'm not -- that's up my alley. I think Rudy knows my thoughts, at this point. Looking forward to the continued discussion on partnerships because as Nicol said, that's really key.

Connected Nation is a non-profit that's on Oxygen working with communities, working with libraries and working with for-profit and non-profit and state and local communities. Those are the best projects and

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

have the best outcomes when people come together. Because at the end of the day, the libraries can't do it themselves.

They have their core mission that they continue to look at, and then they provide services for all disadvantaged communities, disadvantaged groups, whether it's seniors or immigrants, in a lot of services. In order for them to be successful, they rely on the partnerships to fill in those gaps. As you know, it takes a village to tackle the digital divide. That's a lesson learned and a best practice, I think. Yes, I'm very excited about the continued conversations. Also, I think bringing together the discussion about supply diversity and skills is really looking at both sides of the coin.

It's empowering people to get the skills, and then leading them down the road of entrepreneurship and building wealth in those communities. These are long-term ideas that will transform these communities from disadvantaged

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

communities to successful communities.

I'm really, really excited about the structure that Rudy came up with for the Digital Empowerment Inclusion working group because it really just tackles two very important sides of this challenge. Thank you to everybody in the group for all the work that you do.

MR. BRIOCHÉ: Thank you, Heather.

CHAIR GOMEZ: Thank you, Heather; wise, as always. Rudy, we did get a question from the public. Does the group have any early ideas about what policies the FCC could enact to address connectivity issues for libraries that might become recommendations? Isn't the Agency's power somewhat limited in this arena?

MR. BRIOCHÉ: That's interesting because actually, when it comes to the actual authority, adoption is one of these areas where, in fact, the FCC has not really probed. That's one of the core -- that's one of the reasons why we're looking into it.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

A lot of the focus in policy discussions have been, really, on access, as far as the extent to which the carriers deploy the networks. As far as the libraries, themselves, the governance process of the libraries are much more disaggregated.

It's not at the federal level. So the FCC, which has many levers of regulatory authority, from its core statutory authority to its ability to develop policy, primarily got by using the bully pulpit or recommending legislative changes to Congress.

We're looking at this primarily from the standpoint of what can be done in the short term to have an impact because we believe that the adoption gap, the adoption crisis is one that needs a very short-term approach. That approach is something that is going to yield results. Because remember, we're looking at communities that may have actual broadband services. There are reasons why these services are not adopted.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

Separate from that, there are also other, more statutory based authorities that I'll turn to Harin Contractor, who's been involved with USAC and the E-Rate program, who can talk more about that.

MR. CONTRACTOR: Thanks, Rudy. I was just about to chime in. Part of this purpose is to identify where there might just be some asymmetry in information. One thing we got from the libraries, themselves, as well as IMLS, is the libraries are looking toward their states, their broadband subject matter experts, to be like where can we get support?

Sometimes, they're relying on IMLS or ALA. It was pretty clear, from our conversations with IMLS, that there's a lot -- a lot of folks are not talking to each other, whether it's E-Rate and USAC, their data team is not really talking to IMLS's team. No one's really talking to the Department of Labor to coalesce workforce grants in terms that could work for digital

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

adoption. We do envision one of the recommendations in the more collaborative conversations on the federal level, particularly as it relates to broadband and digital adoption efforts because it's a lifecycle. You can't just stop at giving out the broadband grants.

You need to start talking about the next level steps because that's how the libraries are thinking about it. There's also just asymmetry of information about where some of the grants are going from the corporations or non-profits.

One library and one municipality might be getting some additional funding. The one that's in the town next over may not be, even though they might be serving the same population. There's a lot of room for some of this. That's something we're going to continue to explore as we continue in this research.

CHAIR GOMEZ: Thank you, Rudy, and thank you, Harin. Dr. Nicol Turner Lee, you

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

mentioned before your writings on this issue. So that we could enter it into the record, could we get you -- there you are. Can you please give us some more information on where we can find that? Thank you.

DR. TURNER LEE: No, thank you. Thank you, Madam Chairwoman, and thank you, again, to the group. Yes, I need to follow protocol, so I will give the website for the article that was just published at the Brookings Institution yesterday.

The website is [www.brookings.edu/blog/techtank20200917](http://www.brookings.edu/blog/techtank20200917), how courageous schools partnering with local communities can overcome digital inequalities during COVID-19.

I offer, again, that for the record, for this group and for the public, just because it actually outlines some of the partnerships that schools and libraries need to have with the local community to bolster efforts to close the

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

digital divide, particularly for vulnerable populations of Black and Brown children.

Thank you, Madam Chairwoman. My apologies, in advance, for not submitting it, but Rudy and his blue suit actually gave me a lot of insight to actually want to share that, so thank you.

CHAIR GOMEZ: Thank you very much.

MR. BRIOCHÉ: The power of the blue.

CHAIR GOMEZ: The power of the blue, that's right. Any other Committee members, any other comments?

If not, then we can break for lunch. Please do not exit the team meeting, but do turn off your mics and your videos. We will return at 12:30. I plan to take roll call at the beginning of our afternoon session, so I will see all of you soon. Thank you, again.

(Whereupon, the above-entitled matter went off the record at 11:30 a.m. and resumed at 12:30 p.m.)

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

CHAIR GOMEZ: Welcome back to the meeting of the FCC Advisory Committee on Diversity and Digital Empowerment. Julie Saulnier, who is the deputy DFO of the Committee, had connection issues this morning, so I'd like to ask her to give us some remarks to open our afternoon session.

MS. SAULNIER: Good morning. Good afternoon, excuse me. Good afternoon, everyone. My video doesn't appear to be working, but I just wanted to say hello and tell you all that -- I think I mentioned at our last meeting that I was very much impressed with the passion and dedication of the members of this Committee. Today, after countless hours of teleconferences, wee hour emails, and repeated drafts of statements, agendas, and presentations, I can only say I'm even more impressed.

I thank all of those who have worked so tirelessly, not pausing for a pandemic, in planning our various meetings, workshops,

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

symposia, and showcases, and look forward to continuing to work with you all on the exciting events yet to come. I applaud you.

CHAIR GOMEZ: Thank you, Julie. I'm glad that you got your connection issues worked out. Shows you the importance of connectivity.

MS. SAULNIER: It does.

CHAIR GOMEZ: We will now turn our presentation over to Caroline Beasley, who chairs our Access to Capital working group. Caroline.

#### ACCESS TO CAPITAL WORKING GROUP REPORT

MS. BEASLEY: Thank you, and good afternoon. It's an honor to be here today to present the progress of the Access to Capital working group. A special thank you to Chairman Pai and Michelle for your efforts in seeking diversity ownership in the broadcasting industry. Anna, thank you for chairing this Committee during these very trying times and keeping us all on task. Thank you, Heather, for your guidance.

Finally, a special thank you to Jamila

#### **NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

and Julie for your help during this process. We truly could not have done this without you. The Access to Capital working group has been hard at work. Our sub-group chairs and committee members have been very focused and very agile.

Since our last meeting, we have had three independent presentations from each of the respective groups. In addition, during our last presentation, back in April, no one really understood the length and the impact that COVID would have on our sub-group and our materials and plans going forward.

We have had to tweak our plans to reflect this. Some of our sub-groups were impacted more than others as a result of COVID, and then the national unrest. For example, getting access to capital to buy a broadcast property in a world of COVID is literally impossible in today's environment. However, more advertising opportunities are presenting themselves to minorities due to the social

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

injustice as companies are seeking to advertise with minority-owned companies. Then finally, legislation has been presented for a tax certificate.

All of our sub-groups have been active over the last several months. Going on to the next slide, our Committee members -- next slide. Perfect. Our Committee members are outlined on this slide. I thank each of them for their participation during this process.

It doesn't go without notice that during a time when many of the members on this Committee were hard at work dealing with the daily stresses of saving their own companies, they still found time to participate on the many calls and meetings that we've had.

On the next slide, you will note that our goals are to develop recommendations on how to improve access to capital for minorities and how to operate under the new normal. We're also reviewing new business opportunities. Next

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

slide. The respective sub-groups are listed on this slide, with our sub-group chairs presenting today. DuJuan McCoy is the chair of the lending finance sub-group, Nahuja Aama is the chair of the political sub-group, and Skip Dillard graciously accepted the role of chair on the broadcast sub-group, as Dr. Shukla had to devote more time to her patients, due to COVID.

Each sub-group's goals are outlined as follows on the next slide. Lending/finance to provide education and information for financing a broadcast property pre and post COVID. Political sub-group to provide education and information on the need and value of a tax certificate to incentivize diversity in ownership.

I will say that timing of this sub-group is appropriate, given the legislation that's being proposed today. Our broadcast sub-group is to make recommendations on how minorities can generate and maintain revenue in

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

an effort to sustain operations.

Large companies have openly said that they would like to support minority-owned companies. This is an opportunity that our group will be pursuing. Our first sub-group presentation is the lending/finance sub-group with DuJuan McCoy. DuJuan, I'm going to hand it over to you.

MR. MCCOY: Thank you so much, Caroline. Glad to be here. Thank you, Caroline, for being our outstanding chair leading our working group. Thank you, Jamila, for being our designated officer and helping us along. We really appreciate it.

My first slide, which would be the next slide, will be discussing what we plan to do at the symposium this fall. The topics that we will cover for the symposium will be lending, and obviously to provide an education and information on various levels of criteria and expectations for financing and lending to purchase a broadcast

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

property.

As Caroline mentioned, nobody's loaning money right now. What we decided to do is do it into three phases. The first phase is what lending looked like during normal circumstances, which would be pre-COVID, what COVID-related lending, including the paycheck protection program, looked like during COVID, and what the aftermath of COVID is expected to look like on lending to broadcast properties. The next slide -- and I think we're probably two slides behind now. I'll pause until we catch up because this is a pretty important slide. Can we catch up? One more. Okay, it looks like we're having technical difficulty. The first group or presentation -- presenters that we'll have will do an overview on pre-COVID.

We plan to break down the purchases of media broadcast properties into three different levels, above \$20 million, below \$20 million, and smaller deals, \$500,000 to \$8 million. We'll

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

discuss each individual and how to raise money and how to become financed at these different levels.

We have an expert that I failed to mention on our team. That's Garret Komjathy. Garret is the leading entertainment television broadcast lender for U.S. Bank. He specializes in lending to all levels of broadcasters that want to enter the business, middle row broadcasters and large existing broadcasters, as well. He'll be chiming in later today.

The next slide would be during COVID, how the COVID affected lending. We'll talk about the paycheck protection program from a recipient's perspective. We'll talk about it from a regional and national bank lending perspective. We'll also talk about what the aftermath and prognosis will be on lending with the effect of COVID, which, unfortunately, will be long lingering after COVID because our comps or comparables for year-to-year revenue will be

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

distorted.

Those are the two main things -- or three main things that we'll talk about during the symposium. One of the things that we talked about after our April meeting -- and Caroline eluded to it -- was one of the biggest obstacles and hurdles in having lenders finance broadcast institutions is the lack of collateral that a broadcast station usually gets.

What we did, as a Committee, we invited a pro, a very good professional, a 30-year media attorney, Frank Montero, from Fletcher, Heald & Hildreth, to do a presentation on how to specifically collateralize a license from a lending institution standpoint.

There's three slides that gives a summary of his presentation. Basically, what he showed was if you have a lending institution that wants to collateralize an FCC license and stay within the guidelines of an FCC license, here's how you do it. Here's the verbiage. Here's the

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

language which you put into an asset purchase agreement or a loan document. We've been progressing and trying to handle objections and overcome the obstacles in loaning and lending money to finance.

I think the symposium this fall is going to be pretty good and very informative on how to lend money. Garret, do you have any comments or questions or anything that you'd like to add here? Garret, you're on mute. Take your mute off if you're saying something.

MR. KOMJATHY: I'm off mute now. I want to thank you, DuJuan, and thank you to Caroline. I just wanted to echo some of the comments that Caroline made at the outset. Yes, COVID has completely turned the apple cart upside down.

Lending has effectively stopped in the broadcast space. Deal flow activity has contracted. As Caroline said, a lot of companies in the broadcast space are dealing with the

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

ramifications of COVID and just trying to get through this challenging period. I've been doing this for longer than I care to admit. This COVID disruption is unlike anything any of us have ever experienced.

I would say right now, from the bank perspective, a lot of the banks effectively dealt with the situation to basically create a temporary mechanism to let companies make it to a post-COVID state, but generally speaking, trying to get financing in this environment today is unlike anything that I've seen and dwarfs in comparison to the financial crisis of 2009 and '10 which, at the time, was much more Draconian.

This is just unprecedented. Not to sound overly negative, but I think DuJuan's outline, I think, will be beneficial to -- I think that we can share ours with respect to the PPP program.

I can speak very briefly on the main street lending program and just general about

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

what the banking environment was pre-COVID, currently, and hopefully post-COVID. DuJuan, turn it back to you.

MR. MCCOY: Okay, thank you, Garret. Jamila sent me an email and wanted me to comment briefly on the effect of COVID on a Black broadcaster like me. I'll be the first to admit that I'm a little different. I figured out the game a long time ago, so my COVID experience was not as harsh as maybe Susan Allen's, when she presented earlier. Mine was pretty decent, from the standpoint of I was first in line to receive the paycheck protection loan, if you will.

We received our loan on April 17th. This is a good segue into the symposium this fall because I like to say that DuJuan McCoy is hope. There is hope out there on having access to capital once you figure out the game and how the game is played.

When I did a deal with my bank, I did a deal with a small regional bank. I did a deal

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

prior with Garret Komjathy. Garret taught me a lot of things with the broadcast business. I moved on from Garret and went with another bank because I had a smaller transaction.

This bank made me a priority. The reason he made me a priority was because I knew how to speak to a bank. That is going to be a segue into our symposium this fall. Again, we received our PPP money April 17th, and we were on the first batch. I've got to tell you, without that PPP money, I don't know -- I would be struggling right now. Put it that way. It came at the right time, and I didn't lay off anybody. I'm very fortunate. I'm a little different than the rest of the country and other minority broadcasters that haven't figured out the game yet. I'll give you a last quick example.

When COVID hit, my pacing dropped 45 percent. I didn't know what to do. We called our bank and we filled out the application. In fact, we created the application form for the

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

bank to use as a template. That's how quick we were.

He used our template as a template for all of his other clients. We got moved to the top of the line. My revenue was down 45 percent and is getting better now. Second quarter, we were down 45 percent. Third quarter, we're going to be down 30 percent.

Fourth quarter, we're looking a lot better. There is hope out there. Hopefully, we can get a really, really good attendance to the symposium this fall because it's going to be really, really informative for people to learn how to get money lent to them. That's all I have.

MS. BEASLEY: Thank you, DuJuan. Really appreciate that. Our next presentation is from Nahuja. Nahuja, take it away.

MS. NAHUJA: Okay. Good afternoon, everyone. Let me begin by giving a special thanks to Anna Gomez and Heather Gates, who, as

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

has been said, are very hands on, having attended some of our political sub-group meetings, as well as that of other sub-groups.

I'd like to give a special thanks to our working group leader, Caroline Beasley, who has been an excellent mentor and chair. Of course, our sub-group would not be where we are today if not for the excellent help of the three designated federal officers, Jamila Bess Johnson, Julie Saulnier, and Jamile Kadre.

Of course, our sub-group is peopled by stellar members, who represent experience across a wide span of communication and education vehicles. Our objectives are two-fold, to highlight to the stakeholders, which are the minority and women owning and wanting to own stations, large broadcast companies involved in selling stations, legislatures crafting bills and seeking support for such, media advocacy groups, and, of course, the public at large. We want to highlight to these stakeholders, in our

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

symposium, a way to keep a front of mind mindset of the need for broadcast diversity, and two, to highlight to the same stakeholders how the tax certificate tool has, in the past, and we believe can, in the future, help achieve greater diverse broadcast ownership.

First, we'll look at the track record. Have minority and women always had the kind of ownership we have right now? Has it been greater or less, and what has caused the change? Of course, the re-authorization of the tax bill already has support and recently moved forward with amendment substitutes adopted into the bill in the House Ways and Means Committee.

Our symposium presentation is designed to persuade those without knowledge about and/or those unconvinced of the need and value to subsequently support this bill. This tax certificate bill is called -- the short title is the Expanding Broadcast Ownership Opportunities Act. The outcomes that our

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

political sub-group is seeking to achieve is -- with the brief presentations and a co-moderated panel is to help provide accessible information to those trying to acquire licensing in context with understanding what the previous tax certificate bill accomplished. There are some obvious questions. Who do you contact?

Is it a do-it-yourself job if you want to get a license? How long does the process take? What's available? Where do you find them? And provide guidance like who would be a good mentor? Is there and where is the professional help to do this?

What do I tell my bank if it's my first license and I have no track record? So guidance to minorities and women in getting through the process successfully. Our speakers and panelists will provide answers, sources, and their perspective to the stakeholder audiences I mentioned earlier.

We think this kind of fast-paced

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

discussion, touching on information about how the tax certificate is needed and how it has worked in the past, is a good way to increase interest in it. The more people know about it, the more they will support it. We hope the discussion by the panel will increase public and government support for the bill, too. Next slide. Beginning with the two presentations, one speaker will touch on the history of licensing American airways. We know there was a golden age of radio in the U.S., but it wasn't a golden age for all Americans.

History will attest to licensing beginning as far back as the 1920s, but included virtually no ownership by minorities and women. It took some 30 more years for some licensing to open to minorities, at all. Minorities were first licensed in 1949.

After 30 years, there were still only 40 radio or TV stations owned by people of color. The second speaker will discuss the current

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

status of a tax certificate bill, which is structured to replicate the success of the earlier one that expired in 1995.

The earlier one actually was successful in increasing ownership from 40 people of color owning stations, the 40 that I mentioned, to over 288 radio and TV licenses before it expired in 1995. History shows that the perennial challenges remain. In fact, from 1997 to 1998, three years after the tax certificate had expired, minority-owned radio and TV stations barely increased by about .1 percent. It has remained essentially the same ever since.

This means that ownership concentration in the public airways of radio and TV remain empirically in the hands of a very few, which do not include even 10 percent minorities -- minorities and women, who, together, make up more than 50 percent of the public in our country.

Is this a problem? We think so

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

because at 25 years after the expiration of the tax certificate, we see trends in broadcast ownership that do not reflect as well as possible on the FCC's efforts to encourage broadcast diversity. We need diversity in viewpoints.

We need an increased variety of formats and content. We need varied outlets. More independently owned outlets even within a geographic market are needed. Certainly, more minority and women broadcasters which, without real-time tracking, is still estimated to not be more than the approximately 3 percent it was when the tax certificate expired. Today, or in 2018, rather, out of 17,000 broadcasting licensing, people of color and women really only have about 500. Next slide. As I said earlier, the political sub-group's panel will be co-moderated.

We expect the two moderators will ensure fast-flowing discussion as four panelists respond to questions directed to them to provide anecdotal, factual, and current information for

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

our targeted audiences. One panel will provide personal illustrations of opportunities taken, including the process and steps.

How will they speak to those opportunities taken? By describing their personal case and what helped them, how they got their first license under the now-expired tax certificate, where they went from there. Did they acquire more licensing? Was it easier or not?

Another panelist will share their experience with the station or stations they own and how they were able to, or how they want to acquire additional stations through the pending tax certificate bill, how that would actually benefit them personally and their footprint in the market where they are. These two panelists will be joined by two media industry panelists, one representing a large media industry, and one representing small media industry. The media industry panelists will provide insight to how

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

the tax certificate, as a tax discount, did and can enable their businesses to sell licenses to minorities and women in support of broadcast diversity, as encouraged under the FCC.

These panelists will delve into industry, experience selling a license to people of color and women. How, for instance, selling to people of color and women can help enlarge audiences for radio and TV by broadening and deepening the listening base, how the industry actually views new owners and their audiences who are also become empowered.

They may even provide information or reveal trends as they reflect on some new owners responding to their communities and the like. Given that our current coronavirus pandemic emergency reveals multi-level disparities across communities in areas of healthcare, education, race, etc., hampering even penetration of local and national response, more diversity in broadcast ownership is critically important. In

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

summary, our symposium will begin with two presentations, one providing relevant historical context for the audience to underscore the fact that the tax certificate bill is a known successful quantitative piece of legislation needing re-authorization, and two, providing a status update of the current and recently amended bill, which is more inclusive in supporting diversity ownership of stations.

Both presentations will speak to the fact that HR-3957, the Expanding Broadcast Ownership Opportunities Act, addresses low diversity ownership of station and seeks to have, at the very least, the success that the previously expired tax certificate achieved.

Finally, our sub-group views the tax certificate bill as a focus of good business and doing good via public airways and supporting diversity in broadcast ownership.

New owners and audiences will be empowered as a result of being able to buy

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

stations under the pending tax certificate bill and can help important issues reach larger audiences and hearing platforms. The panel will provide illustrations of diverse opportunities taken and achieved, their personal cases. Finally, we are reminded daily, in the time of the coronavirus, of the critical need for broadcast diversity as a public interest.

Locally important communication outlets owned by diverse broadcasters embedded in their communities are likely to be able to provide more critical information that can reach community audiences and thereby help address current multi-level disparities across these same communities.

We expect our symposium to last anywhere from an hour and a half to two hours. I'd like to thank you for this opportunity to report out. If anyone has any questions, our sub-group members and I can entertain a few questions.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

Hello? I'm having a little technical difficulties, I see.

MS. BEASLEY:  Sindy Benavides has a question for you, Dr. Nahuja -- I mean Nahuja.

MS. NAHUJA:  Okay.

MS. BENAVIDES:  Dr. Nahuja, thank you so much for that presentation.  I wanted to know if, by any chance, there's a breakdown by ethnicity/gender of the 500 licenses of the 17,000 acquired by people of color/women.

MS. NAHUJA:  I don't have a breakdown.  I have to say that was in 2018, which means it probably has changed somewhat since then, particularly in light of the coronavirus.  I don't have the breakdown of it.  I can see if I can get the breakdown, but what I had was just a general total that I provided.

MS. BENAVIDES:  That would be extremely helpful, Dr. Nahuja, only because the trend that we're finding, particularly in the Latino community, is that the data does not

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

exist, which means that we can't change the policy. Any data that's out there would be super helpful. Thank you so much.

MS. NAHUJA: All right, thank you.

CHAIR GOMEZ: I see Julie Saulnier has something, as well. Julie.

MS. SAULNIER: Thank you, Anna. Thank you. I just wanted to say that the FCC puts out a report every two years breaking down minority ownership by the racial categories specified by the Equal Employment Opportunity Commission. Those reports are on our website. If you go to the media bureau page on the FCC website, they're called the 325 reports. You can always check in and look at those. They're updated every two years.

CHAIR GOMEZ: Jamila.

MS. BESS JOHNSON: Thank you, Anna, and thank you, Julie. I just wanted to add that the Form 323 also captures female owned broadcasters. It has a lot of information on it.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

We would certainly encourage you all to go to the media bureau web page and look at some of that data. Thank you.

MS. BEASLEY: If there are no other questions, we will continue on. With that, we'll ask Skip Dillard, who is the chair of the broadcast sub-group, to make his presentation.

MR. DILLARD: All right, thank you so much, Caroline. Just wanted to take a quick moment to thank the members of my sub-group, professionals ranging from broadcast owners to multi-cultural advertising. I learned so much from them, and Dr. Shukla for assisting us, as well, with putting together the presentation. Our goals were to identify potential ratings measurement metrics for minority and women-owned broadcasters, in order to attract sustainable advertising revenue from local and regional advertisers. Many new broadcasters find this to be their No. 1 challenge in order is to find ways to get the revenue flowing.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

Not to pick on Caroline Beasley, but her family would be a perfect example, starting with a small station in Goldsboro, North Carolina, growing it over time, being able to afford to subscribe to the ratings service, then buying into bigger markets and, eventually, getting stations that were cash flow positive, that required a lot less work.

We want to educate women, minority, and multi-ethnic broadcasters on how to reach multi-cultural departments of major advertising agencies. Very often, you'll find, today, that there's more than one decision maker. It may be a committee.

How do we reach key people, and how do we generate more dollars to broadcast properties? Support, continued and increased use of a broad range of broadcasters, including those that particularly serve minority communities to air federal, state, and local government advertising campaigns regarding important initiatives, such

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

as public health information, during the COVID-19 pandemic. Next slide.

We want to identify potential ratings measurement metrics for minority and women owned broadcasters, in order to attract sustainable advertising from local and regional. Of course, the action is going to involve inviting, on our upcoming symposium, representatives from Nielsen Media to discuss ratings measures available for small, minority, multi-ethnic broadcasters on November 6th for our Access to Capital symposium.

We also plan to educate women, minority, and multi-ethnic broadcasters on how to reach multi-cultural departments at major advertising agencies. We want to have executives from multi-cultural departments, which we will have from advertising agencies, at our November 6th symposium. Next slide.

I presented, on August 21st, programming in a pandemic. It originally was personally developed by myself for the National

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

Association of Black-Owned Broadcasters. I presented this for our subcommittee. The program sought to make the point that broadcasters and our content become even more relevant and important during times of crisis, which we saw this year.

During our discussion, we attempted to get an insider's view of the overall process of preparing our staff, serving our communities during these crazy times in 2020. We included the following discussion points in the presentation.

Broadcasters as first responders, our on-air talent, our technical people, our engineering teams, donned a mask and were right there providing information, keeping us up to speed with technology that helped us at a point where many people could not come into New York due to the COVID crisis.

We also had protests from the George Floyd killing near the station, preventing people

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

from getting there. Definitely, broadcasters join the group of first responders who have been there. Broadcasters' use of technology, as I just mentioned, was crucial. Social media, crucial to continue, uninterrupted, serving their communities. We had to get very creative, very fast. All of a sudden, we learned how to use Zoom to reach our audiences online with panel discussions with COVID officials, with census officials. Everything we normally would bring people together to do, we now had to do virtually.

Of course, preparation of broadcast stations' teams to the new normal, what happens when you find that hey, we're not going to need all this space, that many people, such as our sales departments, may have to work remote for the near future? What happens -- when do our DJs all return to work, or will they be broadcasting from home? Next slide.

Preparing talent for disruption.  
Most important for audiences was separating

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

important information from the fake news, from everybody on Facebook and getting ads for special hey, beat COVID before everybody else deals with the vaccine, things that were not factual, things that were not true, misinformation. That's crucial. That's something broadcasters work overtime to do. Air check and critique talent performance in relation to the crisis. I always believed what separates a great on-air talent or TV talent from an okay one is truly when they have to stop the music, when they have to stop the entertainment and communicate with people, and also to keep people calm during times of unrest, such as we had with our protest in New York City.

Social media, we talked a bit about the versus with the artist battles online, all kinds of new ways to not only generate entertainment and engage our listeners out there, but also some revenue streams are out there, too.

Many companies -- you can go down the

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

line. Many product categories have become very interested in what we are doing online, not just entertainment, but also to get out information on health and dealing with the pandemic. We talked about using our talents' eyes and ears.

They're the people on the streets. They're getting the calls from the listeners. They're the ones checking a direct message from a listener on Facebook about COVID testing. Where can I go get tested? I'm hearing it costs \$50 at this clinic, and I don't have that money. Those were things that were coming back to us constantly from our talent, which helped us shape the information, and also figure out what we should be focusing on. Radio has traditionally not done the best job, and TV, as well.

Let's talk about why we're here and why we're relevant, what we do beyond entertaining people or playing music or doing the 5:00 p.m. news. We are always seeking to not only engage our audiences, but empower them,

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

encourage them, help them find jobs, which will be a major initiative coming up as we start to mitigate the effects of the pandemic on our employment sector here.

We have to tell our story. We were able to, on our stations, do over 200,000 meals through our local food bank through donations from our listeners. These are things that all make us relevant and more important than ever.

Help audiences deal with a possible second wave. How do we go from where we are now to making sure we don't go backwards? Of course, consider the impact of race relations with your staffs and audiences. The Black Lives Matter movement, how do we address these in a very diverse -- in the diverse broadcast environment? How do we talk about inclusion? How do we train the next group of general managers, the next group of sales managers from a seller, the next group of program directors from an assistant program director or music director?

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

These questions are being asked. We have, even in our organization, as well, which is very diverse, asked about what is the plan for growing women and minority talent for our business? Next slide.

While the immediate effect of the pandemic was a significant drop to broadcaster advertising revenues, some positive signs, thankfully, are beginning to emerge. We definitely have a need for accurate health information and combating inaccurate or misleading information. That has increased. We have seen more dollars for ads about where to get tested to COVID practices. We are assured that as vaccines become available, there will be more actionable and factual information that will need to reach the masses, particularly in minority and hard to reach communities that have been diversely impacted by COVID-19.

Advertisers are increasingly aware of the need to reach out to minority and

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

disadvantaged communities, and they are seeking ways to do so. A good example of that, we have already gotten inquiries from many advertisers about having a higher participation in Black History Month in February, so just one example there.

As a result of these trends, minority and women broadcasters will have more access to advertising dollars. Stay tuned for November 6, 2020. I'm very excited about our ACDDE workshop, minority and women broadcasters' access to revenue, featuring Nielsen and multi-cultural advertisers to help us get on the path to a much better 2021. I believe we can move to questions from here if there are any.

MS. BEASLEY: If there are no questions, thank you, Skip --

CHAIR GOMEZ: Actually, Caroline -- sorry, Caroline. I see Jenell Trigg has her hand up.

MS. TRIGG: Yes, thanks, Julie, thank

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

you, Caroline, thank you, Skip. This is S. Jenell Trigg. Good afternoon. Skip, I'm delighted to see you leading this effort, and it's great that you're serving on the committee. As you may remember, I have a 20-plus-year background in advertising and marketing sales in both the Chicago and Baltimore markets.

Your emphasis on reaching out to multi-cultural departments of major ad agencies is extremely important. I'm curious. Back in the day -- and it's been some time since I've been on the streets -- there used to be quite a few minority-owned advertising agencies that received some budgets from major corporations, major advertisers, granted, certainly not as much in the major streamlined agencies, but still had support for Black radio and Black-owned media.

Just curious. Are there any left, minority-owned agencies, or have they been subject to some of the systemic racism and COVID-19 issues that other Black businesses have?

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

Are they not getting their fair share of advertising support, as well?

MR. DILLARD: I've talked to two. Carol Williams' agency is still going strong, Irving Street, which has long handled McDonalds' minority multi-cultural spending. They're hanging in. They're making it okay. When we talk about systemic racism, these agencies have always had a harder way up.

MS. TRIGG: Yes, indeed.

MR. DILLARD: The big problem today is -- what I found is you do have situations in which these agencies get an unfair representation of dollars that should be going to multi-cultural. The monies aren't what they should be.

And number two, when you seek out monies, major non-multi-cultural-oriented stations that have a sizable multi-cultural audience -- for instance, WBLS is an African-American station that's been serving

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

African-American adults since 1974.

WLTW, which is a full-service, general market AC station still competes with us for some of those dollars, especially for at-work listing. They'll say hey, 10 percent of our AC listening is African-American, many coming from the office environment pre-COVID.

So they will make a battle for us for dollars that technically would have been earmarked for a station that was totally dominantly African-American, if you understand what I'm saying. It is still a battle on the agency side. Honestly, we need more multi-cultural agencies. That's on every side, run by women, Hispanics, African-Americans. We are seriously, tremendously unrepresented.

The biggest problem -- and that's for another discussion on another day -- is that we have to train sales people. We are spotting everybody, but the next generation of people that can sell both traditional sales ads and digital,

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

we've got to get into the colleges, and we've got to recruit.

That's when you start to have more agencies. All of them, at one time, sold advertising for one entity or another, TV, broadcast and the like.

MS. TRIGG: Thank you. It's good to know that Carol is still around. Just curious. Are you going to also, during the symposium, provide some anecdotal information that can help supplement and update the report that came out, I believe it was 1999, when being No. 1 is not enough? You may remember that, that it didn't matter how large a minority-owned station's ratings were, they still did not get their fair share of advertising. It would be very helpful, I think, to provide either some statistical or anecdotal information at your symposium to update that report.

MR. DILLARD: I will get with the group. That's an excellent point. We actually

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

had an internal meeting on that very recently. It is still very possible to be third or fourth in the ratings as a station serving, for instance, African-Americans, and number 11 in billing; that's a phenomenon that we see in numerous markets. Thank you for that. I will get with the group and Jamila and the crew and see what we can do, and Caroline. Thank you.

MS. TRIGG: Thank you. I look forward to the November 6 symposium. Thank you very much.

MR. DILLARD: Thanks so much.

MS. BEASLEY: Do we have any other questions? Okay, thank you, Skip. As you can see, timing is everything, positive for some, negative for others. But Skip, your presentation really showed us that for local broadcasters, we -- while revenue was dramatically impacted through COVID, it really gave us the opportunity to shine, to do what we do best, and that is serve our community. Thank you for sharing all those

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

great things that you all had done and everything that you're facing during this time.

MR. DILLARD: Thank you.

MS. BEASLEY: Our symposium will be November 6th, as you all have heard. We are planning to help you -- our aim is to help you address both the positives and the negatives that have presented themselves from COVID. We look forward for you to attending.

You have heard a recap. It's going to be informative. It's going to be interesting, and it's going to be enlightening. Hopefully, it will be very, very helpful for you. We hope you will join us. With that, that is our presentation today. Thank you for joining us.

CHAIR GOMEZ: Thank you, Caroline, and thank you DuJuan, Nahuja, and Skip, and everyone else on the working group and the sub-groups. Again, really great energy, expertise, as you can see. I'm really looking forward to some of these upcoming events. Now,

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

I know we've had some questions. Is there any discussion by the full Committee at this point? Anyone who would like to say something, if you would please raise your hand, and I will acknowledge you.

I don't see any raised hands. I want to thank you, again, Caroline and the members of the Access to Capital working group for all of this great work. We are now going to take a 15-minute break. We're running a little early, so we should resume at 1:37.

I forgot to take roll when we came back from lunch, so I will take roll when we get back. I will look forward to talking to you in about 15 minutes. Everyone can turn their mics and computers off -- I mean, not off, on mute. Thank you.

(Whereupon, the above-entitled matter went off the record at 1:23 p.m. and resumed at 1:38 p.m.)

CHAIR GOMEZ: All right, welcome back

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

to everybody, to the Advisory Committee on Diversity and Digital Empowerment meeting. As I mentioned, I forgot to take roll after our lunch, so I am going to take roll now. As before, when I call your name, please unmute and let us know you're on. Raul Alarcón.

MR. ALARCÓN: Present.

CHAIR GOMEZ: Susan Allen.

Caroline Beasley.

MS. BEASLEY: Here.

CHAIR GOMEZ: Sindy Benavides.

MS. BENAVIDES: Present.

CHAIR GOMEZ: Laura Berrocal.

Please remember to mute yourselves if you're not speaking.

MS. ALLEN: Did you just call me? This is Susan Allen.

CHAIR GOMEZ: Hi, Susan, thank you.

MS. ALLEN: Hi. I was using a different mouse. I have three mouse in front of me.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

CHAIR GOMEZ: All right.

MS. ALLEN: Technology.

CHAIR GOMEZ: Technology. That's  
right. We're all becoming --

MS. ALLEN: Why doesn't my mouse move,  
I said.

CHAIR GOMEZ: Laura, are you on?

Maria Brennan.

Rudy Brioché.

Harin Contractor.

MR. BRIOCHÉ: Hi, Anna, did you  
mention me?

CHAIR GOMEZ: Sorry, who was that?

MR. BRIOCHÉ: It's Rudy.

CHAIR GOMEZ: Oh, hi, Rudy, yes, thank  
you. Skip Dillard.

MR. DILLARD: I am present.

CHAIR GOMEZ: Michelle Duke.

Deborah Elam.

MS. ELAM: I'm here.

CHAIR GOMEZ: Maurita Coley.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

MS. COLEY: I'm here.

CHAIR GOMEZ: Rashidi Hendrix.

MR. HENDRIX: Present.

CHAIR GOMEZ: I know David Honig is present, but technically unable to respond, so thank you, David. Ron Johnson.

DR. JOHNSON: Here.

CHAIR GOMEZ: Sherman Kizart.

I know Dr. Turner Lee is on. Roy Litland.

DuJuan McCoy.

MR. MCCOY: Here.

CHAIR GOMEZ: Clint Odom.

MR. ODOM: Here.

CHAIR GOMEZ: Sean Perryan.

Henry had some technical issues. I don't know if you were able to get back on.

Steven Roberts.

Brian Scarpelli.

Dr. Shukla.

DR. SHUKLA: Present.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

CHAIR GOMEZ: Marie Sylla.

S. Jenell Trigg.

MS. TRIGG: Good afternoon, present.

CHAIR GOMEZ: James Winston.

And Chris Wood.

MS. WEST: Felicia West is also here.

CHAIR GOMEZ: Thank you, Felicia.

MS. MENDOZA DAVILA: Rosa Mendoza is  
also present.

DR. WILSON: And Dr. Fallon Wilson is  
present, as well.

MS. BESS JOHNSON: And Anna, you have  
me. I came really early for roll call.

CHAIR GOMEZ: You did, thank you.

MS. BESS JOHNSON: Thank you.

CHAIR GOMEZ: I like that enthusiasm.  
Shellie Blakeney, sorry about that, Shellie.  
You're Marie's alternate. Anyone else I'm  
missing?

All right. Thank you very much. Our  
next presenter will be Dr. Nicol Turner Lee, who

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

will lead the Diversity in Tech Sector working group report.

DIVERSITY IN THE TECH SECTOR

WORKING GROUP REPORT

DR. TURNER LEE: Thank you, Chairwoman, for the gracious introduction. Thank you to all members of the Committee for hanging in there. The fact that we're early suggests that everything that we're saying is probably right.

I'm going to keep with the tradition of staying within our time as we provide our presentation from this working group. First and foremost, let me just say this. First, I want to say a formal thank you to FCC Chairman Ajit Pai for reconvening and rechartering this Committee. I think it is very important that we continue to have these conversations.

I also want to say thank you to the other commissioners, particularly Commissioner Geoffrey Starks was actually very much involved

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

with that new diversity program for interns. I think recognizing that there are real barriers to entry and actually doing something about it is really important, so thank you, Commissioner, for actually doing your part in ensuring diversity and inclusion. We applaud you for those efforts, and we look forward to helping you to find the candidates necessary to take those jobs.

I would also like to say thank you to our chairwomen, Anna and Heather, for stewarding this Committee. Your great work, and as you said, your diligence of being on every single call was not unnoticed. We thank you for your feedback, as well as the FCC designated officers, the three Js, Jamila Bess, Jamile, and Julie, for your excellent assistance of particularly people like myself who are shepherding this effort voluntarily, along with other things.

To the other working group chairs, as well as members of this Committee, again, I say thank you. Because as I think about the framing

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

of our presentation, which is the final one, I actually want to say to my colleagues that you've done a really good job.

You've done a good job setting up, I think, the conversation's direction of why this Committee is very necessary at this critical time. Not only has every committee just emphasized the importance of dealing with COVID-19 and the devastating effects that it's had on communities of color, but we're also talking about a racial equity inflection point in this country, where it was video, it was media that actually showed the eight minutes and 46 seconds that a police officer had his knee lodged into the neck of George Floyd, and it was publicized.

As to Caroline's previous presentation, it was publicized, but we need more owners of color who are actually part of this narrative of helping us to unpack and dismantle systems of oppression that affect communities of

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

color.

I'm excited to actually add on to that narrative because my job has been made easy because our Committee equally cares about the recommendations that we're going to propose at a time like this, the time where we have to think about how effective this committee will be going forward, which is now, because I think everything has been mentioned up until this point has really showed the critical nature of why we need diversity within our communications ecosystem. I could not do this alone, so the next slide shows all of the members of our working group. That would be -- now I might need some help, unless I'm supposed to do this. I was going to say I can't do two things at one time. The Diversity in Tech Sector working group members are listed there, Maria Brennan, Rosa, Deborah, Maurita, Rashidi, Dr. Johnson, Clint, Sean Perryman, Brian Scarpelli, Dr. Fallon, and Christopher Wood, who I actually give a great thank you to Chris, who

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

actually helped us with the compilation of our slides.

Next slide, please. What we did, similar to other groups, is that we broke into three areas. One is workforce diversity; the other one is startup diversity; and the final team will be supplier diversity. This is the order in which we plan to present this afternoon. Next slide. Next slide.

Reminding people -- go back one. Reminding people as to the -- if you can go back one slide, please. Reminding people of the objectives of this Committee, forward one, the objectives of this Committee, which has followed through -- it's okay, just stay right where you're at -- followed through has been around studying the under-employment or lack of promotion opportunities for women and people of color in the tech sector and proposing a range of approaches that businesses could use to address these issues, highlighting best practices of

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

industry leaders in training and employment diversity, and developing recommendations for innovative training programs in science, technology, engineering and math.

I just wanted to remind people of the original charter of this particular subcommittee and the fact that last year, the subcommittee issued a report that was very vital in canvassing what high tech companies were doing in the space of workforce diversity and supplier diversity.

We intended to, in this year, continue that path. Now, I want to stay right here, before we move this slide, and just suggest, as I've said before, that this pandemic is still here and racial equity has not yet subsided and probably will not for decades to come.

What's interesting is that digital access has increasingly become the new normal, something that we've heard in the previous sub-group, at least Rudy's sub-group, when it comes to closing the digital divide. For those

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

of you who can't necessarily see the bars in that slide, which I also cannot, this actually comes from field research, in terms of the types of activities that people are doing during this time.

I think just from illustration purposes, the high length or the long length of the bars suggests that people are doing so much more online, from buying groceries to watching movies, to staying in touch with friends and family, to doing things that we are doing right now, which is broadcasting a government advisory meeting online. Next slide, please. I think I have some background noise that I'm not being heard.

CHAIR GOMEZ: We can hear you. I don't know if Vanessa's having technical issues again.

DR. TURNER LEE: Okay, I'll just wait one second, if Vanessa can proceed to the next slide before I go on. Okay, perfect. Thank you,

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

Vanessa. Before I go into the individual working group reports, I would like to just bring our attention to -- Lord, Vanessa, now I'm having technical issues -- our attention to some background information that I think is of importance to our working group. First and foremost, access to technology is playing a significant role in response to COVID-19. As I mentioned in the previous slide, we've seen an increase in the types of functions and activities that are being demanded via Internet use or online use.

Interestingly enough for people, we've actually seen a lot of resiliency and capacity in the networks that are carrying these increased functions. We've also seen the creation of technologies equally important in the impact on jobs, products, and services.

I say that because as we think about digital transformation -- and I'm currently writing a book about this, in terms of the U.S.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

digital divide -- we're actually seeing a new wave of jobs become created as a result of the digital age.

Whereas, a digital divide has been exacerbated as a result of COVID-19, we've also seen jobs created in spaces that we did not know or forecast were going to happen. I call this our new digital normal. If you look at the statistics that I presented, for example, 21 percent of Americans have said that they've ordered groceries online or through an app because of the coronavirus outbreak. That makes sense because of the mandated social distancing.

We're also seeing a large portion of urban and suburban residents who have access, of course, who are now accessing restaurants and other types of commercial establishments through online applications.

I think any of us that are on this call have done it at least once, given the boundaries and the restrictions of being able to

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

go in person to any of these stores. We also think about, again, that network infrastructure meeting the increased online demand and accommodating important uses.

As I mentioned just previously, we've seen these great surges, but we've not necessarily seen the extent to which many of us might have predicted huge blackouts when it comes to resiliency of networks. That speaks to our ability to have a meeting like this and other meetings that are happening concurrently as a result of having some type of network infrastructure that is maintaining itself. Again, pointing back to the digital divide, it does not necessarily mean that there are people who are equally benefiting from what we're doing now. I think Rudy's group sufficiently pointed out some of the challenges of being offline.

I call those folks digitally invisible. At the same token, we are going to see a lot of new use cases like telemedicine and

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

telehealth, what we're seeing in virtual education, among other use cases being used over networks in ways that we've never seen them done before.

That is, again, why -- and I have to keep caveating why it's very problematic when we don't get everybody online, that we actually see the type of digital inequities that happen in schools.

Then finally, I would say that these challenges that existed before the pandemic in diversity inclusion workforce, despite the growth of new industries, despite the new expansion of use cases, are still going to require levels of diversity inclusion in workforce, supplier diversity and programs, as well as access to capital for tech founders of color. Let me tell you why that's still important. While we see this growth, we have not necessarily seen equal growth when it comes to the types of businesses that are being developed, established, and

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

managed by founders of color or other vulnerable populations.

That's quite problematic if we know that the new normal of digital is actually going to be the game changer when it comes to economic and social growth. With that being said -- and I'm going to just shortly turn it over to my group -- I want you all to keep in mind three bullet points that will resonate throughout the three presentations that we give you today.

One, women and people of color still feel unwelcome in the tech sector and have had high rates of attrition in spite of the efforts that we have to actually get them connected into this industry.

I, personally, recently participated on a panel of some research that was done by AEI that surveyed people of color who work in the tech industry, who were mature people, who were mature professionals, who essentially said they'd leave because they do not feel that they fit into

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

that culture. That's problematic, and that's a reference that I've provided. I'm looking forward to hearing from Rosa, in her group, as to what we should do about it as part of the charge of this Committee.

Secondly, tech startups founded by people of color often do not have critical venture capital investment. As it was mentioned, for example, in the Access to Capital group, equally in the venture capital space for tech startups, we are not seeing the infusion of capital in those companies that essentially could be leading some of the driving post-recovery efforts, given the fact that they could be closer to the ground when it comes to creating more trustworthy AI. They could be helping to get rid of algorithmic bias.

The lack of equal allocation of venture capital to startups at a time where digital is becoming the new normal is problematic, and it's something that I am hoping

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

that Dr. Wilson will address as far as what we plan to do about it within this sub-group.

Finally, even in the midst of a pandemic, business diversity and procurement of women and people of color still matter. When we think about the unequal distribution of wealth, when we think about the fact that it was mentioned by Susan Allen that we were seeing, for example, a statistic that I just read, 100,000 small businesses closed, permanently closed as a result of this pandemic, 40 percent of Black-owned businesses, for example, permanently stopped existing in communities of color, the devaluation of Black communities and Latino communities as a result of this pandemic, that does not necessarily mean, for companies that are still in business, that they do not prioritize their relationships with diverse suppliers.

Led by Dr. Johnson, we're actually going to hear from our group why we need to actually assess the cost through solid research,

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

solid conversations that, again, implore, in many respects, the Commission, of which we have direct authority of this Committee, to think about ways to keep that conversation going.

As I was listening to the previous group on Access to Capital, my heart sank because as some have said with the health disparities of COVID-19, when vulnerable get it, it's not like they catch a cold. They catch the flu. It is apparent that when Black-owned businesses and Latino-owned businesses, or diverse businesses, in general, are impacted by the consequences of something so devastating, it's not like we can recover very quickly, which is, again, why it's important to have a conversation on how do we get more people in and prepared, so that they fit in these new economies that are the future of industries?

How do we understand how to create an ecosystem where they have equal access to capital, particularly in a tech entrepreneurship,

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

a state that is going to require the support, talent, and skills of founders of color? Three, how do we ensure that diversity in our supplier procurement programs still matter?

So with that, I actually want to start with -- this is how we're actually going to lay it out -- with Rosa, who will start with the workforce development report out for this meeting. When she has completed, we will pivot to Dr. Fallon Wilson, who was the sub-group chairwoman for the Startup sub-group of this Committee, and then we will end graciously with Dr. Ron Johnson, who will talk about the supplier diversity outputs that have come since our last meeting. I will then return and see if there are any questions from this distinguished group for the sub-group. With that, I pass it over to Rosa and her slides.

MS. MENDOZA DAVILA: Thank you, Nicol. Good afternoon, everyone. We changed or plan a little bit. Our group changed our plan,

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

and we are now going to focus on educating people from under-served communities on how to get a job in the tech industry.

Nicol, you mentioned some of the reasons why people from our communities don't get a job or don't have a job or don't keep a job in the tech industry. One of the reasons that they don't know about the resources. They don't know what road to take in order for them to be able to get a job, so that's what we want to do.

We want to help educate our community on how to get a job in the tech industry. Our goal is to provide information and resources to students from under-served communities, such as advice on how to build a strong resume, networking skills guidance, advice on how to interview and how to land a job, information about opportunities in tech and telecom industry, information about coursework and grade requirements for certain tech jobs.

We want to emphasize the importance of

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

STEM education, and we want to provide information about the tech culture. I also give advice on the experience needed for some tech jobs, such as internships, volunteer work, etc. Can you go to the third slide, actually, please?

DR. TURNER LEE: Yes. And Rosa, Nancy has joined, so good. We're back on track.

MS. MENDOZA DAVILA: Okay, perfect. Our target audience is students and influencers, high school students, juniors and seniors, college students, guidance counselors, placement officers, and parents. We plan on partnering with tech companies, STEM organizations, affinity groups, and others who may be interested in partnering with us.

Fourth slide, please. We are going to deliver our message via a virtual summit. It's going to be titled the Road to Tech Jobs. It's going to be on Friday, January 15th, at 3:00 p.m. We will provide more details as we get closer to the date. We are going to have

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

panelists and keynote speakers who are subject matter experts. We hope all of you can join us, as well. Last slide, please. At the end of the summit, we are going to give a road to tech jobs document to all of the participants.

That document will include a summary of key points from presenters, provide resources relevant to securing a job in the tech industry, and it will also provide a feedback mechanism. We believe that our summit will help educate people from under-served communities about how to prepare to get a job in the tech industry.

Therefore, it will help create a pipeline of qualified and diverse candidates for the tech industry. That's all I have. Maurita and Deb, did I miss anything? Would you like to add anything else?

MS. ELAM: I think you did a great job. This is Deb. I think, again, having been on the other side of this, where people are hired, a lot of times, students get to the end of college

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

and it's just too late. They haven't taken the right courses. They haven't gotten the right grades. They haven't had the right summer experiences. Our goal, as Rosa said, is to get to students very early, so that they can know how to really map out and give them a document, actually hand them something that they and their parents and supporters can have to map out a road to not just a job in the tech sector, but a tech job, as well.

MS. COLEY: Same here. This is Maurita. I really enjoyed working with Rosa and Deborah. As you have noticed, we did come up with a change in direction because we wanted to reach out to the pipeline. Really, a lot of the issues that come up in this area have to do with the pipeline.

We think that this virtual job summit, tech prep summit, whatever you want to call it, is going to really get to the audience we want. Also, for me, being last generation, I recall

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

that former FCC Chairman Bill Kennard was -- he got introduced to the FCC when he was in high school, I think, or junior high school, when he was on the Dinah Shore Show, in the audience. I think about that a lot when I think about exposing the FCC to younger people because it's not necessarily known. I think this is a great way to bring in students and help to build the pipeline. Thank you.

DR. TURNER LEE: Rosa, this is Nicol. If I could just add in, you guys did a fantastic job. It's okay that you change because you've got to do what you can't -- is real, so that we actually have impact.

Again, tying this back to the previous announcement from the Chairman about the FCC diversity internship makes a lot of sense. Hopefully, there'll be some connections there, or a presentation by the Commissioner on that program at the event.

MS. COLEY: Right, thank you, Nicol.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

DR. TURNER LEE: Any other comments from this group before we pivot to our next sub-group leader?

All right, we will hold questions until the end. Let's pivot to Dr. Fallon Wilson.

DR. WILSON: Good afternoon. First, I have to say thank you Dr. Nicol Turner Lee for setting the foundation of our conversation and bringing the energy post lunch. I say to that. I have to say, also, a thank you to Jamila, Julie, and Jamile. You all were awesome this term with scheduling. Because we had some challenges, but you all were so patient with me, so I appreciate you for that.

To my amazing co-chair, Rashidi Hendrix, who will come on this conversation, as well, thank you for co-leading our sub-committee. Our diversity group is really tasked with promoting the rules of minority women and small business organizations, in particular, how they can lead in this digital economy.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

Most of our conversation, and rightly so, from some of our other sub-groups, is focusing on how capital formations and access to capital is working for minority women and small business entities, or we're talking specifically about founders.

But our group really wanted to talk about who are the support organizations in the U.S. that are supporting minority women, small business, tech support organizations? Who are supporting, on the ground, entrepreneurs? To help examine these organizations and to see how we can help sustain their vitality pre, post, and during COVID. What we did is that we decided to gather about 28 of these organizations from across the country. These leaders of these organizations, they come from various -- they represent various groups, from Latinx communities to African-American entrepreneurs, to LGBTQIA communities, and to our veteran communities.

Then we decided, also, to ask them to

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

share any additional information they would want us to share with the full Committee. To date, we have only spoken with -- and great conversations with about ten of these organizations nationally. Once again, these organizations represent a diversity of groups.

Some of these organizations that we've spoken with range from Anita Borg, where they work specifically with women in tech, all the way up to Camelback Ventures, which is an incubation organization that supports Black, Latinx, First Nation people, and various other amazing groups of people to develop tech entrepreneur and social impact companies. What we have found is that most of these organizations, number one, were founded by people who were tech entrepreneurs themselves, who realized that trying to raise capital or dealing with some of the technical challenges in launching their tech company or their tech enabled company, that they realized it was really extremely hard, so they developed

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

non-profits to deal with this issue, so what they experienced as tech founders, that others would not experience the same thing.

Also, of this group that we have spoken with, many of them have said that -- 89 percent of them said that they have been affected by COVID, meaning that not only are they having to support, directly, the founders from these various marginalized communities, but they also realize that as an organization, themselves, as a backbone organization for these entrepreneurs, that they're struggling to keep their doors open, too.

Lastly, once again, yes, they're all affected by COVID. Some of the challenges that they've outlined as support organizations for entrepreneurs in these various communities, that they experience as an organization that supports entrepreneurs, is that they're having to shift everything online. They're used to -- either they're accelerators, incubators, or they're

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

non-profits, being able to have a high touch impact with shepherding their entrepreneurs through the experiences of either getting capital or rewriting their business plans.

In some of them -- because some of the people we've actually talked with work with entrepreneurs in high school and trying to figure out the whole remote learning piece for them, in addition to figuring out how to prepare them in their business system lunch in remote space, depending if their family has access to broadband.

Those were some of the challenges. In addition to that, there seems to be, in this new space of COVID, in this new space of racial reckoning for our nation, there is a lot of resources flowing to support traditional civil rights organizations that are supporting Black and Brown communities.

However, many of the tech support entrepreneurship organizations that we spoke with

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

realize that they're not necessarily benefitting from all of the foundation and private dollars that are flowing in this space. And they would like to see that rectified. And so Rashidi, are you on?

MR. HENDRIX: Yes, yes I'm on.

DR. WILSON: Do you want to pick it up from here?

MR. HENDRIX: Yes. Just to add on to what Dr. Fallon has mentioned, we want to thank you for all your hard work and for everything that you've done. We appreciate it, first of all.

I think some of the takeaways that we basically really encountered was that, you know, work done by these organizations have increased the presence in the lack of representation in multiple tech-related industries.

I feel like the overall diversity has allowed an archetype person of color to have access to funding and employment and business

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

development. Also, minorities make a large amount of the tech entrepreneurs, but not necessarily inside the building.

CEOs of tech companies have made many strides to appoint diversity and inclusion initiatives, but they have not translated across various areas and overall culture. So that work needs to be done in that area.

We also know that while major markets, like Detroit and San Francisco and Atlanta, New York, Los Angeles and Chicago have benefitted from some of the programs, there's still a lot of work that needs to be done in some of the B and C markets. It's about the opportunities that are matriculating down to the under-served.

So, you know, we realize that there are some challenges, and we realize that there is a lot of work to be done. COVID has kind of allowed a lot of companies to pivot and be able to create programs and create opportunities.

I think that they're still trying to

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

figure out how to serve those opportunities to entrepreneurs and people who are also learning on the programming side. Some of the activities and programs are -- have now become virtual.

They also are useful, but they also kind of present a challenge, depending on the tech setup of the homes of those under-served communities. Some people don't have access to the equipment and the ability to be able to use a Zoom or things like that because they may not have a computer in their household or the ability to have Wi-Fi.

So, and then on the funding side, funding has been an issue with some of these organizations in regards to access, not too different than before COVID, but how do smaller organizations compete for capitalization or private and federal funding has been the main conversation.

Also, there was a lot of -- or little, very little awareness, as well as agency

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

accountability for opportunities in federal funding; for example, with the Small Business Administration or the Commerce Department's Minority Business Administration.

I think the solution to that was really to work towards main lining information for RFPs, grants, and federal funding deadlines. And I would say, lastly, the employment and retention of COVID has not allowed people of color to retain their jobs. And often, they're the people that are first to let go from some of these companies. I think that's another take-away that we got from our conversations, that we have to figure out how to kind of divert that.

And, you know, I think, as you can see on the slide, I think it's -- some of the ideas that we like are the tax breaks for the tech organizations and the federal design minority founders for their first three to five years. I think that that could really create a lot of

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

leverage and opportunities. I think that we're often not in the conversation when there are different rounds of funding.

As you know, the friends and family round is usually the first round that -- within the funding cycles of a startup, you know, after which is the seed round -- excuse me, the angel round, the seed round, and Series A.

I think that these incentives for funding, where the friends and family can potentially create more opportunities because we'll have more people who are invested. You know, recently you've seen the rise of gifting programs, susus and things like that. We need to figure out how we can divert that into these investments into some of these businesses.

And then lastly, again, like I said about the Small Business Administration, maybe creating a pipeline so that some of these funders -- I mean these founders can also have an opportunity to federal access. I think that a

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

lot of the federal programs are available, but if you don't know about it, then you don't necessarily get the opportunity to get a pathway to the resource. So I think that we realize that those are the challenges that we want to implement and are going to continue to kind of research through the next few months, as we're continuing our interviews.

DR. TURNER LEE: Perfect. Thank you very, very much. Before we go on to supplier diversity, is there anybody else, Clint, that you want to actually chime in on the report that Dr. Fallon and Rashidi gave?

MR. CDOM: Thank you, no. I just want to commend everyone on the work that's been happening so far. One of the things I like to remind people is that tech startups have been able to thrive even in terrible economic times.

Just a little reminder that WhatsApp, Uber, Groupon, Slack, Airbnb launched right after the 2008 economic crisis. And the kind of

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

enthusiasm that we've seen from -- or at least not willing to be conquered by economic conditions, we've got a real vibrant tech sector out there. I think we've just got to be able to find ways to connect them to capital, connect them to entrepreneurship. And some of these ideas are worth exploring.

We know the FCC doesn't have the ability to make these things happen, but these are definitely legislative and policy ideas that should be brought to the Hill and to the Agency. I'm just excited to be taking notes and to be in the presence of some of these really awesome startup companies and founders.

DR. WILSON: Can I ask one thing, Nicol, before you jump?

DR. TURNER LEE: Sure you can, yes.

DR. WILSON: I know this may seem like an oxymoron because when we said it in the presentation, we said that we're working with organizations that support tech startups, right,

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

but then we also said the broadband issue. I just want to connect that super quick.

Some companies may be tech enabled. They may have had someone go and create their app. But it doesn't mean that they have broadband at home or they have quality broadband, especially if they're in a multi-dimensional home and they have five people.

I have to say that because I know when you hear -- you're like but you're supporting tech startups. How do they not have Internet? Well, it's very easy. It depends on the quality and the strength of it. Also, they may not be the technical minds behind the actual apparatus that they're putting out as a product. Just wanted to clarify that.

DR. TURNER LEE: No, that makes, Dr. Wilson. It's almost like, as the first group talked about, educators who are also sitting in front of libraries using their Wi-Fi, or in front of Taco Bell, because they also don't have

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

broadband at home.

So, clearly taken and noted for the record that we also have to understand the broadband disparities that actually exist among tech startups who may be great in the ideation phase, but may not have the tools that they need to actually be successful.

Well, thank you very much. This group will also hold off of questions to get to the final presentation, and then just open it up to general questions for our sub-group.

Dr. Johnson, you're up next on supplier diversity. I know he was here.

DR. JOHNSON: There we go.

DR. TURNER LEE: Okay. I've been seeing you all day.

DR. JOHNSON: I know; you've been seeing me all day. Thank you very much, Nicol. First of all, I'd like to thank the other members of my little group, Maria and Sean, for their work and their support of what we're trying to do

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

collectively.

I think, for those who don't you as well as I do, Nicol, certainly your journey from the Joint Center to MMTC, and now at the Brookings, you just continue to be a compelling articulator of America's human condition. For that, we are so appreciative.

You just continue to demonstrate this great proclivity for finding the truth in all matters. I think for all of us in this field, we so much appreciate your ability to do that and your willingness to sacrifice so much to provide these understandings to the conversation. So I just want to tell you thank you for that.

Could you put up the first slide, please?

DR. TURNER LEE: Hold on. We have a little technical issue.

DR. JOHNSON: Okay.

DR. TURNER LEE: It's only our group. It was only our group. I'm just checking --

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

(Simultaneous speaking.)

DR. JOHNSON: I know; it's okay.

DR. TURNER LEE: Supplier diversity slides.

DR. JOHNSON: If you'd like, to save time, I can start chatting if you want me to.

DR. TURNER LEE: Yes, why don't you start? I'm going to look for a little chat from Jamila or Jeff to let us know if we're good to go --

(Simultaneous speaking.)

DR. JOHNSON: Okay. We have some general comments that I would like to share. Supplier diversity and workforce diversity, as all of you know, are essentially foundational pillars to a robust and thriving economy where everyone is a stakeholder.

While diversity and equity and inclusion -- we call it DEI -- has its aegis in companies' workforces, it certainly does not end there. We found that it is accepted industry

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

norms that DEI must extend far beyond a company's workforce and necessarily applies to companies that utilize a full array of suppliers that provide telecom products and services in our industry, and even in other industries, as well. And so we know that there is great corporate value in this adoptive approach. Industry shows that companies increase stockholder value and profitability when their workforce is diverse, from entry level positions to the C suites, and even to the boardrooms.

Likewise, we believe that a business benefits when its leadership embraces and ensures programs that fully utilize suppliers that are minority-owned, women-owned, veteran-owned, Native American-owned, and other protected classes, as well, including small businesses.

Our initial research also shows that successful companies tend to ensure that their vendors and partners reflect a diverse workforce with their consumers and in the communities that

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

they serve. This is extremely important to the success of these companies.

We also believe that all small business suppliers should be every bit as important to a company's DEI strategy as the large businesses. And in most cases, we found that certainly is true. For example, many of our association members in WIA, large and small, have robust and successful diversity and inclusion programs, including diversity supplier initiatives.

As you all probably know, several of our members are members of the Billion Dollar Supplier Diversity Roundtable. At the same time, I think if we juxtapose the pent-up demand for 5G and the innovation that it brings in light of COVID-19 and the current social landscape that you so articulated earlier in your comments, it is even more important that all of us, all of the nation's businesses and educational resources, HCBUs that Dr. Fallon works with, and HSIs,

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

Native American institutions are utilized to the fullest extent.

By some examples, we will show some cases, factually and anecdotally, where effective adoption, diversity adoption, is a very invaluable and indispensable tool in this process. Next slide, please.

So where are we right now? To date, our sub-group continues to build on the ideas and insights from the 2019 Diversity Best Practices report. This is a cornerstone of our work that we're doing currently and generally we rely on that and the processes that enabled us to put that report together last year. And we will continue to engage in data research and reviews and outreach processes.

In that regard, we had a wonderful, informative conversation with the Office of Communications Business Opportunities at the FCC, led by Attorney Sanford Williams. We received invaluable information from him, and directions

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

and insights on how the FCC operates. Some of that information was so very, very helpful as we look at other indices that will get us to the end of our report.

We've also met with three large tech companies about their diversity supplier practices and products. There are others that we had planned to have conversation with later on this year.

And in addition to all of that, we're assisting in planning a half-day event for October 23rd, the Tech Showcase, as it is so well designed and called. So we look forward to being a part of that and bringing some of our research to that discussion, as well.

Next slide, please. So major next steps and what is really going to drive our research going forward. I mean, we know that there is just a plethora of data, so our challenge is to try to identify the types of data sets that do exist and to find the ways to amplify the

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

business case for supplier diversity programs, as it relates to opportunities in not only expanding technologies, emerging technologies, but in current technologies that we're going through right now. There are opportunities there and we intend to do a deep dive into some of that data to ascertain what some of the major players in this area are doing right now.

In addition, we will examine current data resources. We want to look at what types of companies within the media and tech and telecommunications and broadband industry sectors, look at the ones that have supplier diversity programs, gain some information about these programs and their best practices, and just as importantly -- and Dr. Lee mentioned this -- to flush out opportunities that exist in a COVID environment.

This way, hopefully, we'll be able to pull out data that better supports women-owned and minority-owned small businesses. For

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

example, who would have known how urgent it is to have broadband for in-home learning or the great need for PPE in such large amounts or the demand for in-premise -- to the premise deliveries? These are just some examples of opportunities that flow out of the COVID environment.

In collaboration with our other ACDDE partners, we will identify what additional types of data would be useful in decision making in media and telecom and broadband that will spur more robust diversity relationships with diverse suppliers and entrepreneurs, particularly as it relates to the procurement process and a broad range of services that we will begin to identify as our report continues.

Finally, we will continue to collaborate with our other ACDDE working group partners to try to synchronize our research and efforts to keep duplication to a minimum.

We intend to analyze and design workable recommendations for effective best

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

practices so that we can report all of that out in our final report up to you, Dr. Lee, and on to those who are leading our organizational programs and objectives here.

So that's essentially where we are and where we tend to go. I will say that this is very exciting work. I am personally committed to it, having been an infrastructure business owner for many years and I understand very clearly the impediments and how doors sometimes are not open to disadvantaged businesses that want to participate in our telecom industry. So we want to stay objective about this, be open minded about this, and we look forward to submitting our final report next spring.

So if there are any other questions or comments from other members of my group, Maria or Sean, and I'll turn it back over to you, Dr. Lee.

CHAIR GOMEZ: Nicol, I think you're muted.

OPEN DISCUSSION

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

DR. TURNER LEE: Oh, that would help. Maria or Sean, do you have any input, if you are a part of the call?

Okay, I'll ask those working group members who would like to turn on their cameras to entertain any questions from the broad Committee, please do so now. Dr. Wilson, I know Clint wants to show his face. Rashidi was kind of hiding. Rosa was kind of hiding. Maurita, I know you're there, if you all wouldn't mind turning on your cameras if you are willing and able to.

And then, at this point, I'd like to turn it over to the distinguished members of the broad working group or the broad Committee to ask any questions around the three presentations that you've heard.

One is around workforce diversity with paying particular attention on the pipeline. The second one is on startup entrepreneurs with particular attention on the type of investment,

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

as well as the questions and concerns that these groups have as we try to think about ways to support them, both from a policy perspective, as well as a programmatic perspective.

The last report that we heard from Dr. Ron Johnson, whose group also included Maria Brennan and Sean Perryman, is around really delving into the type of supplier diversity research that is necessary to ensure that we have some resiliency of these organizations and these programs going forward.

Is there anyone from the general working group that would like to ask a question of this group? I knew there was going to be one. I know it's late in the day, but Rudy was going to ask a question. Go ahead, Rudy.

MR. BRIOCHÉ: First of all, fabulous presentation all around, really impressive. I just wanted to actually -- it's a bit of announcement, somewhat self-serving, which shouldn't be entirely surprising, but that's

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

around the pipeline program.

There is -- I think it's extremely important. The FCC is tacking into a certain extent. You're looking at it, as well. I wanted to mention, at least, the Federal Communications Bar Association is also trying to deal with this issue, building on programs that MMTC has had for years, as far as developing pipeline programs for diverse, you know, primarily Black American law students to get them into legal internships at the FCC, the FTC, Department of Homeland Security.

These are agencies that people generally don't think about, but also into corporate positions, as well, and in civil society. Through the Federal Communications Bar Association, we're developing a diversity pipeline program. Just wanted to at least mention that. I know you have a program coming up in January, which is great timing because I think that will be a great time for us to really

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

display the full spectrum of programs that we're trying to stand up from an organizational standpoint.

These are programs that need to have some level of, kind of a foundational standing, in order for them to be truly viable long term. It's important to promote that, especially during these times where students across the board will need to be incredibly creative, as far as how they reach out, develop their networks.

And as we know, to your point, when White America catches a cold, Black America catches the flu. What happens in a pandemic? That means there's an increasing number of people from diverse backgrounds who die, right, because we know that's the extent of how much greater it is, as far as the detrimental impact on diverse communities.

So congratulations, great work. I can't count the number of doctors you have on your -- within your group, but (audio

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

interference) that was a fabulous set of presentations.

DR. TURNER LEE: Yes, this is my kind of crowd, doctor, doctor, doctor, doctor. I would actually also point out, S. Jenell Trigg did ask a question in a chat. The workshop, just for clarification, is January 15th, 2021. So for those of you that had questions about that, that is a January 15th deliverable.

Maurita Coley, you had your hand up?

MS. COLEY: Yes, I wanted to commend the supplier diversity presentation and MMTC's chair, Dr. Ronald Johnson. He knows that this is an area that's very near and dear to our hearts, as an organization.

And I also wanted -- I love the way that we're integrating all of the different ways that entrepreneurs can get involved in this business. One of MMTC's former board members, the late Herbert Wilkins of Syncom, was just amazing, in terms of helping us to understand how

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

supplier diversity is really an excellent opportunity for minority entrepreneurs to be able to exist and survive.

In fact, when his group bought into Iridium Satellite and bought them from Motorola out of bankruptcy, he said that the only way they were able to pull that off was because of procurement, you know, federal contracts that the company continued to have to support its operations while the management team went and took the company out of bankruptcy and took it to the next level. So, I really -- this is invaluable information that we provided today, and I appreciate, in particular, the presentation on supplier diversity.

DR. TURNER LEE: Thank you, Maurita.  
Any other questions --

(Simultaneous speaking.)

DR. TURNER LEE: Oh, I'm sorry; go ahead, Clint. I'm sorry.

MR. ODOM: Maurita, one say I will

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

tell you about how that deal came about --

(Simultaneous speaking.)

MS. COLEY: I would love to hear that.

MR. ODOM: It would not have come about without an African-American chairman of the FCC.

MS. COLEY: Yep. I'd love to hear that. We're going to let you tell that story.

DR. TURNER LEE: Susan Allen, you have a question that you want to ask, too.

MS. ALLEN: I have more of a suggestion or prediction of what's going to happen. As you know, in my daily work -- and I don't sleep at all, as my working group knows, all those emails you get from 3:00 or 4:00 in the morning or 5:00 in the morning shows that this is my real life.

I have been, again, walking around the country, so to speak, and talked to corporation, government, from federal, state, to local, and lots more businesses. And I know that because

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

of COVID-19 and many of the corporations who have been -- we talk about the technology field, right. Even though we have the application and the technology, we still need people to do the work, the data entry, the programming and all that.

For a long time, much of this has been outsourced to outside of the country, right? At the beginning, it started with the call centers, the 1-800 number. I will hear somebody with an accent, and I'll say where are you calling from? My bank, but then they're calling me from the Caribbean or from the Philippines or India. They don't even know the culture here, and yet, they're trying to take care of my account.

And now we have a technology staffing application work has substantially -- a lot of them have been outsourced to Asia. With the last two years with the Trump administration things were coming back, but I hear, definitely, major corporations are going to consolidate their

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

contracts and sell them out offshore again. That means there may be much less work to be done for American workers here at home.

I think that we ought to, as Americans, and particularly starting with this Committee, where we talk about technology, telecommunication, and the new technology advances, which is going to take us to the next century, we've got to pay attention to what we heard today and figure out how can we bring the corporations people truly to the table.

I say this. We're working with a federal agency, we're the federal advisory committee, and major corporations are big contractors to our federal government. They have a requirement to share the wealth and opportunity with the small business community.

Under the Small Business Act, small business means any business with less than 500 employees, but that's not only that, but Black, Hispanic, Asian, Native American, women, people

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

with disabilities and all that. We've got to say small businesses in that one breath and say corporation, you want to lease your car to the federal government, and there's lots of money in there, you have to make sure that you're transparent in your procurement process. Tell us who you are subcontracting your opportunities to.

Are they coming down to the towns and villages where we're working with people like who we're talking about today? Only in that way can we make it meaningful. Otherwise, it's just lip service, folks. The big dollar is up there where the corporation is dealing with the government. The corporation then takes some of the work and outsource them outside of the country. It's happening.

Some of the corporations are telling me we can cut our spending by 40 percent with staff augmentation, but we want to fill our diversity standard. How can you help us?

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

Because we want to be able to fill that percentage of spend that we spend on minority community. Where can you get me suppliers who can do the other work? That's the opportunities for us here. We can bring all the minority and diverse supply we can to the table, but if corporation just take a look at us and walk away, we'll fail.

DR. TURNER LEE: Yes, thank you for that. Thank you for that, Susan. That is right on point, in terms of, I think, what Dr. Johnson, Maria, as well as Sean wanted to put together, which is to guide some framing of the research on what that looks like.

So we see it as a great complement to the work of the previous other sub-group, which is also trying to put out some more pragmatic solutions. So thank you for that commentary, very, very important. I've got two people with their hands raised. Heather Gate, you have your hand up.

VICE CHAIR GATE: Yes, I really don't

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

want to talk after Susan.

DR. TURNER LEE: I know, right?

(Laughter.)

MS. ALLEN: Oh, no.

DR. TURNER LEE: We were saying amen.

(Simultaneous speaking.)

MS. ALLEN: Next time, I put a zipper on my lips, okay? I will zip them up.

VICE CHAIR GATE: It's a great compliment to you and being able to define the problem. I really just want to start off by applauding the whole working group for all of the great work that you've done in identifying what we need to do. And, you know, I'm often in the digital inclusion world, dealing with infrastructure and adoption, but I have a real big passion for entrepreneurship and diversity in tech because I believe that is -- we have to work on both sides of the issue, it's addressing the basics, and then what if they're connected? Can we empower them? Can we give them a path to the

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

future?

One of the things that I wanted to ask -- I don't know which one of the working groups can address this, but in terms of -- let's talk about the kids for a second growing up in this world of social media, where some of these kids are really becoming entrepreneurs using social media for entrepreneurship.

Not only do they create their own businesses, but they're becoming employers at tender ages, creating whole infrastructures with employees and assistants and offices. So I'm wondering how you see that in the big scheme of what diversity in tech looks like today, especially with those pretty powerful millionaires right now in social media?

DR. TURNER LEE: Yes. Fallon, you want to talk about that, want to just do a quick response? Because, you know, we started early, and I don't want us to end late. If you don't mind, Fallon, can you give a quick commentary and

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

potentially parking lot this as one of your group takeaways? Thank you.

DR. WILSON: Okay, I'll make it very, very quick. I feel like I'm my mother's age now, and I'm going to give a mother's age comment to it. You're right. There are amazing youth of color who are becoming social media influencers overnight, but it is not the norm.

It's not the norm to all the amazing work that you're doing because to be able to have a TikTok, something to go viral, you have to be online consistently. We know that often, our students don't have consistent access.

I do think it -- don't get me wrong. I think it's an amazing space to begin having a conversation about media influence and building a media company from your brand. I know Maurita and all the other folks who work in those spaces will love that, but I will always fall back to say that I don't hold it up as a norm, as a possibility, because there's so much

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

infrastructure that we have to build around that to make that viable. So I'm going to parking lot it there, Nicol.

DR. TURNER LEE: But I think, Heather, your point is well said and well taken because if we're looking at digital divide issues that have been exacerbated, but these digital opportunities that are being created by the conditions that we have to all live under, the question becomes do we not take into consideration that there are going to have to be alternative strategies for how young people of color get into this game.

And so, in the presence of strains on our educational system and where are kids stand today, in addition to where we are with regards to this digital new normal, we have to find a space where our young people can become creators of ideas and implementers of those, which I'm hoping that the subcommittee will also be able to help us solve the disparities that exist in VC, capital, which I think could actually help with

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

that.

DR. WILSON: I would say that is it. The issue is that we barely give money to tech startups that are adult run. We don't talk with anything about youth entrepreneurship. That's across race in this country. I underscore you, Nicol.

DR. TURNER LEE: Yes, yes. All right, I've got one more question from S. Jenell Trigg. And S. Jenell, like I told Heather, we started early, but we don't want to end late. So S. Jenell, your question will be great.

MS. TRIGG: Thank you, Dr. Nic. Great presentations, and there's so much synergy between our two working groups. So I'm looking forward to working with each one of your sub-groups because you lay a great foundation for the upcoming opportunity showcase in October, as well as the symposium in the spring.

And I'd like to ask you to give us some statistics and information that we can also

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

share within those two sessions, including you opening the second session to provide a great foundation for moving forward on diversity supplier programs.

I wanted to highlight that we also have procurement opportunities we'll talk about. The chief person at the SBA will join us, as well as other procurement specialists. There's another program for you, as well as everyone else, to keep their eye on is through the American Bar Association's Forum on Communications Law. It's a forum as part of the ABA. I happen to serve on its governing committee.

We have a major commitment for diversity, equity, and inclusion this year, with student participants in our diversity moot court, which we've held for 15 years, that will have a guaranteed summer intern or a job waiting for them if they participate.

We are working with multiple groups in the communications and media space to provide the

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

(202) 234-4433

[www.nealgross.com](http://www.nealgross.com)

pipeline to fill that pipeline, as well. We're also looking at partners, so I would love to have the ABA forum involved with your group and our group to find ways to promote that there are opportunities for young persons of color in the legal aspect of it, as well as business opportunities.

Thank you for your leadership on this, and I look forward to working with you.

DR. TURNER LEE: No, thank you, S. Jenell. You are my mentor in many respects, so I appreciate that sharing of information.

I believe that all of the sub-groups within our bigger working group have a lot of takeaways. Susan, you got something else you want to say?

MS. ALLEN: One parting thought.

DR. TURNER LEE: All right, go ahead.

MS. ALLEN: One parting thought.

DR. TURNER LEE: Okay. No problem.

MS. ALLEN: I am definitely touched

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

today when you all folks talk about Black and Brown. I'd like you to add Asian, and this is why -- this is why.

I said it before, but not at a forum like this. Many people look at Asian Americans as -- look at the top ten percent of them. They are up and coming. They are good. They made it. But many do not know Asian -- 12.3 percent of Asian Americans at the bottom of the economic ladder.

They have replaced African-American as the most economically racially divided ethnic group in America. So please include Black, Brown, and Beige. All right? Would you include Beige? Because there are 12.3 percent at the very bottom. They have different life than those top ten percent that everybody think about when they think about the Asian Americans. They need help, as well. And that is one of the things that I want to begin to talk about, as well. Let's do that, BBB: Black, Brown, and Beige.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

DR. TURNER LEE: Black, Brown, and Beige, but then there's some other complexions in there, Susan, that we cannot ignore. Maybe we'll come back --

(Simultaneous speaking.)

MS. ALLEN: My Hispanic Chamber of Commerce brother Ramirez said, there are Black Hispanics, Asian Hispanic, and vice versa. There's a lot of interaction in between -- among all three of us.

DR. TURNER LEE: But what you said is so important. I beg my pardon. As a researcher that's concerned with communities of color, of not highlighting that, in addition to our friends who are in the LGBTQ community, who also experience the intersectionalities of the inequalities that we're actually talking about today.

I want to say this. Thank you, everybody from our sub-group, for starting this type of productive conversation. I would just

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

like to wrap up with a couple of things for all of you to take away some minor corrections for those of you that are listening.

First and foremost, in all of my years doing communication policy work, I have never seen conversations this depth, as well as this vulnerable. And I say that as we all talk about COVID-19, particularly in our group, what added an additional layer of complexity to our work this year was the fact that we had to deal with the human experience, the human experience of business owners, the human experience of people, the human experience of communities that are now under attack and assault due to this deadly pandemic. I think it makes our jobs as members even more important going forward.

The second thing I'd like to say that came out of our group, which I was really excited about, given the scope of challenges, I'm very excited that our group has narrowed it down to specific things that we think we can solve. We

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

are all under this time -- this rush to actually deal with the urgency around the reversal of progress to our Black, Brown, Beige, Native American, as well as, you know, LGBTQ communities. As a result of that, we've spoken a lot about this whole concept, as Susan has insinuated, of Black Lives Matter. I would actually say that diverse suppliers matter. Entrepreneurs matter. Young people matter. Businesses matter. We all matter, when it comes to this debate. This is why this Committee matters even more.

And so I think in our group, what we found extremely complicated was overlay the human condition, but also recognizing the urgency of which we are very thankful to the Commission for rechartering this Committee and allowing us to, one, put out a statement in response to the things around us, but giving us the opportunity to be around one another, as professionals working in this space, to feed off each other.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

Then finally, I would say this. I'll close with something hopeful. Maurita just reminded me of Herbert Wilkins when she said his name and where he stood in the broadcast community. And I would just like to say -- the investment community -- I would like to say to all of you, in the spirit of Henry Rivera and David Honig and others who have actually walked that path for a very long time, we're going to get there. I think all of our committees are going to work with some level of decency, as well as civility, to make sure that that happens.

I would just like to say to everybody, in the spirit of what Maurita reminded me of, it wasn't easy then, and it's not going to be easy now, particularly with these added trials of the virus, as well as the racial inequity that's happening.

With that being said, Madam Chairwoman, I thank you. As Susan said, she don't sleep, and I definitely don't sleep. We

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

want to thank you for this opportunity to lead this charge. I want to thank all of our leaders in our sub-group for doing some great work over this period of time. Thank you.

CHAIR GOMEZ: Thank you, Nicol. That was fantastic. I would say today has been fantastic. But I want to say thank you to Dr. Nicol, Rosa, Deborah, Maurita, Rashidi, and Drs. Fallon and Johnson very much for an excellent discussion today and bringing high energy towards the end of our meeting. All of you are examples of how lucky we are to have your considerable expertise and dedication to diversity, equity, and inclusion.

And I just want to note that I think David Honig is suffering from being digitally invisible today. I just want him to know I'm still thinking of him.

Now, we've had a good discussion. Is there anybody from the full Committee that wants to raise anything at this point?

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

I don't think so. Okay. Thank you, again, to the members of the Diversity and Tech Sector working group. I also need to acknowledge, for the record, that Roy Litland and Brian Scarpelli are present today. We've had a few technical issues, so thank you for your patience with us.

#### COMMENTS/QUESTIONS

CHAIR GOMEZ: Now, I would like to open the floor for comments from everybody on today or any issues you would like to raise before the Advisory Committee. If anybody has anything, please raise your hand.

While we're waiting, if members of the public have any questions, please send them to the mailbox, [livequestions@fcc.gov](mailto:livequestions@fcc.gov). That's livequestions, all one word, at [fcc.gov](http://fcc.gov).

Hearing nothing from the full Committee, we do have a question from the public. Apologies. I've got to bring it up.

The question is, this might be

#### **NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

subjective, but this ACDDE appears to have more of an emphasis on holding events than the previous iteration did. Is this a strategic choice or something the Committee decided on or just a coincidence? Are events seen as an alternative or maybe more effective way to accomplish this Committee's goals than recommendations to the FCC?

I would say that we are doing more events. A lot of them are fact finding. A lot of them have other goals, as well. And this doesn't mean it's going to replace reports and recommendations to the full Committee. So this is just part of our work.

Part of what happened is that the pandemic has forced us indoors and doing these events is a way for us to be able to gather together and gather information and get a lot done. So I wouldn't say it's a deliberate change. It is just a part of our decision making, our review process, our learning process

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

as we move forward with recommendations.

DR. TURNER LEE: Madam Chairwoman, may I add one thing, too, just for the question, if you don't mind? Nicol, here.

Just real quickly, I think, to that question, too, I think at least in our group, some of the fact finding may lead to resolutions to the FCC, given the fact that, again, the pandemic has made it a little bit harder to gather the information and research that we need.

So to the person's question, it may end up -- so the public should look very closely at this process, particularly this year, that some of our groups may have these events that, in and of themselves, may actually land on pragmatic resolutions to go before the Commission.

CHAIR GOMEZ: Exactly. You always say it so much better than I do. Raul, you had something you wanted to say.

MR. ALARCÓN: Yes, thank you. It's not so much a question as it is an overall

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

suggestion. I think this has been a wonderful meeting. And the infectious enthusiasm shown by everybody is really very amazing. I'm very grateful to be part of this.

I do have a suggestion for the November 6th symposium date. I'm looking at this at 60,000 feet, as a businessman. And I think, if I may pose a suggestion that you all can consider, I think it would be wonderful if, at the beginning, at the symposium, at the very beginning, we take 15 minutes or 20 minutes to talk about something that we all mentioned in different ways, but I haven't heard it mentioned directly. I apologize if that's because I haven't noticed it.

And that would be to take the 15 minutes at the beginning and just talk about the enormous economic clout that, let's just say minorities have in this country today. I think it would be a wonderful juxtaposition for us to be able to start all of these things that we're

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

talking about as to how to better include ourselves in the mainstream if we were able to very quickly just talk about the GDP, the economic clout, the political clout, the enormous influence that we all have, African-Americans -- what was that, BBB, the Black, the Brown, and the Beige -- have in this country today. I think to start it all off with a statement of power, with a statement of real economic clout in this country, I just think it would be a wonderful way to start the rest of that day's symposium and recommendations as to how to proceed.

I just think that it would make a very strong beginning statement for everyone that's there and the public that's there and the Commission and everyone. I just would ask you to consider the possibility of that being added.

I'm sure we can find a speaker or two that can talk about the enormous impact that we have in American society today, taken as a group.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

It's really amazing, the power that we have. I think it's not a bad idea for us to be able to state it clearly at the beginning of something like this on that day. That's just what I wanted to suggest.

CHAIR GOMEZ: Susan, you're muted. You're still muted.

MS. ALLEN: I agree. I thought I alluded to this, Raul, earlier, but I did not want to take too much of the Committee's time.

About five years ago, the census statistics was that just the three groups, African-American, Hispanic, and Asian-American together produce \$1 trillion worth of GDP. That was five years ago.

MR. ALARCÓN: Yes.

MS. ALLEN: This COVID-19 shutdown and social distancing show us that -- I was looking for a place to have a bite before I went home. It was because small businesses, who are mainly operated by minorities, are closed.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

Our inaction and ability to get out there and continue with our business -- we meaning our community -- has a major impact. Therefore, the economic impact, clout we have on everyday life of Americans, even transportation, stores and all that. You're right. To start that with a preamble type of introductory and say this is why we are here, pay attention to us.

MR. ALARCÓN: Right, exactly.

MS. ALLEN: In 2045, minority will become the majority. It's not a threat. We've got to say that in a way that's nice, so they do not feel that as a threat, but that's the way it is.

MR. ALARCÓN: No, I agree with you, not as a threat, as a fact, absolutely. It's a consideration. Maybe the Committee would think differently, but I think starting off with something like that would be very powerful if we had the right presentation, short and sweet, but something powerful.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

CHAIR GOMEZ: Thank you for that,  
Raul.

MR. ALARCÓN: Sure.

CHAIR GOMEZ: Any other comments or questions? I don't think we have any more questions from the public. Wait a minute. No, we don't have anything else. All right. We have reached the end of our very busy agenda today. Thank you, again, to everybody. Heather, do you have any last words which you'd like to leave us?

ADJOURNMENT

VICE CHAIR GATE: Okay, you all sit down. We have until 4:00. No, I want to thank all the working groups for all the great work. We have three very important events coming up in the next -- less than four months' time. So that's a lot of work, so I appreciate all the sacrifices that you're all making with the kids at home and with everything coming.

Also, just a reminder that we're getting into the holiday period, which gets more

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

challenging. So if we all can be mindful of the challenges of the December holidays and the complication with that. And then we're approaching the final phase of our tenure here.

We want to make sure that we have those reports and recommendations ready in the next few months. I'm excited to be part of this group. What I heard today is very inspiring. I'm not going to repeat everything that's been mentioned, but just a reminder that we're going to be busy for the next three, four months with all these events.

I encourage everybody to participate in other working groups' events and offer your insights and inputs where you can. We're not in silos, as you heard today. But also, just one more thing. I do want to -- Nicol said something that really brought me back to Rudy's slide about dealing with humanity.

What we're doing is really having -- to have an impact. I believe one of

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

Rudy's slides actually said that. They were dealing with the human aspect of the digital divide, so that's -- so I will definitely leave with that point, that we are really -- what we're doing is important because it's helping to address issues that affect people every day on everyday things. I appreciate it.

Thanks to you, Anna. Thanks to the three Js, as always, keeping us moving along. And thanks to the working groups for all the excellent work and the presentations today.

CHAIR GOMEZ: Thank you, Heather. Jamila, you have anything for us?

MS. BESS JOHNSON: Yes, thank you all so much. I am just always awestruck by this group. It's just -- I don't know. It's just a team of all-stars. Everyone is just such an all-star in their respective area. I will add my thanks and congratulations to a very successful, very impactful meeting today.

And I know we had some technical

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

glitches, but really, it's not about how smooth or flawless the meeting is; it's really about the substance of what we're talking about. And I think that was clearly delivered today.

So I don't want anyone to feel bad about any technical glitches that happen today. I think we hit a home run; we hit it out of the park. We stated our intentions, and we stated them clearly. So we're going to get the work done that we've all been dedicated to, so I want to thank everyone.

We know that we don't do this alone, so let me thank Anna, our fearless leader, and Heather Gate. We are so fortunate to have you all. And as has been mentioned by several members, you all don't just meet at this level. You meet with the chairs, and then you meet with the working groups, and then you also sit in on our sub-group meetings. And so if that's not dedication, I don't know what is. We want to thank you all so much for what you're doing.

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

We also want to thank our FCC Commission meeting room team, Jeff Reardon, Steve Balderson, and Gregory Huff. We certainly don't do any of this without you all. And you do it with such a collegial attitude of holding our hand through this new virtual environment that we're trying to navigate.

We also want to thank Julie Saulnier and Jamile Kadre for their diligence. These meetings, as you can see, take a lot of work, so we kind of lock arms and make sure that we all get it done.

Lastly, we want to thank our media bureau and Commission leadership, Chairman Ajit Pai, for coming in this morning and getting us off to a really warm start, our media bureau chief, Michelle Carey, Sarah Whitesell, our deputy bureau chief -- she wasn't on camera, but I'm sure she was with us -- and Brendan Holland, chief of the Industry Analysis Division. They all look at everything that we produce. I just

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701

want to thank everyone for a fantastic meeting today. Thank you.

CHAIR GOMEZ: Thank you, Jamila. You're absolutely right. Thank you for everything you just said. And with that, can I get a motion to adjourn?

MS. ALLEN: So moved.

DR. JOHNSON: Second the motion.

CHAIR GOMEZ: Thank you. Meeting is adjourned. Thanks, all.

(Whereupon, the above-entitled matter went off the record at 3:05 p.m.)

**NEAL R. GROSS**

COURT REPORTERS AND TRANSCRIBERS  
1323 RHODE ISLAND AVE., N.W.  
WASHINGTON, D.C. 20005-3701