

UNITED STATES OF AMERICA
FEDERAL COMMUNICATIONS COMMISSION

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COMMUNICATIONS EQUITY & DIVERSITY COUNCIL

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MEETING

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WEDNESDAY
FEBRUARY 23, 2022

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

COMMISSIONERS PRESENT:
JESSICA ROSEWORCEL, Chairwoman

COMMITTEE MEMBERS PRESENT:
HEATHER GATE, Committee Chair
NICOL TURNER LEE, PH.D., Committee Vice Chair
SUSAN AU ALLEN, Committee Vice Chair
CLAYTON BANKS, Silicon Harlem
MATTHEW BAUER, Wireless Research Center
CAROLINE BEASLEY, CEO, Beasley Media Group, LLC
ROBERT BRANSON, Multicultural Media, Telecom and
Internet Council
ROBERT BROOKS, WHUR-FM, Howard University
JOI CHANEY, National Urban League
MICHELE COBER, Verizon
GRAHAM "SKIP" DILLARD, WQHT-FM/WBLS-FM New York
City, MediaCo Inc.
SARAH KATE ELLIS, GLAAD
ANNA M. GOMEZ, Representing Hispanic National Bar
Association

DOMINIQUE HARRISON, PH.D., Joint Center for
Political and Economic Studies
DAVID HONIG, JulGlo Productions, LLC
JILL HOUGHTON, Disability:IN
CHRIS JAMES, President and CEO, National Center
for American Indian Enterprise Development
BRODERICK JOHNSON, Comcast Corporation
RONALD JOHNSON, PH.D., Wireless Infrastructure
Association
SHERMAN KIZART, Kizart Media Partners
NICOLE LAZARRE, Charter Communications
ROSA MENDOZA, ALLvanza
AAMA NAHUJA, A Wonder Media Company
LOUIS PERAERTZ, Wireless Internet Service
Provider Association
STEVEN C. ROBERTS, The Roberts Companies
VICKIE ROBINSON, Microsoft
MELODY SPANN-COOPER, Midway Broadcasting
Corporation

CHARLYN STANBERRY, National Association of
Broadcasters

JOYCELYN TATE, Black Women's Roundtable, National
Coalition on Black Civic Participation
ANTONIO TIJERINO, Hispanic Heritage Foundation
JAMES WINSTON, National Association of Black
Owned Broadcasters
CHRISTOPHER WOOD, LGBT Technology Partnership &
Institute
JOHN C. YANG, Asian Americans Advancing Justice

ALSO PRESENT:

DR. CHRISTOPHER ALI, Associate Professor,
Department of Media Studies, University of
Virginia

JENNY ALSAYEGH, Senior Director of Strategic
Initiatives & Partnerships, US Telecom

FAITH BAUTISTA, CEO, National Diversity Coalition

DR. ROCKELL BROWN BURTON, Dean, School of
Communications and Associate Professor,
Texas Southern University

BRIGITTE DANIEL-CORBIN, CEO, Wilco Electronics
Systems, Inc.

MONICA DESAI, Global Head, Connectivity and
Access Policy, Facebook, Representing
INCOMPAS

LEO FITZPATRICK, Policy Counsel, Free Press

LILI GANGAS, Chief Technology Community Officer,
Kapor Center

DR. JON GANT, Dean, School of Library and
Information Sciences, North Carolina Central
University

ANISA GREEN, Director, Federal Regulatory, AT&T

CHARLES HARRELL II, President and CEO, The IT
Architect Corporation

VIRGINIA HARRIS, Immediate Past National
President, National Coalition of 100 Black
Women, Inc.

JENNIFER JACKSON, Executive Vice President,
Stellar TV and Central City Productions

DR. GOOYONG KIM, Assistant Professor of
Communications Arts, Cheney University of
Pennsylvania

DR. DIANE LYNCH, President, Stephens College

OTTO PADRON, President and CEO, Meruelo Media

RANDI PARKER, Senior Director of Partnership
Engagement, Creating IT Futures

BRIAN THORN, Senior Researcher, Communications
Workers of America

DR. FALLON WILSON, Co-Founder, Nashville Digital
Inclusions and Access Taskforce

COMMISSION STAFF:

JAMILA-BESS JOHNSON, Designated Federal Official

RASHANN DUVALL, Deputy Designated Federal
Official

KEYLA HERNANDEZ-ULLOA, Deputy Designated Federal
Official

STEVE BALDERSON

JEFFREY RIORDAN

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

(10:00 a.m.)

MS. SAUER: Good morning, everyone.

Welcome to the second meeting of the Communications Equity and Diversity Council. I am Holly Sauer, Chief of the Media Bureau. That title's going to take some getting used to, but I will work on that. On behalf of the Media Bureau, I want to thank you all for your work to date. As today's agenda proceeds, it will be clear to all watching that you have jumped right into the work of the Council. I look forward to hearing about your progress to date and to work with you in the months ahead.

We have a full agenda today, but before we get started, I wanted to specifically thank Chair Heather Gate, and Vice Chairs Dr. Nicole Turner-Lee and Sue Allen, and Working Group Chairs Robert Brooks, Chris Wood, and Dr. Dominique Harrison. You are guiding a phenomenal group of experts, and we appreciate your service.

Now, without further delay, it's my

1 pleasure to introduce Chairman Rosenworcel to
2 give opening remarks. Chairwoman, over to you.

3 CHAIRWOMAN ROSENWORCEL: Well, thank
4 you, Holly. You might be new as the Bureau
5 Chief, but I know you're hand when it comes to
6 these Diversity and Media issues, and we're so
7 glad that you are able to open things up today.

8 So good morning to everyone. And it
9 is terrific to be with you virtually, and welcome
10 to the Communications Equity and Diversity
11 Council's second meeting. So I was looking back,
12 and the last time we were together was in early
13 November. And, whoa, time flies. A lot has
14 happened since then.

15 And I think, most notably for the
16 Commission and this Council, is that the
17 President signed the historic Bipartisan
18 Infrastructure Law. And, as you might know, this
19 new law represents the largest investment in our
20 infrastructure since the creation of the
21 interstate highway system in 1965. It's a big
22 deal. And, because broadband is vital

1 infrastructure for the digital age, it really
2 comes as no surprise that the new law contains
3 multiple revisions to make high-speed
4 connectivity available to everyone everywhere.

5 In fact, you've probably seen the
6 headlines. The law provides the largest ever
7 one-time investment in high-speed internet access
8 and affordability: \$65 billion worth. And the
9 biggest block of that funding is more than \$42
10 billion for broadband deployment. For the other
11 big block of funding is more than \$14 billion for
12 the FCC to set up the Affordable Connectivity
13 Program, which is now the largest ever effort to
14 make Americans pay for internet service.

15 This actually is an expansion and
16 extension of our earlier Emergency Broadband
17 Benefit, was created to help households
18 struggling with paying for broadband service get
19 online and stay online during the pandemic. And
20 we've made history with this effort because in
21 less than a year, we have helped bring 10 million
22 households online. In fact, this last week, I

1 got to announce that with the Vice President in
2 the White House. It's really exciting that we've
3 reached this milestone.

4 Now, these investments in
5 affordability and deployment that this
6 legislation provides are, again, a really big
7 deal. But, fortunately, the authors of the law
8 understood that financial investments are not
9 enough on their own if we want to achieve true
10 digital equity. So that's why the law calls on
11 the FCC to, quote, take steps to ensure that all
12 people of the United States benefit from equal
13 access to broadband internet access service.

14 But it actually gets more specific
15 than that. It asks the agency to, again, I'm
16 quoting here, adopt final rules to facilitate
17 equal access to broadband internet access
18 service, including preventing digital
19 discrimination of access based on income level,
20 race, ethnicity, color, religion, or national
21 origin, and identifying necessary steps for the
22 Commission to take to eliminate discrimination.

1 On top of that, it directs us to,
2 again, I'm quoting, develop model policies and
3 best practices that can be adopted by states and
4 localities to ensure that broadband internet
5 access service providers do not engage in digital
6 discrimination. All right. I'll let that sink
7 in for a moment. But guess who is really
8 important when it comes to helping us carry out
9 this directive. That would be all of you.

10 Now, historically, the committee that
11 was the predecessor to this Council just looked
12 at diversity matters through the strict lens of
13 traditional media. I have always thought that
14 that was way too narrow. Equity challenges that
15 we face in the digital age are bigger and
16 broader, and they cross all kinds of technology.

17 So when we rechartered the Council
18 last year, he expanded the mission. We added new
19 members. And I'm really glad we did because this
20 new assignment from Congress demands exactly the
21 kind of expertise that is reflected in your
22 working groups. And I'm thrilled about that.

1 We are asking the CEDC to work as an
2 independent partner with us on implementing what
3 Congress has asked us to do. And, very
4 specifically, I'm looking to your expertise to
5 help develop the model policies that states and
6 localities could adopt to prevent digital
7 discrimination in their communities. You've got
8 experts from the private sector and public sector
9 in academia. And I think you are prime to help
10 us on this critical piece of legislation. And I,
11 for one, cannot wait to see what you come up
12 with.

13 All right. While I have just
14 emphasized the equity provisions in the
15 Bipartisan Infrastructure Law, I also want to
16 note, they are already in line with work we've
17 been doing. It's really important to note that
18 these efforts are entirely consistent with
19 broader efforts that are really all across the
20 administration and at the FCC.

21 On January 20, 2021, which was, quite
22 literally, Inauguration Day, President Biden

1 issued an executive order on advancing racial
2 equity and support for underserved communities.
3 The order called on all federal agencies to
4 assess whether and to what extent its programs
5 and policies perpetuate systemic barriers to
6 opportunities and benefits for underserved
7 groups.

8 I'm really proud that the FCC didn't
9 need an executive order to tell us that we should
10 be considering fairness and equity in everything
11 we do. It's actually been in our founding
12 statute from 1934, which, as you know, directs
13 the FCC to make communication services available
14 to all the people of the United States without
15 discrimination on the basis of race, color,
16 religion, national origin, or sex. That language
17 has been in our governing statute since 1934.
18 It's our task, of course, to give it meaning in
19 the here and now. And we intend to do that, and
20 I know that the Council will help.

21 And, in that spirit, the FCC has been
22 pushing an aggressive digital equity agenda.

1 Earlier this month, I announced the formation of
2 a cross-agency task force that will focus on
3 creating rules and policies to combat digital
4 discrimination. It's led by D'Wana Terry, with
5 Sanford Williams, Alejandro Roark, who is our new
6 Chief of the Consumer Bureau, folks you should
7 all get to know, because the way I see it, is
8 that your zip code shouldn't determine your
9 digital destiny. And tackling digital
10 discrimination is going to help us make sure we
11 all have access to this infrastructure that we
12 all know we now need for success.

13 And, just yesterday, building on the
14 development of that task force, I circulated a
15 notice of inquiry to my colleagues seeking public
16 comment on how to define digital discrimination.
17 It seeks ideas on what rules and framework the
18 Commission should adopt to ensure that all people
19 in the United States have equal access to
20 broadband, regardless of income level, race,
21 ethnicity, color, religion or national origin.
22 And I am looking to incorporate the Council's

1 work on this topic into this rule-making.

2 So, I know we're putting a lot on your
3 plate. But that's why each and every one of you
4 are here. We believe you're up to the task. So
5 thank you to the Council's leadership, including
6 Chair Heather Gate, Vice Chair Sue Allen, and Dr.
7 Nicol Turner-Lee and to all of you for
8 volunteering your time, energy, and smarts to
9 this endeavor. I know we're going to be better
10 for it.

11 Good luck. I look forward to what
12 you're going to develop. Godspeed. And it is
13 now my opportunity to turn it over to your DFL,
14 the talented Jamila-Bess Johnson. Thank you.

15 MS. JOHNSON: Good morning, everyone.
16 Chairwoman Rosenworcel, thank you for joining us
17 today. Thank you so very much. We know how full
18 your schedule is. Thank you, also, for your
19 continued support of the Council and your
20 encouragement as the CEDC embarks on this
21 important task. Thank you, Holly, for being here
22 as well. I have had the pleasure of working with

1 Holly over the years. And I congratulate you,
2 Holly, on your new role as the Media Bureau
3 Chief. We wish you all the best. Thank you to
4 all the CEDC members and working group members
5 here today.

6 When we last met in November 2021, the
7 CEDC was just being launched, and working group
8 members were not appointed. So today marks your
9 very first CEDC meeting, and we extend a warm
10 welcome to each of our working group members.
11 We're grateful for your contributions, and we're
12 grateful for your time.

13 I want to underscore the chairwoman's
14 comments about this unique opportunity that we
15 have to impact the infrastructure future of this
16 country. The work you all are engaged in can
17 change outcomes in Americans' lives across
18 generations. It's serious work, and we thank you
19 for doing it with a seriousness of purpose.

20 And now I'd like to acknowledge my
21 colleague, Rashann Duvall, who is the co-Deputy
22 Designated Federal Officer, for her welcome

1 remarks. Rashann.

2 MS. DUVALL: Thank you, Jamila. Good
3 morning and welcome, everyone. We know you will
4 have a great meeting. Just wanted to add to the
5 list of things that have been extended to you and
6 just, again, say that we are very appreciative of
7 the important work that you have done to date and
8 will continue to do under this charter. We look
9 forward to the meeting today. Thank you. And I
10 will turn it over to Keyla Hernandez-Ulloa, who
11 is also a co-deputy Designated Federal Officer.

12 MS. HERNANDEZ-ULLOA: Good morning,
13 everyone. It's my pleasure to be here today
14 along with Jamila and Rashann. I will not be the
15 bottleneck to this meeting. So I would quickly
16 like to say, first of all, thank you all for
17 being here today. Congratulations to Holly on
18 your new position. Thank you, Chairwoman
19 Rosenworcel for your remarks. That is our goal
20 to get those things done.

21 I'd also like to thank the Chair
22 Heather and the Vice Chairs Nicole and Susan for

1 all the work they've done on this to get this
2 meeting going and also to thank our working group
3 chairs for their leadership and their efforts to
4 get this done. Again, I'm looking forward to
5 being here today and listening to the wonderful
6 discussions that were going to be had during this
7 meeting. And I will now turn the meeting back to
8 Ms. Heather Gate.

9 MS. JOHNSON: Thank you, Keyla. And
10 now we turn the meeting over to our chair,
11 Heather Gate, who officially opens the meeting.
12 Good morning, Heather.

13 CHAIR GATE: Thank you, thank you.
14 Thank you. So much. I would definitely like to
15 begin by congratulating Holly on this new
16 position. And thank you for, again, helping us
17 to open this meeting. I would also like to begin
18 by thanking Chairwoman Rosenworcel for joining us
19 today and helping to set the stage for our
20 meeting today. And also, I'd like to thank her
21 for her commitment to diversity and digital
22 equity across the tech sector.

1 A great example of this commitment is
2 the rechartering of this Council and expanding
3 its scope to review, more broadly, critical
4 issues related to diversity and equity across the
5 tech sector in 2021. The formation of the cross-
6 agency task force further solidifies this
7 commitment to follow through on policies and
8 programs that not only advance equal access but
9 empowers small, minority- and women-led
10 businesses as owners and suppliers.

11 But, more specifically and
12 importantly, as the Chairwoman mentioned, she has
13 entrusted us, as a Council, to offer insights and
14 recommendation on the Commission's directives on
15 equal access, as stated in the Bipartisan
16 Infrastructure Bill in the immediate term. And
17 I'm happy to tell you that we are on it as an
18 independent body, in partnership with the
19 Commission. So, in addition to, again, welcoming
20 back the Council members that we all met last
21 year, I am very, very happy to welcome our new
22 working group members that have since joined us

1 since we last met.

2 I just wanted to applaud the FCC for
3 bringing together this diverse body that consists
4 of subject matter experts with decades of
5 experience in serving diverse communities. Some
6 of them are change-makers and people who bring a
7 lot of passion and heart to making this world a
8 better place for everyone, regardless of race,
9 gender, religion, sexual orientation, national
10 origin, disability, economic status, and others,
11 to make sure that they have opportunities and can
12 flourish.

13 I want to assure you that you have the
14 right people at the table, who have already
15 rolled up their sleeves and are already doing the
16 work. In fact, I looked at my calendar over the
17 last couple of months, and I counted 24 meetings
18 of the Council. That includes working groups,
19 chair meetings, workstream discussions where
20 ideas have been exchanged. And a lot of work has
21 already been done.

22 So, going back to our November

1 meeting, we talked about the challenges related
2 to digital inequality that preceded the pandemic.
3 And we also talked about how the pandemic further
4 exacerbated these challenges. We also discussed
5 the unprecedented level of funding appropriated
6 for broadband deployment and adoption programs.
7 We embraced the moment of that time, that we, as
8 a new Council, would not wait two years to offer
9 our insights to the FCC.

10 We aspire to provide recommendations
11 to the FCC that ensure that equitable deployment
12 of broadband infrastructure so that all can have
13 access at speeds required to meet their needs,
14 particularly in communities that have
15 historically been underserved or adversely
16 affected by persistent poverty and inequality.

17 Since that meeting, President Biden
18 signed the Infrastructure Bill, as you've heard,
19 that included \$65 billion for broadband. This
20 made permanent the Emergency Broadband Benefit,
21 and the FCC immediately got to work in
22 transitioning to the Affordable Connectivity

1 Program. Additionally, the Infrastructure Bill
2 states that the Commission shall develop, as
3 you've heard on, develop model state and policies
4 that can be adopted by states and localities to
5 ensure providers do not engage in digital
6 discrimination.

7 In light of this directive, as the
8 chairwoman so graciously talked to us about, we
9 have been charged with looking at these model
10 policies and best practices. As a working group,
11 we have been working on developing our work plans
12 for the last couple of months. I can confirm you
13 will hear from the working group presentations
14 today that all three working groups have accepted
15 this challenge and plan to review these issues
16 from their unique perspectives, as required by
17 their respective charters.

18 From the work that we have done so
19 far, I can confirm that this Council remains
20 committed to providing recommendations to the FCC
21 sooner than later. Our desire is to ensure that
22 broadband money is spent in the spirit in which

1 it was allocated, that it addresses real
2 challenges associated with the digital divide in
3 rural and urban areas.

4 With this level of investment, there
5 is no excuse for us to not address issues that
6 have plagued communities for so long. And as we
7 get into the nitty-gritty of our meeting today,
8 where our three working groups will present their
9 proposed work plans and we will engage in
10 discussion about our charge, I want you to
11 remember that success does not look like
12 something that the FCC does or this Council does.

13 It looks like the millions of children
14 that will be able to do homework and have the
15 opportunity to break down generational poverty
16 and achieve economic mobility. It looks like the
17 children with disabilities that will be able to
18 reach their full potential with the help of
19 tremendous technologies and applications powered
20 by high-speed internet. It looks like the small
21 businesses that are able to access capital,
22 create jobs, and make this a more prosperous

1 country. It looks like the ingenuity and
2 creativity that can only be achieved when people
3 have access to technology. It looks like the
4 communities that are able to attract investment
5 and economic opportunities for their resident.
6 That, to me, is what success will look like.

7 So to end my comments, I would like to
8 thank all the Council members, the working group
9 members, and all the organizations that are
10 represented in this Council for their commitment
11 to the process. I want to thank our Designated
12 Federal Officers, Jamila-Bess Johnson, Keyla
13 Hernandez-Ulloa, and Rashann Duvall, for their
14 hard work keeping us on track, in line, and
15 working, through the night, oftentimes. Emails
16 are coming through at midnight from all the
17 members. Lastly, I'd like to thank our Vice
18 Chairs, Susan Au Allen and Dr. Nicol Turner-Lee.
19 You ladies are amazing, and I am glad I get to
20 serve with you during this important time with
21 these important opportunities to breach the
22 digital divide.

1 On that note, I would like to welcome
2 our Vice Chair Dr. Nicol Turner-lee to offer her
3 opening comments.

4 VICE CHAIR TURNER-LEE: Well, thank
5 you, Chairwoman Gate. I really appreciate it,
6 and I want to say good morning to everybody for
7 attending this meeting.

8 First and foremost, I want to say a
9 formal thank you to Chairwoman Rosenworcel who,
10 we all know, has had the back of this committee
11 as well as the stakeholders that we all
12 represent, in her tenure as both Commissioner and
13 now as Chairwoman. And I want to also thank the
14 distinguished members of the Commission who are
15 not here, who are working tirelessly to make sure
16 that this Commission, as well as the efforts of
17 others who are working towards equity are
18 actually followed.

19 Thank you to Holly, and
20 congratulations on your new role. To our
21 distinguished DFOs, we could not do this without
22 you. And our distinguished Chairwoman, Heather

1 Gates, who gave powerful opening remarks on what
2 we intend to do as part of this committee. And
3 to my distinguished co-Chair at the Vice level,
4 which is Susan Allen, which you will hear from
5 shortly, as well as our working group Chairs, Dr.
6 Dominique Harrison, Robert Brooks, and
7 Christopher Wood. Thank you for your service.

8 And to all of you, some of you who I
9 know, some of you who will become new friends and
10 partners, thank you for your service. This is a
11 big task. And, as Heather just indicated with
12 the number of meetings, it's not going to slow
13 down. The urgency is now, and we thank you for
14 giving the time that you are giving right now to
15 make sure that we come out with both effective
16 and efficacious results as a result of our work.

17 I'm going be brief in my remarks
18 because I think Heather picked up some of the
19 interest I have as a person who's a researcher
20 interested in closing the digital divide. But I
21 want to push it even further to say that this
22 committee is a mechanism for, not only addressing

1 the disparities that exist when some people have
2 access and some do not, something that I've come
3 to find out is very symptomatic of poverty and
4 geographic isolation, but I want to flip this as
5 well and suggest that this committee is going to
6 work towards ownership.

7 While we know that we have to close
8 the divide of the people that were left offline
9 during this pandemic, it's equally important that
10 we advance, as part of our charter, the ability
11 for people to own the assets in this existing and
12 emerging communications infrastructure, that
13 there be an attention to supply and diversity and
14 also workforce diversity. And, as we move
15 forward, that we envelop these goals as part of,
16 not just the mission to close the digital divide,
17 but to advance equity and social justice among
18 the people that we all represent here on this
19 committee.

20 The time is now because not ever
21 before have we seen such a historic investment on
22 the part of government, the political and

1 corporate will to do something different, as we
2 saw how the digital divide that we saw existed
3 before the pandemic actually was in existence
4 before many people made it popular and realized
5 that it happened. And, more importantly, the
6 communications infrastructure that all of us have
7 come to love over the years, myself included, is
8 quickly transitioning to one that is dying in
9 analog but growing in digital assets.

10 As a result of that, every stakeholder
11 needs to be at the table as decisions are made
12 and the allocations of resources that are coming
13 out of the IIJA, as decisions are being made in
14 our local communities and among our state
15 partners. The people on this committee represent
16 the stakeholders who do not often have a seat at
17 the table.

18 So, with that, I say, I am glad to be
19 here. I am humbled by this appointment to work
20 alongside Heather, who I've known for more than
21 two to three decades. We started out as young
22 babies working in this field in different

1 organizations. I'm not going to tell you how old
2 we are now, but we've been working in this space
3 for a long time. And my sister of many years,
4 Susan Allen, who has worked diligently on the
5 behalf of the Asian American community and small
6 businesses alike to make sure that we advances as
7 needed.

8 This is not about the segments that we
9 are often comfortable talking about. But, as
10 Heather said, this is about the LGBTQ community,
11 our indigenous friends, and others, women, and
12 people in disabilities, who are standing up for
13 digital equity and freedom. And so with that, I
14 wanted to just say thank you. Put on your
15 seatbelt because I've got mine's adjusted that
16 this is going to be a great ride going forward.
17 And, more importantly, this is probably, in my
18 years of sitting on this committee, the most
19 urgent and timely opportunity for all of us to
20 make a difference, particularly as decisions are
21 being made around investments in both
22 infrastructure and people.

1 And so thank you, again. And,
2 Chairwoman, we thank you, Heather, for the
3 attendance at all of those meetings. And we look
4 forward to hearing from everybody throughout the
5 day, both in your individual working group
6 reports as well as, later, our facilitated
7 conversation later. Thank you.

8 CHAIR GATE: Thank you, Nicol.
9 Powerful words as always. I only object to your
10 specifying three decades. I believe we were two
11 years old three decades ago.

12 VICE CHAIR TURNER-LEE: I stand
13 corrected.

14 CHAIR GATE: Okay. At this time, I
15 would like to welcome our Vice Chair, our ever-
16 powerful advocate for small businesses, Susan Au
17 Allen. I have had the pleasure of working with
18 her for three charters. And I am pleased that we
19 have developed a sisterhood in the work and in
20 personal lives. So welcome, Susan.

21 VICE CHAIR ALLEN: Thank you, Heather.
22 Wow, wow, wow. Listen to this. I have to stop

1 while I am ahead without seeing much. Ladies and
2 gentlemen, this is what you're going to see the
3 next two years. Powerful people leading a
4 powerful group, collaborating for a powerful
5 cause. I counted last night. This Council, we
6 have 68 people, not counting the folks of the
7 FCC, a very, very potent group. So we can move
8 mountains nobody could.

9 Good morning. I am Susan Au Allen,
10 national president and CEO of the US Pan Asian
11 American Team of Commerce Education Foundation.
12 It is an honor to serve as a Vice Chair of the
13 FCC's Communications Equity and Diversity
14 Council, along with Chair Heather Gates and Dr.
15 Nicol Turner-Lee and all of you, my Council
16 members and working groups members, as well as
17 subject matter experts. It's nice to be with you
18 all day today.

19 I'd like to thank FCC Chairwoman
20 Jessica Rosenworcel for your service leading the
21 Commission at this very important crossroads when
22 every household, every business, library, and

1 anchor institution is going to and should have
2 good connectivity and more. To FCC DFO Jamila-
3 Bess Johnson and deputy DFOs Rashann Duvall, and
4 Keyla Hernandez-Ulloa, thank you for helping us
5 keep our train on time, even if we have to stay
6 up at midnight.

7 Today, we focus on closing the digital
8 divide and on delivering comfortable, high-speed,
9 reliable, accessible, and affordable broadband to
10 all people in the United States, including
11 underserved and unserved communities, without
12 regard to race, ethnic origin, social, and
13 economic status. It is a challenge because of
14 the size, scope, and severity of the digital
15 divide that's been growing in disadvantaged
16 communities. But it is also an opportunity, a
17 generational opportunity, to tear down walls and
18 break barriers to deliver broadband access to
19 them.

20 Access to high-speed, reliable,
21 affordable broadband is a 21st Century necessity.
22 It is an absolute necessity. In a community with

1 no broadband access, it's citizens cannot unlock
2 their full potential. And our country, the
3 United States of America, is less competitive
4 globally because of the lack of human capital.
5 The historic Bipartisan Infrastructure Bill
6 contains \$42 billion to be granted to states and
7 territories to fund high-speed broadband
8 deployment to households and businesses that do
9 not have access to such services. Currently,
10 there are desperate arrangements among states in
11 how each will deploy their broadband expansion
12 build outs when the money reaches them.

13 The FCC has a vital interest in
14 ensuring that the federal funds, once sent to the
15 states, will be spent equitably for everyone,
16 irrespective of race, ethnic origin, color,
17 social, and economic status. We have a
18 responsibility to ensure that this federal
19 investment, again, a generational opportunity to
20 address long-standing inequities in communities
21 that have been left out of equal access to the
22 vital resource and good that broadband brings.

1 We will make it into these
2 communities. To that end, broad recognition that
3 these communities are key safe-holders. Key
4 safe-holders in the deployment of federal
5 broadband funds is important. We need to
6 evangelize that message. A collaborative
7 approach that in close community-based service
8 providers and suppliers who can be part of this
9 supply chain in the \$42 billion investment across
10 the land is essential. Every dollar invested in
11 broadband returns nearly \$4 to the economy,
12 research has shown.

13 So this investment will spur local
14 economic development and job creation within
15 communities. If properly applied, the federal
16 broadband funds will bring long term
17 opportunities to upscale, retool, retrain, trade,
18 innovate, and bring a whole new generation of
19 high tech workers, a much needed human capital
20 here in our own country.

21 Now is the moment to build upon the
22 federal broadband investment and extend

1 opportunity and prosperity with the communities
2 that have been left out because of inadequate or
3 no access. Now is the time. Let's stay on the
4 moment and work real hard in the next five months
5 for the roll call that Chairwoman Rosenworcel
6 talked about and then continue on for the next
7 two years to bring new change so that all people
8 in the United States will benefit from this \$42
9 billion broadband build out. Thank you.

10 CHAIR GATE: Thank you, Susan. Thank
11 you, Susan. And, I think, you will hear the idea
12 that now is the moment repeated throughout the
13 day. We cannot afford to wait until the end of
14 our charter to do this work. We want to have an
15 impact today.

16 And so now, I would like to officially
17 call to order the meeting of the Communications
18 Equity and Diversity Council. I am banging my
19 virtual gavel and look forward to doing it in
20 person soon. As we begin the roll call, we will
21 begin with the Council members. I ask that as
22 you respond to your name, please turn on your

1 camera and your audio so we can see you and hear
2 you. And then please turn it off right after, as
3 we would like to proceed very fast. And so, I
4 will begin with the Council members. Raul
5 Alarcon. Raul? Clayton Banks.

6 MEMBER BANKS: Or here.

7 CHAIR GATE: Say present.

8 MEMBER BANKS: I don't have my video.

9 Oh there we go. Here I am.

10 CHAIR GATE: There you are. Welcome.
11 Matthew Bauer.

12 MEMBER BAUER: Good morning, Heather.
13 Present.

14 CHAIR GATE: Thank you. Caroline
15 Beasley.

16 MEMBER BEASLEY: Here.

17 CHAIR GATE: Robert Branson.

18 MEMBER BRANSON: Present.

19 CHAIR GATE: Robert Brooks.

20 WORKING GROUP CHAIR BROOKS: Present.

21 CHAIR GATE: Joi Chaney.

22 MEMBER CHANEY: Present. And good

1 morning.

2 CHAIR GATE: Good morning. Milton
3 Clipper. Milton, you here? Michele Cober.

4 MEMBER COBER: Michele Cober is
5 present. Thank you. Good morning.

6 CHAIR GATE: Thank you. Melody Spann-
7 Cooper.

8 MEMBER SPANN-COOPER: Good morning.
9 Melody is present.

10 CHAIR GATE: Thank you, Melody.
11 Graham "Skip" Dillard

12 MEMBER DILLARD: I am present, yes.

13 CHAIR GATE: Thank you. Sarah-Kate
14 Ellis.

15 MEMBER ELLIS: Good morning. I can't
16 turn my camera on. Hi. Good morning. Sarah-
17 Kate Ellis is present.

18 CHAIR GATE: Good morning. And our
19 esteemed emeritus and my former Chair, Anna
20 Gomez.

21 CHAIR EMERITUS GOMEZ: Good morning.

22 CHAIR GATE: Good morning, Anna.

1 Cecelia Gordon. Cecelia Gordon? No? Dr.
2 Dominique Harris.

3 WORKING GROUP CHAIR HARRISON:

4 Present. Good morning.

5 CHAIR GATE: Good morning, Dominique.

6 David Honig. I saw you on camera.

7 MEMBER HONIG: Yes. Hello.

8 CHAIR GATE: Good morning. Jill

9 Houghton.

10 MEMBER HOUGHTON: Good morning.

11 Present.

12 CHAIR GATE: Good morning. Chris

13 James.

14 MEMBER JAMES: Good morning.

15 CHAIR GATE: Good morning. I don't
16 see you, but I saw something, so that looks good
17 enough to me.

18 MEMBER JAMES: I'm here.

19 CHAIR GATE: Ronald Johnson. Dr.

20 Johnson.

21 MEMBER JOHNSON: Good morning.

22 Present.

1 CHAIR GATE: Thank you, Dr. Johnson.
2 Sherman Kizart.

3 MEMBER KIZART: Good morning, Heather.
4 And good morning, everyone. Present.

5 CHAIR GATE: Good morning. Nicole
6 Lazarre.

7 MEMBER LAZARRE: Good morning. Great
8 to be here.

9 CHAIR GATE: Good morning. Rosa
10 Mendoza. I believe Rosa's on the phone?

11 MEMBER MENDOZA: Yes. Good morning.
12 I'm here.

13 CHAIR GATE: Good morning, Rosa. Aama
14 Nahuja.

15 MS. JOHNSON: Heather, this is Jamila.
16 Aama is present. Oh, there she is.

17 MEMBER NAHUJA: Hi. Yes. I am.
18 Here. Thanks Jamila.

19 CHAIR GATE: Louis Peraertz.

20 MEMBER PERAERTZ: Louis is present.
21 Good morning, everyone.

22 CHAIR GATE: Good morning. Henry

1 Rivera.

2 MS. JOHNSON: Henry's on travel.

3 CHAIR GATE: Okay. Steven Roberts.

4 MEMBER ROBERTS: Good morning, you
5 all. Good to be with you again, and
6 congratulations, Holly.

7 CHAIR GATE: Thank you. Vickie
8 Robinson.

9 MEMBER ROBINSON: I am present.

10 CHAIR GATE: Okay. Brian Scarpelli.

11 Brian Scarpelli? Charlyn Stanberry

12 MEMBER STANBERRY: Good morning.

13 Present.

14 CHAIR GATE: Good morning, Charlyn.

15 Joycelyn Tate.

16 MEMBER TATE: Good morning, and
17 present.

18 CHAIR GATE: Good morning. Antonio
19 Tijerino.

20 MEMBER TIJERINO: Presente.

21 CHAIR GATE: Thank you. James
22 Winston.

1 MEMBER WINSTON: Good morning,
2 Heather. Present.

3 CHAIR GATE: Good morning.
4 Christopher Wood.

5 WORKING GROUP CHAIR WOOD: Good
6 morning, and present.

7 CHAIR GATE: Good morning. And,
8 Jamila, I believe we have a quorum?

9 MS. JOHNSON: It sounds like that to
10 me.

11 DR. WILSON: This is Dr. Wilson here
12 too. I didn't hear my name called. Sorry, I
13 just wanted to let you know that.

14 MS. JOHNSON: And Dr. Fallon Wilson.

15 CHAIR GATE: Yes. We are going to go
16 ahead proceed into the roll call for working
17 group members. So we have a quorum. And now I
18 would like to welcome our working group members
19 that are since joined us since the official
20 launch of the Council. I am going to begin with
21 the Innovation and Access Working Group members.
22 And the first one, representing the Innovation

1 and Access Working Group, Barbara Ciara. Susan
2 Corbett. Susan, are you present? I believe I
3 just saw Monica, Monica Desai.

4 MS. DESAI: Yes, present. Thank you.

5 CHAIR GATE: Okay. C. Howie Hodges.
6 Jennifer Jackson.

7 MS. JACKSON: Present. Morning.

8 CHAIR GATE: Good morning, Jenny.
9 Leticia Latino-van Splunteren, I see you, but I -
10 - would you like to an audio check, Leticia, to
11 make sure your -- Eve Lewis.

12 I would also like to welcome the
13 independent subject matters appointed to the
14 Innovation and Access Working Group. Dr. Jon
15 Gant

16 DR. GANT: Hi, good morning. I'm
17 present.

18 CHAIR GATE: Good morning.

19 DR. GANT: Hey there.

20 CHAIR GATE: And Dr. Dianne Lynch

21 DR. LYNCH: Present. Morning.

22 CHAIR GATE: Welcome.

1 DR. LYNCH: Thank you.

2 CHAIR GATE: Next, I would like to
3 welcome the Digital Empowerment Inclusion Working
4 Group members, beginning with Brigitte Daniel-
5 Corbin.

6 MS. DANIEL-CORBIN: Good morning.
7 Present.

8 CHAIR GATE: Good morning. Okay. Leo
9 Fitzpatrick

10 MR. FITZPATRICK: Present.

11 CHAIR GATE: Anisa Green.

12 MS. GREEN: Present.

13 CHAIR GATE: Jennifer Nelson.
14 Jennifer Nelson? No. Brian Thorn.

15 MR. THORN: Here. Present. Good
16 morning.

17 CHAIR GATE: Thank you. Angela
18 Siefer. John Yang.

19 MEMBER YANG: Good morning. Present.

20 CHAIR GATE: Good morning. We also
21 want to welcome independent subject matter
22 experts appointed to the Digital Empowerment and

1 Inclusion Working Group. Dr. Christopher Ali.

2 DR. ALI: Present. Good morning.

3 CHAIR GATE: Good morning. Dr.

4 Rockell Brown Burton.

5 DR. BROWN BURTON: Rockell Brown

6 Burton. Present.

7 CHAIR GATE: Thank you. Dr. Jon Gant,
8 you were appointed to multiple groups, so I
9 recognized you before. Thank you.

10 DR. GANT: Thank you.

11 CHAIR GATE: Thank you for your double
12 duty. Dr. Gooyong Kim.

13 DR. KIM: I'm here. Thank you. Good
14 morning.

15 CHAIR GATE: Good morning. And now,
16 I am going to welcome the Diversity and Equity
17 Working Group members. Jenna Alsayegh. Joon
18 Bang. I believe I just saw Jenny.

19 MS. ALSAYEGH: Oh, yeah. I'm sorry.
20 Good morning. Present.

21 CHAIR GATE: I'll say it -- thank you.
22 And then Joon Bang. I believe Faith Bautista is

1 on the phone.

2 MS. BAUTISTA: I'm here. Present.

3 Thank you.

4 CHAIR GATE: Thank you. Kelley Dunne.

5 Kelley Dunne. Lili Gangas.

6 MS. GANGAS: Present.

7 CHAIR GATE: Virginia Harris.

8 MS. HARRIS: Present.

9 CHAIR GATE: Otto Padron.

10 MR. PADRON: Buenos dias. Presente.

11 Good morning, all.

12 CHAIR GATE: Good morning. Catherine

13 Nicolaou. Randi Parker.

14 MS. PARKER: Present. Thank you.

15 CHAIR GATE: Good morning, Randi.

16 Phyllis Peters. Dr. Cathy Schubert. And, last

17 but not least, Dr. Fallon Wilson.

18 DR. WILSON: Present.

19 CHAIR GATE: Thank you, everybody.

20 And, again, thank you. We appreciate you for

21 your comments --

22 MEMBER JOHNSON: Hello?

1 CHAIR GATE: Hi.

2 MEMBER JOHNSON: Broderick Johnson.

3 You haven't called my name.

4 CHAIR GATE: Oh, my apologies. I
5 looked at your name and must have skipped over
6 it. But, yes. I will acknowledge you on the
7 roll.

8 MEMBER JOHNSON: Okay. Thank you.

9 CHAIR GATE: Thank you, Broderick. Is
10 there anyone else that I omitted?

11 MR. HARRELL: Good morning. Charles
12 Harrell II, present.

13 CHAIR GATE: I'm sorry?

14 MR. HARRELL: Charles Harrell II.

15 CHAIR GATE: Okay.

16 MR. HARRELL: Thank you.

17 CHAIR GATE: Welcome, Charles.

18 MR. HARRELL: Thank you.

19 MS. SCHNED: Good morning. This is
20 Ellen Schned. I'm present.

21 CHAIR GATE: Good morning. Welcome,
22 Ellen.

1 MS. SCHNED: Thank you.

2 CHAIR GATE: Anyone else on the phone?

3 Okay. And now we're moving to the main item on
4 our agenda. And that is the presentation of the
5 work plans in the various workstreams by the
6 working groups. I want to express my
7 appreciation for the working group Chairs. As
8 you all know, all the work gets done in the
9 working groups.

10 And so I do want to begin by
11 recognizing our Chairs, Robert Brooks, Dr.
12 Dominique Harrison, and Chris Woods. Thank you
13 so much for your dedication and your agreeing to
14 accept this challenge. We are going to go ahead.
15 And we have 45-minute time allocations for each
16 working group and, not only to present their
17 workstreams, but also to introduce their co-leads
18 for their different workstreams and the different
19 individuals that have agreed to take leadership
20 roles in helping us to get the work that we need
21 to get done.

22 And so, with no further time wasted,

1 I would like to go ahead and welcome our first
2 working group, which is the Innovation and Access
3 Working Group, chaired by Robert Brooks. At this
4 time, I would like to welcome Robert Brooks and
5 his co-leads for the workstreams. You can be on
6 camera as you make your presentation. Once
7 they're done with their co-presentation, the rest
8 of that specific working group can also turn
9 their cameras and also provide their insights.
10 And, when that's done, the questions and answers
11 are open to the rest of the Council.

12 Please turn your camera on and use the
13 raise hand feature to be recognized, to ask
14 questions, or to offer any inputs. Once we're
15 done, then we can vote on each one of our working
16 groups' work plan. Welcome, Robert.

17 WORKING GROUP CHAIR BROOKS: Thank you
18 so much for this opportunity. And I thank you
19 for the introduction. One other thing that I do
20 want to say, I am very appreciative of the
21 opportunity to serve as Chair of this working
22 group but, more so, just to work with everyone on

1 this within the working group. It is definitely
2 an honor to do so. Today the Innovation and
3 Access Working Group is going to present their
4 three workstreams that we would like to have
5 approval for us to work on during the tenure of
6 our next two years.

7 And slide, please. Here, you'll see
8 a composition of our working group. It
9 encompasses a total of 23 members, including
10 myself, 13 CEDC members, and 10 working group
11 members. The expertise ranges from broadcasting,
12 both radio and TV, to different areas of digital,
13 including social media as well advertising and
14 other technologies, as well as nonprofits and
15 other representations from a cultural standpoint
16 and overall. We have a very diverse mix and a
17 very experienced group that is more than up to
18 the task to take on the working streams and
19 challenges that have been requested of us to
20 address.

21 Next slide, please. The Innovation
22 and Access Working Group objectives. Summarize

1 them in three. And, as you see on the screen, we
2 try to recognize solutions to reduce entry
3 barriers and encourage ownership and management
4 of media digital communication services and next-
5 generation technology properties and startups to
6 encourage view point diversity by a broad range
7 of races, including people of color, women,
8 LGBTQ+, and persons with disabilities, among
9 others. The second is to study successful
10 approaches to fostering diversity, equity, and
11 nondiscrimination in video, media, and technology
12 ownership, management, and distribution to make
13 recommendations on how to accelerate the entry of
14 small business, including those owned by women
15 and people of color into the media, digital news
16 and information, and audio and video programming
17 industries, including as owners, suppliers, and
18 employees. Third one is to examine issues
19 surrounding access to capital, finance, and
20 participation with small, diverse businesses in
21 the media and technology sectors, evaluate the
22 impact of new technologies, including algorithms,

1 by diverse consumers.

2 Next slide, please. The workstreams
3 we had we summarized into three. We broke them
4 down to the three I'm about to go through very
5 quickly. They are composed of about eight
6 members each, including the team leads. For
7 workstream 1, it is entitled recommendations to
8 ensure inclusive practices for identifying and
9 selecting participating entrepreneurs in
10 infrastructure investment in jobs at contracting
11 and grant processes. This will be led by Anna
12 Gomez. And the members are Joycelyn Tate, Eve
13 Lewis, Susan Corbett, Monica Desai, Charles
14 Harrell II, Susan Au Allen, and Raul Alarcon.

15 Workstream 2 is dealing with access to
16 capital. This will be led by C. Howie Hodges II.
17 He was not able to attend today, but I will be
18 speaking regarding his workstream. But this will
19 be from what he did compose for this. Susan Au
20 Allen is also a member, along with David Honig,
21 Henry Rivera, Jennifer J. Jackson, Caroline
22 Beasley, Steven Roberts, and Barbara Ciara.

1 Workstream 3, the digital equity and
2 closing the digital skills gap, is led by Matthew
3 Bauer. Members include Cecelia Gordon, Sherman
4 Kizart, Jennifer J. Jackson, Leticia Latino, Dr.
5 Dianne Lynch, Milton Clipper, and Dr. Jon Gant.

6 Next slide. Just an overview of these
7 workstreams, as they will be more detailed by the
8 respective leads when they speak about them. The
9 workstream 1, which is to, one, focus on
10 infrastructure legislation, again is titled
11 recommendations to ensure inclusive practices for
12 identifying and selecting participating
13 entrepreneurs in infrastructure and investment in
14 jobs at contracting and grand processes. From an
15 overview standpoint, the purpose of it is to
16 prevent digital discrimination and ensure that
17 all infrastructure investment in jobs, acts and
18 grantees meet local community needs by
19 recommending a framework for federal and state
20 grant administrators and procurement processes to
21 promote access to opportunities for small and
22 diverse businesses.

1 The workstream 2, the access to
2 capital. It is to recommend initiatives to
3 accelerate the entry and participation of small,
4 minority- and women-owned businesses, also known
5 as SMW, in existing and emerging media technology
6 markets by, number 1, identifying successful
7 methods for increasing SMW businesses' access to
8 procurement opportunities in media and tech
9 industries. Two, for identifying the business
10 and development training needs and resources for
11 SMW businesses in media and tech industries. And
12 number 3, by identifying new sources of access to
13 capital, including public and private financing,
14 angel investing, joint ventures, foundation
15 financing, and traditional bank financing
16 resources for diverse businesses, particularly
17 those engaged in communications, media, and tech
18 related fields.

19 For workstream 3, digital equity and
20 closing the digital skills gap. The overview of
21 this is to provide recommendations for government
22 investment in and financial support for digital

1 skills training to encourage equitable access for
2 small businesses, entrepreneurs, and all
3 individuals and communities to receive
4 technological skills and learning to participate
5 fully in the US society and economy.

6 Next slide, please. With that said,
7 I would like to hand this over to Ms. Anna Gomez,
8 who will be leading workstream 1 and giving you
9 more descriptions and details about what they are
10 doing and the work they are putting forth. Ms.
11 Gomez?

12 CHAIR EMERITUS GOMEZ: Thank you,
13 Robert. As Robert mentioned, our workstream will
14 develop recommendations to ensure inclusive
15 practices for identifying and selecting
16 participating entrepreneurs in the infrastructure
17 and investment jobs at contracting and grants
18 processes.

19 As you heard from Chairwoman
20 Rosenworcel this morning, this workstream topic
21 is meant to support the task Congress gave the
22 FCC with regard to developing model policies and

1 best practices that can be adopted by states and
2 localities to ensure that broadband internet
3 service providers do not engage in digital
4 discrimination.

5 Our working group was tasked to
6 contribute to the Digital Empowerment and
7 Inclusion Working Group, which has the lead with
8 regard to developing recommendations to the full
9 Council on this task. So, Robert led discussions
10 of how our working group's goals fell within the
11 statute's task, and we narrowed our specific
12 deliverable to the working ritual under the
13 Council's charter.

14 Therefore, our workstream will look at
15 ways to prevent digital discrimination and ensure
16 that all guarantees meet local, community needs
17 by recommending a framework for federal and state
18 grant administrators and procurement processes to
19 promote access to opportunities for small and
20 diverse businesses.

21 Our goals are to increase the
22 participation of small, minority- and women-owned

1 businesses in state and local infrastructure
2 grant and contract opportunities by developing
3 best practices guidance to state and local
4 officials on performing successful outreach to
5 small, minority- and women-owned businesses on
6 funding and contract opportunities, as well as
7 best practices for how such businesses can apply,
8 partners and subcontractors, and assist in
9 efforts to widely deploy and increase the take-up
10 weight of broadband in diverse communities.

11 Next slide, please. So over the next
12 few months, we will conduct research on best
13 practices, interview subject matter experts,
14 compile research and feedback, and coordinate
15 with our fellow committee working groups and
16 subject matter experts. Ultimately, we will
17 draft a best practices report on increasing grant
18 and contract opportunities for small, minority-
19 and women-owned businesses to effectively
20 participate in the state and local distribution
21 of infrastructure funding. Our goal is to
22 deliver the report this coming July.

1 Now, these various broadband funding
2 streams present a historic opportunity for the
3 country. And we want to make sure that all
4 communities and all businesses benefit from the
5 opportunities available through these various
6 grant programs. I look forward to working with
7 our team and pulling together these
8 recommendations.

9 So would any of my workstream
10 colleagues like to make any comments now? If
11 not, I'd like to open the floor to any of the
12 Innovation and Access Working Group members for
13 comments or questions. Hearing none then,
14 Robert? Sorry?

15 VICE CHAIR ALLEN: Sorry, Anna. Hi.
16 I was muted myself. Susan Allen. I think the
17 Innovation and Access, our group, work very well
18 with you because we believe that everything
19 begins with economics and economic development.
20 If no money goes into any community, nothing
21 works. Nothing moves.

22 That is why, in my opening remarks, I

1 talked about, we got to get the stakeholder, the
2 true stakeholders, the beneficiaries of the \$42
3 billion that we deployed out nationwide, to build
4 out the broadband infrastructure. They've got to
5 have a seat at the table because we have
6 entrepreneurs, small businesses, you name it, who
7 could be part of the supply chain. They could be
8 part of the supply chain to help the service
9 providers, or whoever it will be, that go to the
10 state governor's house, mansion, the city
11 council, and all those places apply for grants
12 and money to do what they offer to do for the
13 infrastructure reconstruction, repair,
14 improvement, etc.

15 So whatever we do for this particular
16 (audio interference), we need to make sure that
17 all of us come together and think of, if we want
18 to train a next generation of high tech workers,
19 we need teachers. We need mentors. We need
20 internship programs. We need people to actually
21 go to their job and work. In today's age, some
22 of the people think billions of dollars have

1 demonstrated, you don't have to have a college
2 degree to make it in the world now. Okay? And
3 also, with high-speed internet access, you can
4 teach yourself a lot of things.

5 So we want to encourage the youngsters
6 to go to work, apply to the small businesses for
7 internships, for mentorship or whatever it is,
8 and get on the job training because, coming from
9 a small, minority business community that works
10 with the Hispanic, blacks, Hispanic, Asian,
11 LGBTQ, disability folks, and disabled veterans,
12 we know that so much latent power, people of all
13 colors, who are ready to go.

14 What they need is to get one lifting
15 hand, some access to capital to get them started.
16 We've got to work together and bring the
17 coalition together and how to nurture these
18 businesses, help them create a united voice and
19 say, hey. Big corporation, you have big dreams
20 for yourself to build big broadband
21 infrastructure. But within that ecosystem, you
22 need small, minority businesses who can do other

1 things for you. And we are here to do this for
2 you. And if you need workers, we can train them
3 because we can give them on-the-job training.
4 They can be working with us alongside and produce
5 product and services while they are learning the
6 trade.

7 So I'd encourage all of you to come
8 together and think about entrepreneurship,
9 whether it's ownership of media companies or
10 ownership of a construction company that require
11 hard hat workers, workers who wear hard hats, or
12 somebody who sits in the back room and do
13 programming. Whatever it is, it's lots of
14 opportunities out there.

15 I want to say this so that all of you
16 begin to think about business opportunities. You
17 can train. Businesses do train. Businesses do
18 have an internship program. Some of the funds go
19 into the businesses. It would help them to pay
20 for some of the training costs. We can get the
21 workforce ready pretty soon.

22 CHAIR EMERITUS GOMEZ: Thank you,

1 Susan. I look forward to working with you and
2 especially with your contacts at the various
3 Chambers of Congress because they will be
4 important resources for us to utilize as we're
5 working on our task. I see a couple other hands
6 up. Ellen, did you want to say --

7 MS. SCHNED: Yes, Anna, I just want to
8 echo what you and Susan just said that, you know,
9 and I quote Susan that, we will work really well
10 together. Because your slides were an amazing
11 kickoff.

12 I'm taking copious notes, I'm taking
13 pictures of them and I'm on the Diversity and
14 Equity Working Group which is really the minority
15 ownership and development.

16 And I am so looking forward to working
17 together because there's going, I think we're
18 going to be hearing so much synergy as all these
19 presentations come out today between our groups.

20 And I couldn't be more excited to be
21 working with such distinguished and experienced
22 and passionate folks like you, Susan, Nicole and

1 others and everyone on my team. So just thank
2 you.

3 CHAIR EMERITUS GOMEZ: Thank you.
4 Thank you for your lovely remarks. I'm sure
5 that's music to Robert's ears. Broderick?

6 MEMBER JOHNSON: Yes, I just wanted to
7 also add, appreciate what's been said, especially
8 what Susan just said. It's so critical to look
9 at these issues beyond educational opportunities
10 and to really focus on the oncoming world
11 opportunities that are available as a result of
12 this substantial funding that's coming in the
13 private sector efforts like the ones we have at
14 Comcast.

15 Something we call To Rise program to
16 help minority and women owned businesses take
17 advantage, of course, of our digital technology,
18 but also the economic sort of mentoring that can
19 go as a result of that as well.

20 So I just wanted to add my
21 appreciation for the comments that have been made
22 also by you, Anna, as well.

1 CHAIR EMERITUS GOMEZ: Thank you,
2 appreciate that. Do we have any other comments?
3 Oh, I see another hand up. Sorry. Is this Dr.
4 Fallon?

5 DR. WILSON: Yes. I'm very excited
6 about this Working Group. Can you hear me? You
7 can hear me, okay. I'm very excited about this
8 Working Group and the work to ensure that we have
9 diverse contractors in this process just to hear
10 all of these amazing dollars that are coming into
11 states.

12 I guess my only question is around
13 methodology. I think it's super important to
14 look at our larger associations for chambers
15 because technically they are the ones that we go
16 to and to understand this world.

17 But I suspect that a lot of the newer
18 businesses, they are historical institutions and
19 so I'm just wondering what type of methodologies
20 you are thinking about to ensure that certain
21 institutions or organizations that work with some
22 of our more vulnerable contractors or

1 organizations can be a part of this process like
2 our justice impacted citizens. Right?

3 There are a lot of organizations there
4 that are supporting their entrepreneurship work
5 are veterans in their entrepreneurship work and
6 making sure that they are also included in the
7 process of securing grants.

8 And so I guess the methodology around
9 thinking outside of the box and to ensure that
10 you're not going to the known actors' chambers, I
11 think they're great, but also making sure you
12 have a diversity of culturally situated and often
13 entrepreneurship support organizations that
14 support some of our most marginal groups in this
15 country.

16 CHAIR EMERITUS GOMEZ: Thank you, very
17 much. I really appreciate that you raised. We
18 are still in our brainstorming stage and figuring
19 out who we're going to talk to and what resources
20 we're going to look at, so if people had specific
21 recommendations, like for example, Dr. Fallon,
22 you mentioned a group that works with Veterans, I

1 would love to get those recommendations as we put
2 together our work plan and move forward.

3 We're moving really quickly because of
4 the short timeframe, so whatever recommendations
5 I can get, I will take. Thank you.

6 DR. WILSON: And we can share those.
7 We're working in the Diversity and I should know
8 the name of my group, Chris is over it. But
9 we're working with anchor institutions
10 specifically on like workforce development, but a
11 lot of those organizations also mirror
12 entrepreneurship development in business
13 contracting work so we'd love to share those
14 sources as we get them with you.

15 CHAIR EMERITUS GOMEZ: Fabulous, thank
16 you. Did I see, Susan, yes.

17 VICE CHAIR ALLEN: Yes, one more
18 thing. It is crucial, crucially important that
19 yes, there are hundred year old U.S. Chamber of
20 Commerce of the World who will have lots of
21 money, lots of connection with Congress, with the
22 government and they will move in.

1 They will move in and representing
2 their members' interests. Okay? But all of a
3 sudden, they find minority or business is a place
4 to, is a new playground.

5 I work with them the last two years
6 when the pandemic hit, they call us and ask us to
7 attend meetings with them, tell us our problems,
8 we did. Ask us what are our solutions, we did.

9 We got nothing back in return. We
10 gave them the issue, we gave them the answer.
11 What did they do with them? Nothing. In front
12 of us. Okay?

13 I haven't seen anything, but I'm sure
14 behind the scenes, behind their closed door,
15 they're utilizing it to promote their interests.
16 So we've got to be careful. You guys can be,
17 double up on the big guys.

18 So we need to come together. Okay?
19 We need to come together and a strategy and
20 develop some tactics. But nothing better than
21 united in power in one voice and say we represent
22 the real stakeholders, the true beneficiaries of

1 these \$42 Billion dollars intended to reach out
2 to those who have been ignored or forgotten and
3 the big guys never looked at us.

4 They never looked down at us. Maybe
5 the money pouring our way, they're beginning to
6 look down, but if they want to work with us, come
7 on.

8 Work with our organization with folks
9 who have been in the trenches with them. Folks
10 who are represented by you all, the 68 or more of
11 you, they going to come to us and then and if
12 they do, ask them, all right, what are you going
13 to do with the information we give you?

14 Don't take it and use it and lobby on
15 your own interests. Now, I know I'm speaking on
16 the record, people can read it. I don't care
17 because I have two years of experience with them.

18 Politics is important. It's
19 important, but do not let politics eat us up.
20 We've got to look at our constituents because
21 this policy does not feed, but not put food on
22 the table, it's jobs, real opportunities, real

1 businesses.

2 When I get a contract, that's the real
3 deal. Not a good pat on the shoulder.

4 CHAIR EMERITUS: Thank you, Susan.
5 And I believe our other Madame Vice Chairwoman,
6 Dr. Nicole Turner-Lee, you were going to say
7 something?

8 VICE CHAIR TURNER-LEE: Yes, I just
9 wanted to actually just throw out a couple of
10 comments, Former Chairwoman Gomez, that may be
11 helpful as this committee proceeds forward to
12 sort of echoing what Susan Allen has also said as
13 well.

14 First and foremost, I think someone
15 just put in a chat, but last year the diversity
16 in Tech Working Group that I chaired came out
17 with some excellent ideas and recommendations
18 that I think that this committee should move
19 forth.

20 Dr. Fallon well said. Actually put
21 out some good research as well as had working
22 groups with Tech Eco System developers, a lot of

1 startup companies that expressed what their
2 particular concerns were to participate in the
3 supply diversity space if that.

4 Dr. Ron Johnson also talked about
5 diversity in wireless infrastructure and the jobs
6 that are going to be available there so I think
7 we should pull upon those, that last research
8 report and some of the Working Group findings I
9 think as a catalyst for your group.

10 The second thing I'd like to put out
11 is your talking about the recommendations for
12 groups and practices. I'd like to also have you
13 add the word equity, Chairman Brooks, if that's
14 something also that you could think about.

15 Under the IIJA, states are going to be
16 required to deliver equity plans until the
17 general jobs subside, but there's no requirement
18 for an equity plan under the infrastructure side
19 of this business.

20 Going to what Susan Allen has said,
21 it's important that there's some prescribed goals
22 on what it's going to look like to have the type

1 of supply diversity and contract doers because I
2 think that's something that you might want to
3 consider having experts come in to talk about
4 what is an equity plan look like.

5 So it's not just lip service but it's
6 actually real talk. And I would also suggest the
7 last thing. As you're thinking about the
8 inclusive practices, this particular investment
9 that we have right now has a variety of
10 verticals.

11 Some of it is related to spectrum,
12 some of it is related to cloud related services,
13 some of it is actually brick and mortar, pulling
14 fiber, pipe attachments, old attachments, some of
15 it is actually customer service.

16 It's really important that we
17 understand that this is just not like a pipe
18 issue that we're talking about in terms of
19 inclusive practices. There are various ways the
20 minority of women-owned businesses can actually
21 get into the mix.

22 But they also have to understand the

1 various opportunities that are going to be
2 available. So you can't solely talk about
3 inclusive practices.

4 We don't have a full landscape of what
5 might actually be available to people, something
6 that I must deal with my research -- what is the
7 taxonomy of new industries that are coming under
8 this umbrella.

9 So I would just put that out there
10 because as was already mentioned, most important
11 piece around the inclusive practices and again,
12 pushing the bar a little bit, like Chairwoman
13 Heather Gate has actually indicated is that we're
14 trying to move people towards being producers in
15 this new economy and owners.

16 And the only way we can do that is
17 just keep pushing the envelope because businesses
18 that are minority women owned hire people that
19 look just like them.

20 That bring equity back to the
21 community. So I think it's important just to
22 keep keeping that frame in mind and thank you for

1 your good work. I just want to make sure that as
2 you're thinking about your subject matter experts
3 and other basis for research that there's some
4 foundation to pull from as well.

5 CHAIR EMERITUS GOMEZ: Thank you. I
6 appreciate that. Anyone else? I guess we're
7 still --

8 WORKING GROUP CHAIR BROOKS: I think
9 this --

10 CHAIR EMERITUS GOMEZ: -- I think
11 maybe Ellen and Dr. Turner-Lee.

12 VICE CHAIR TURNER-LEE: No, I'm trying
13 to figure out how to lower my hand so I already
14 said what I was going to say at this point.

15 WORKING GROUP CHAIR BROOKS: Yes,
16 that's good. I think that's it for them.

17 CHAIR EMERITUS GOMEZ: Okay.

18 WORKING GROUP CHAIR BROOKS: All
19 right. Thank you, everybody, for your comments
20 and thank you for listening and Ms. Gomez, thank
21 you for leading that discussion as well as
22 presenting the Workstream Number 1.

1 If we can go to the next slide for
2 Workstream Number 2. As mentioned, see Howie
3 Hodges a second. He is leading our Workstream
4 Number 2, however, he was unable to attend today.

5 He did provide the script that he was
6 going to read from which is based on the slides
7 you're going to see. There's a little bit of
8 information on here that's a little bit different
9 than what's on the slide so I'm going to read
10 from this and then go back to the slides
11 accordingly.

12 So for Workstream Number 2, the
13 members of this workstream group will support the
14 CEDC by recommending initiatives to accelerate
15 the entry and participation of small minority and
16 women-owned businesses, SMW and existing and
17 emerging media tech markets.

18 Moreover, this group will seek
19 feedback to understand the barriers and obstacles
20 on both supply side, the availability and access
21 to the and the presently set debt and equity
22 markets, public and private capital resources and

1 the analysis of barriers to access to capital
2 from the business owner perspective demand side
3 by identifying successful methods for increasing
4 SMW businesses, access to procurement
5 opportunities in media and tech industries,
6 identifying the business development training
7 needs and resources for SMW businesses in media,
8 in tech industries and identifying new sources of
9 access to capital including public and private
10 financing, angel investing, joint ventures,
11 foundation financing and traditional bank
12 financing resources for a diverse businesses
13 particularly those engagement communications,
14 media and tech related fields.

15 For this Workstream, target audience
16 wise, they're targeting small businesses,
17 startups and diverse entrepreneurs that have
18 historically faced challenges in achieving full
19 participation in the tech business eco system and
20 public and private funders and other resource
21 entities that currently or are able to provide
22 support to diverse entrepreneurs including

1 government and non-governmental entities.

2 From a goal standpoint, the goals to
3 provide opportunities for conversation,
4 deliberation and recommendations on how to assist
5 SMW businesses in accessing wider opportunities
6 for access to capital into identifying best
7 practices for public and private funders and
8 other resource entities for life support to
9 diverse entrepreneurs. Next slide please.

10 In terms of action items, the action
11 items are to conduct research, including
12 collaborating with other CEDC members who may be
13 subject matter experts or supplier diversity,
14 convene a public webinar on tech business
15 opportunities for SMW entrepreneurs, draft white
16 paper reports to include insights and finding for
17 public webinar and research and present white
18 paper report and findings to the CEDC.

19 From a deliverable standpoint, the
20 globals are the research findings that identify
21 opportunists and barriers to capital access,
22 compile information from working group members,

1 group working group meeting interviews with
2 experts, public webinar, white paper report and
3 findings.

4 The delivery date that we have for
5 this is June 2023. With that said, I would like
6 to open it up for the Working Group or Workstream
7 members and if anyone has anything you want to
8 add.

9 And then we'll open it up to the rest
10 of the Innovation Access Team if there's any
11 comments. So first, the Workstream members, do
12 you have any comments to add?

13 Okay, for the rest of the Innovation
14 and Access Working Group is there any comments
15 that want to be added to this? All right. And
16 now for opening up for any questions or comments?

17 Okay. So with that said, thank you
18 for listening for the Workstream 2. Always, if
19 there are comments or anything you would like to
20 ask, we will have time at the end of this entire
21 presentation for you to make those or you can
22 always send them to us later on.

1 With that said, I'd like to move on to
2 Workstream 3 which would be presented by Lead
3 Matthew Bauer. Matthew?

4 MEMBER BAUER: Thank you, Robert, and
5 good morning all. I'm Matthew Bauer with the
6 wireless research center here in Wake Forest
7 Research Triangle, North Carolina.

8 And I'd like to echo Chairwoman
9 Rosenworcel's emphasis and just about everybody
10 who's spoken so far. This is a historic moment
11 to shore up America's digital gap with the tens
12 of billions of funding that's coming from
13 infrastructure and other bills that will continue
14 to roll out over these coming months and years to
15 come.

16 Applying a lens of digital equity,
17 which is the foundation of our work on the CEDC
18 has never been more critical. True digital
19 equity is a complex issue.

20 It's not solved just by running high-
21 performance broadband to every household and
22 business, but also lies in shoring up America's

1 growing digital skills gap where according to
2 recent Coursera study of over a hundred
3 countries, U.S. workers ranked 40th in business,
4 35th in data science and 30th in technology
5 skills.

6 Our workstream digital equity in
7 closing the digital skills gap is a response to
8 many urgent dynamics including a record 25
9 million people who have left their jobs in the
10 past month, a huge disparity in the digital
11 skills gap amongst lower income women, where
12 communities of color where a third to half of
13 Americans depending on the community did not have
14 modern digital skills and experience to fully
15 participate in today's economy.

16 At the same time, businesses of all
17 sizes are desperate to upskill their employees,
18 to hire employees with appropriate skills with
19 over three million high-paying middle skill
20 positions which is, middle skill being the range
21 between high school degree and before college,
22 expected to be unfilled this year alone according

1 to a recent Benton Institute report.

2 With that said, Workstream 3 will
3 provide recommendations for Government investment
4 in and financial support for digital skills
5 training to encourage equitable access for small
6 businesses, entrepreneurs and all individuals and
7 communities to receive technological skills and
8 learning to participate fully in the U.S. society
9 economy.

10 Our goal is to provide information
11 regarding model resources for training to improve
12 skills, to increase educational employment and
13 entrepreneurial opportunities and sustain
14 abilities. Next slide please.

15 Our action items include conducting
16 research including collaborating with other CEDC
17 members who may be subject matter experts on
18 digital skills, training and upskilling, hosting
19 a public convening on successful models for
20 digital skills training for diverse
21 entrepreneurs, students, senior citizens, other
22 historically under-resourced constituencies and

1 delivering a draft summary report and resource
2 guide based on research and the public convening.

3 Our deliverables include research
4 findings on critical digital skills and pathways,
5 compilation of information working group, meeting
6 interviews with digital skills training,
7 stakeholders, public convening and a summary
8 report and resource guide.

9 Our plan delivery date is June 2023.
10 And in closing, thank you for the opportunity to
11 present our Workstream and please note that this
12 effort is just kicking off and the outline I
13 presented represents our initial reflections.

14 At this point, I'd like to open it up
15 to my fellow Workstream members for any comments
16 or additions to what I've said and shared. Okay,
17 to the larger Innovation and Access Group
18 Members. All right, we've got a few folks.
19 Let's start with Fallon Wilson please.

20 DR. WILSON: I'm excited about your
21 working group. I think it's really great work to
22 think about how to retool our workers for the

1 new, for the businesses that are being created.

2 Right?

3 I'm interested and hoping that some of
4 the work that you do will look at
5 microbusinesses. I mean, the number, I mean, you
6 know, at least for African American people.

7 Right?

8 We know at the beginning of the
9 pandemic the businesses closed because they could
10 not immediately transfer to e-commerce or digital
11 entrepreneurship or digital transformation or
12 digital economy.

13 You know, all the times that we're
14 bantering around and trying to operationalize now
15 in this new world of business and online and so
16 part of it I'm hoping specifically because we're
17 talking about equity. Right?

18 We're talking about often about when
19 we're talking about different people of color,
20 are those where the margins, we saw that there
21 was a huge uptick in the number of
22 microbusinesses that sprung up. Right?

1 Microbusinesses online or they don't
2 have a store front. Right? They may have an
3 optimized website, they may or may not, and
4 that's also a problem. Right?

5 But also, they are usually sole
6 proprietors and independent contractors and so
7 making sure and majority women and people of
8 color.

9 And so hopefully part of some of your
10 expertise will be talking with some of the
11 amazing scholars and researchers who are like
12 playing in this space to try to get some research
13 and data and hopefully eventually some policy
14 recommendations around this growing thriving
15 entrepreneurship community online which is a
16 little different than like working and the
17 amazing work that Susan Allen just laid out for
18 us about small businesses. Right?

19 That are trying to do what we call a
20 digital transformation to get online and so
21 having like a cross section of like additional
22 small businesses are trying to rebrand themselves

1 or regen themselves with digital transformation,
2 and then also those who are currently because of
3 the great resignation. Right?

4 All these buzz words are now creating
5 the sole proprietorships online and so excited
6 about your group and looking forward to hopefully
7 that some of your group will get at some of these
8 names too. Thank you.

9 MEMBER BAUER: Absolutely. Very well
10 said. I hope we need to take significance of the
11 recording from what you've said for part of our
12 framing. I think that was wonderful and totally
13 agree. I'll just go in order of the names I'm
14 seeing. The next one is Banks.

15 MEMBER BANKS: Thank you. Yes, I'm
16 going to build on Fallon. I will say that as
17 you're doing your report, how you're looking at
18 the connectivity impacts skill building and any
19 other type of equity we're looking for.

20 So just adding that. I know that
21 there's a lot of focus on workforce development
22 and all of that. I just think there's a piece

1 that has to be connected to that, that we're all
2 working on obviously. But just want to make sure
3 that's built into your model.

4 MEMBER BAUER: Excellent. Thank you.
5 Broderick Johnson.

6 MEMBER JOHNSON: Yes, I just wanted to
7 with regard to both Workstreams 2 and 3, call out
8 the exceptional work that's done and I think
9 therefore a lot of lessons to be learned from the
10 Kapor Center and Kapor Capital.

11 They've really made some extraordinary
12 things happen that go, of course, research being
13 extremely important lessons learned, but I just
14 wanted to call them out particularly since Lili
15 is here with us for the considerable investments
16 that they have made and where they've really
17 spurred a lot of new businesses in technology.

18 MEMBER BAUER: Absolutely. Great
19 point. I'm a big fan of Kapor Center as well and
20 great suggestion and we'll definitely include
21 them in our work. Lazarre, Nicole Lazarre?

22 MEMBER LAZARRE: Yes, thank you very

1 much. So first of all, I'm very excited about
2 the work that all of the Workstreams have shared.
3 I think these are particularly important issues
4 to address.

5 And I think Clayton already may have
6 mentioned this, but in terms of under-resourced
7 constituencies, I think it's important to talk
8 about connectivity and looking at unserved
9 communities and rural communities and how the
10 access impacts their ability to participate in
11 the digital economy.

12 So be very interested to see the
13 outcomes from the group on those issues. And
14 then, the second, it's more of a question. Just
15 curious as to how we're defining entrepreneurs in
16 terms of size and, you know, the constituencies
17 and it's more of an informational point for me.

18 Just wanting to know if you guys had
19 already started thinking about how you're going
20 to define the target population.

21 MEMBER BAUER: We haven't gone deep on
22 that particular topic, but I think there is an

1 opportunity for reframing and as we've just heard
2 the, you know, an entrepreneur is, you know, a
3 company of one. Right?

4 I mean, if you're contracting or gig
5 working or whatever you want to call it, getting
6 a 1099. Right? You're your own company and then
7 you can build out from there all the way up to
8 small businesses and other kinds of companies so
9 we've talked about the range of all of those in
10 our discussions so far and definitely want to
11 include that framing in this because the dynamic
12 has definitely changed. And thank you. David
13 Honig?

14 MEMBER HONIG: Yes, this was a great
15 presentation. Just one additional focus in terms
16 of purpose I wanted to throw out here. As all of
17 us know from the research of Q and brand Ace and
18 others, the wealth gap by race is about 11 to 1.

19 And it's pretty much stays the same,
20 but unless it gets worse, that of course is
21 because of the difference in inherited wealth and
22 ownership of real estate.

1 So we often think of digital skills
2 training as a way to get a job or to get a better
3 job to get more compensation. It is in fact a
4 way of wealth building because since people of
5 color don't own as much real estate, as much land
6 as much as don't have inherited wealth, the
7 intellectual property that they possess, what the
8 ideas that they create tends to be the majority
9 of property and wealth that people of color
10 possess.

11 This is a way, so this idea of digital
12 skills training shouldn't be regarded just as oh,
13 this will help people get a job, it is in fact a
14 direct contributor to wealth and ought to be
15 regarded as that in addition to other very
16 quickly and that's what we focus on it.

17 MEMBER BAUER: Excellent point. Thank
18 you.

19 MEMBER HONIG: Thank you.

20 MEMBER BAUER: Faith Bautista?

21 MS. BAUTISTA: Hi, good evening from
22 Egypt.

1 MEMBER BAUER: Hi. Wow. Good
2 evening.

3 MS. BAUTISTA: I just wanted to get
4 back to access to capital. Are you including any
5 participation of CDFI or banking institutions,
6 especially community banks? You know, they're
7 the one that holds all the money. Right?

8 So any access to capital, it has to
9 come from the banks or hopefully CDFI can be the
10 right platform for that. A lot of the small
11 businesses most likely will not be able to get
12 this business.

13 You know, they have, they do not have
14 the capacity to do it. They don't have access to
15 capital so if you're, you know, in this planning,
16 if you can include CDFI, Community Development
17 Financial Institution, as part of getting access
18 to capital and collaborating with banks where
19 banks can invest on CDFI because they get CRE
20 credit.

21 There's a lot of banks now that are
22 merging and there are a lot of innovative ideas

1 to get your merger approved so that is something
2 that you can include to have easy access to
3 capital.

4 And also supply a diversity. I mean,
5 we've been talking about this for forever.

6 Right? In California, you know, there's GO 156.

7 And more stable companies, even utilities,
8 investor owned companies, they do, they're doing
9 41 percent of their spent to minority groups at
10 GBT, clearly women so just disabled Veterans and
11 I'm hoping also that you can also include goals.

12 Because if you do not give goals to
13 big tech companies, big corporations, you know, a
14 lot of people will just say yes, we want to do
15 business, but if we give them a goal and I don't
16 know how FCC can engage on this, but it's, I'm
17 not saying that it's mandating it, but it's
18 sticking your neck out. Right?

19 Use the bully pulpit to have these
20 voluntary goals to help the small businesses. I
21 mean, like what David is saying, you know, the
22 rich will get richer, the small businesses,

1 minority, it's not because they don't have that
2 wealth already, so we need to be more innovative.

3 This is a lot of money that I'm afraid
4 small businesses will not have access to. Thank
5 you.

6 MEMBER BAUER: Wonderful. Thank you.

7 CHAIR GATE: Hello.

8 MEMBER BAUER: I'd like to hear some,
9 oh, go ahead.

10 CHAIR GATE: That, just a second,
11 Matthew and Robert. I'm going to give you last
12 call. I see more people joining. I hate to
13 stifle this great conversation, but for the
14 interest of time, I would urge those that have
15 general comments or feedback that can be reserved
16 for the facilitated discussion to do that.

17 But for now, if you can keep your
18 comments brief so we can wrap this session and I
19 won't have to eliminate lunch for everybody.

20 MEMBER BAUER: Okay. Great. So we're
21 going to be like the Wilbon Show here so we're
22 going to do a quick hit.

1 CHAIR GATE: Yes.

2 MEMBER BAUER: So let's do, we have
3 three left and we'll just, if you could all,
4 quickly comment and so Dominique? Dr. Harrison,
5 starting with you.

6 WORKING GROUP CHAIR HARRISON: Yes,
7 thank you, Matthew, for your presentations. Just
8 two quick questions. I would encourage you all
9 to look at research around longitudinal studies
10 that show how skills training leads to higher
11 wages and quality jobs similar to what David
12 Honig said beyond just the training.

13 And also, think about the kind of wrap
14 around services that are needed for people to be
15 successful in digital skills training so that is
16 health care and/or childcare for their children
17 and other kinds of needs. Thanks.

18 MEMBER BAUER: Wonderful. Thank you.
19 Lili?

20 MS. GANGAS: I'll be really brief as
21 well. I think I'll be able to present a little
22 later on, but definitely we should definitely be

1 connecting since there are some overlaps.

2 And also, I think the part that I
3 would encourage is to look at the different
4 segments of the population so there's
5 entrepreneur students, senior citizens.

6 That will probably have different
7 types of strategies so I would be curious on the
8 prioritization level as well the types of
9 communities that are going to be interviewed or
10 assessed for this.

11 So happy to share a bunch of that
12 information from Kapor Center as well as Kapor
13 Capital.

14 MEMBER BAUER: Awesome. Thank you.
15 Look forward to that. Gooyong Kim?

16 DR. KIM: Thank you for your wonderful
17 presentation. It teaches a lot of, has speaking
18 about your focus on details on skill set
19 training. My colleagues from working with those
20 three will get to create presentation.

21 Some of the key points that our group
22 has, you know, has, you know, developed or

1 working with the Working stream and the duties is
2 we are focused on details clear set readiness.

3 Noticing that you are focused on
4 creating a finer side of it, but I guess and I
5 hope to see our group focus on more fusion
6 perspective so the list will not, at least the
7 shorter matter cooperation between your
8 Workstream and ours so I am interested in
9 exploring.

10 MEMBER BAUER: So am I. I'm looking
11 forward to that. All right, Susan, last word.

12 VICE CHAIR ALLEN: Yes, I just want to
13 quickly answer the question about how to define
14 entrepreneurship. The SPA is the authority on
15 that.

16 And essentially in general any
17 business who have less than 500 people is
18 considered a small business, but internally there
19 are some division as to what type of industry
20 you're in.

21 But the majority American small
22 business which is the fastest growing sector in

1 the economy have no employees. They are
2 independent, independent consultants.

3 So as Matthew said, you start your own
4 business, you file your 1099, you are an
5 entrepreneur. Right? So when you from one man
6 consultant, a professional, a lawyer, a one-man
7 lawyer could be an entrepreneur, an engineer
8 working for Boeing, or Lockheed Martin for
9 example, retire early decide to start his own
10 shop, --

11 MEMBER BAUER: Right.

12 VICE CHAIR ALLEN: -- is an
13 entrepreneur so it goes all the way up. We can
14 talk about that in the Workstream. As to Faith,
15 a question about access to capital, is an I&A,
16 Innovation and Access Working Group, there is a
17 Workstream for access to capital so there we're
18 talking with traditional banking, with the
19 majority of the big banks and the CDFIs and MBIs,
20 the Minority Banking Institutions, they have
21 different criteria, different interest rates.

22 I worked with them during COVID-19

1 especially and is not easy for many of them to
2 get CDFI money because the cost intends to be
3 higher.

4 We can work on that as well. So the
5 point is, these three working groups all have
6 very comprehensive coverage. Sometimes it seems
7 overlapping and that's the beauty of it all so
8 look at these --

9 UNIDENTIFIED FEMALE: That's nice.

10 VICE CHAIR ALLEN -- Workstreams
11 slides afterwards and then let's go with it.

12 MEMBER BAUER: All right. Thank you.
13 Back to you Robert.

14 WORKING GROUP CHAIR BROOKS: All
15 right. Thank you, Anna, thank you, Matthew.
16 Thank you everyone who's a member of the Working
17 Group as well as the Workstreams and thank you or
18 everyone's comments and suggestions outside of it
19 as well.

20 I think that's all of our, we have
21 slides for questions, but I think we've probably
22 got most of our questions out so I figure I'll of

1 pass it back to you.

2 CHAIR GATE: Thank you, Robert, and
3 thank you to the Working Group for those great
4 presentations. I will reserve some of my
5 comments for the facilitated discussion, but I'm
6 very excited about the work that was presented
7 today, proposed today.

8 On that note, I would like to welcome
9 the voting Council members to adopt this plan
10 presented by the Innovation & Access Working
11 Group along with the associated Workstreams.

12 As for now, I would like to ask if
13 there are any objections from the voting members
14 of the Council. I will give you 30 seconds to
15 raise your hand and offer your objections.
16 Fallon, you're not on mute.

17 Hearing no objections, the work plan
18 presented by the Innovation & Access Working
19 Group has been accepted. Congratulations guys.
20 It's time to get to work. Continue on with the
21 work that you've done.

22 At this point, I would like to welcome

1 the Digital Empowerment and Inclusion Working
2 Group to make its presentation led by the
3 illustrious Dr. Dominique Harrison.

4 I would like to point out that this
5 Working Group is the anchor for the deliverable
6 that we're doing around the infrastructure bill.
7 As was mentioned earlier, we intend to make our
8 recommendations on model policies and best
9 practices around July 2022.

10 And each one of the working groups has
11 committed to doing some work around that topic.
12 But the Digital Empowerment and Inclusion Working
13 Group is the anchor and therefore they would be
14 the one that would be compiling the final product
15 and presenting it to the full Council in July.

16 So I welcome Dominique to and the rest
17 of the Working Group to lead us in this
18 discussion as they introduce us to their proposed
19 work plan. Thank you, Dominique.

20 WORKING GROUP CHAIR HARRISON: Thank
21 you so much, Heather. And good morning again to
22 everyone. I want to first thank you to

1 Chairwoman Rosenworcel for her opening remarks
2 especially as it relates to our commitment to
3 tackling the issue of digital discrimination.

4 I want to thank our Chair and Vice
5 Chairs for their leadership and support and I
6 also want to thank the SEC designated Federal
7 Officers for their encouragement and stewardship.

8 It is a pleasure to be here and I'm
9 excited to serve as Chair for the Empower and
10 Inclusionment Working Group. But more
11 importantly today, I am pleased to share the work
12 of the DEI Working Group and to share information
13 about how we plan to carry out the many
14 activities we have set out to complete.

15 I would be remiss if I did not
16 acknowledge and thank the members of prior
17 iterations of this Working Group for all of their
18 efforts. We stand on their shoulders. Next
19 slide.

20 As you can see, our Working Group
21 includes a myriad of members from the public and
22 private sectors. Each member brings a tremendous

1 amount of expertise, passion, intellect, and
2 diligence to the work we are doing.

3 I want to thank each one of them for
4 their time and talents to commit to this work.
5 It is no easy feat. And before we get into our
6 presentation, I want to acknowledge each member
7 of this Working Group by calling their name and
8 the organization they represent.

9 Dr. Christopher Ali, University of
10 Virginia, Clayton Banks, Silicon Harlem, Robert
11 Branson, Multicultural Media Telecom and Internet
12 Council, Dr. Rockell Brown, Texas Southern
13 University, Joi Chaney, National Urban League,
14 Michele Cober, Verizon, Sarah-Kate Ellis, GLAAD,
15 Leo Fitzpatrick, Free Press, Dr. Jon Gant, North
16 Carolina Central University, Anisa Green, AT&T,
17 Chris James, National Center for American Indian
18 Enterprise Development, Dr. Gooyong Kim, Cheney
19 University of Pennsylvania, Nicole Lazarre,
20 Charter Communication, Jennifer Nelson, General
21 Communications Incorporated, Louis Peraertz,
22 Wireless Internet Service Providers Association,

1 Vickie Robinson, Microsoft, Angela Siefer,
2 National Digital Inclusion Alliance, Brian Thorn,
3 Communications Workers of America and John C.
4 Yang, Asian Americans Advancing Justice and
5 lastly Broderick Johnson, as well as Antonio
6 Williams from the Comcast Corporation.

7 We are so thankful to additional
8 members who have come along to share their
9 expertise which includes Dr. Fallon Wilson, Anna
10 Gomez, and Lili Gangas. All right. Next slide.

11 So before we jump into the work that
12 we will do, I want to speak for a moment about
13 the objective of our working group which sets the
14 stage for the goals of this group.

15 The charge of the DEI Working Group is
16 to identify innovative solutions and provide
17 recommendations for how to accelerate the current
18 employment of broadband access in all communities
19 including those communities that compromise
20 people of color and others who have been
21 historically underserved, marginalized and
22 adversely affected by persistent poverty and

1 inequality and access to technology communication
2 services and Next Generation networks which have
3 resulted in negative impacts in education and
4 employment.

5 Our group is charged with providing
6 recommendations for reducing and removing
7 regulatory barriers to the equitable deployment
8 of an investment in broadband access and adoption
9 in all communities including tribal, rural and
10 historically marginalized communities.

11 And we are also charged with providing
12 recommendations for strengthening existing
13 networks and developing new ones and making
14 recommendations for addressing digital redlining
15 and other barriers that impact equitable access
16 to emerging technology in underserved and under
17 connected communities including among people of
18 color, persons with disabilities and the LGBTQ
19 Plus community.

20 When our work embarked on this journey
21 of carrying out the objectives of our working
22 group, we had a chance to think deeply about how

1 our goals align with the directives that would
2 set within the Infrastructure Act.

3 This is within the backdrop of the
4 pandemic. Next slide. Well next slide as well.
5 Next slide. And the next slide. The passage of
6 the infrastructure invested in job acts makes the
7 largest federal investment to universal broadband
8 access in history by providing critical resources
9 to increase access to broadband.

10 The IIJA also presents an
11 unprecedented opportunity to address the issue of
12 digital discrimination, an issue that many
13 communities have long spoken about.

14 Some might say that we are at an
15 inflection point in which we get to change the
16 course of the lives of millions of Americans by
17 tackling the issue of discrimination to ensure
18 that all communities, regardless of race or zip
19 code, have access to quality affordable robust
20 broadband.

21 With our Working Group's objectives in
22 mind and directives set within the Infrastructure

1 Act our group was given the immediate task to
2 address these issues.

3 Within the IIJA Section 60506 of the
4 Act, it states that subscribers should have
5 benefit from equal access to broadband internet
6 access service within the service area of the
7 provider of each subservice.

8 The term equal access for the purposes
9 of this section means the equal opportunity to
10 subscribe to and offer service that provides
11 comparable speeds, capacities, latency and other
12 quality of service metrics in a given area for
13 comparable terms and conditions.

14 You'll notice that in this section,
15 the act does not explicitly define digital
16 discrimination or digital redlining. But it does
17 define what equal access means. Next slide.

18 The act goes on to say that no later
19 than two years after the date of an enactment of
20 this act, the Commission shall adopt final rules
21 to facilitate equal access to broadband internet
22 service taking into account the issues of

1 technical and economic feasibility presented by
2 the objective including preventing digital
3 discrimination of access based on income level,
4 race, ethnicity, color, religion or national
5 origin and identifying necessary steps for the
6 Commission to take to eliminate discrimination
7 described in paragraph one.

8 It also says that the Commission, the
9 Attorney General, shall ensure the Federal
10 policies promote equal access to robust broadband
11 internet access service by prohibiting deployment
12 discrimination based on the income level of an
13 area.

14 The predominant race or ethnicity
15 composition of an area or other factors the
16 Commission determines to be relevant based on the
17 findings and the record developed from the rule
18 making under subsection B. Next slide.

19 The Act then goes on to say as you
20 have heard already that the FCC shall develop
21 model policies and best practices that can be
22 adopted by states and localities to ensure that

1 broadband internet access service providers do
2 not engage in digital discrimination.

3 And this leads us to the bulk of the
4 work that the DEI Working Group will undertake
5 and that we will talk about momentarily. Next
6 slide. Given the passage of the Act, the DEI
7 Working Group is issued an urgent request for
8 Chairman Rosenworcel's office to address the
9 issue of digital discrimination.

10 Among the many activities that this
11 group will undertake, this stream of brook
12 requires our immediate efforts to complete this
13 activity by July of this year. Next slide.

14 And as you will see, the DEI Working
15 Group has three Workstreams to undertake and a
16 lot of work has already been done. Our work
17 includes the urgent request from the Chairwoman's
18 office and our two other Workstreams build on the
19 previous work of the 2019 DEI Working Group of
20 the Advisory Committee on Diversity and Digital
21 Empowerment.

22 Next you will hear from our Co-Leads

1 on these streams of work. Next slide. First we
2 will hear from Co-Leads of Workstream 1, Joi
3 Chaney and Dr. Jon Gant. Then we will hear from
4 Co-Leads of Workstream 2, Dr. Christopher Ali and
5 Chris James.

6 And finally, we will hear from the Co-
7 Leads of Workstream 3, Clayton Banks, Sarah-Kate
8 Ellis and a Vickie Robinson. Once the Co-Leads
9 of each Workstream speak about the goals and
10 activities they will complete, we will open up
11 each presentation for questions.

12 And with that said, I will turn it
13 over to Joi Chaney to come on camera to speak
14 about Workstream 1. Next slide. Thank you.

15 MEMBER CHANEY: Wonderful, Dominique.
16 Thank you so much for having me. My name is Joi
17 Chaney and I represent Workstream 1 and, of
18 course, the National Urban League. Can we go
19 back a slide?

20 I want to make sure that we go over
21 the names of everyone who's a part of Workstream
22 1. In addition to my Co-Lead, Dr. Jon Gant, we

1 have Robert Branson and Michele Cober, Lili
2 Gangas and Anna Gomez, Anisa Green, Nicole
3 Lazarre, Louis Peraertz, Angela Siefer, Brian
4 Thorn, Broderick Johnson who's also sometimes
5 represented by Tony Williams and there's one more
6 name on there that I cannot read.

7 Oh, Dr. Fallon Wilson. What, am I,
8 how could I have ever forgotten Dr. Wilson?
9 Thank you so much. Next slide please. So as Dr.
10 Harrison already identified Workstream 1 is, you
11 know, really the beginning of the work of the
12 Council here and we are very excited and awed by
13 this awesome responsibility.

14 We will be working to ensure the
15 Council can provide recommendations to the FCC on
16 model policies and best practices. That could be
17 adopted by states and localities to prevent
18 discrimination by broadband internet service
19 providers.

20 So as we do that work, you know, we
21 will be identifying in terms to define, including
22 digital discrimination that's per Congress. We

1 will research and review background information
2 on digital discrimination or digital redlining as
3 some might call it, research and review best
4 practices and policies, to prevent that
5 discrimination by service providers and others
6 and promote, will actively promote due to the
7 equity.

8 We'll also research and review model
9 code language to prevent digital discrimination.
10 And so we are going to do that in recognition of
11 the following background.

12 Assess as we've already said, to
13 equitable and affordable broadband is critical to
14 advancing the U.S. economy and modern American
15 life including insuring educational equity,
16 occupational flexibility. Next slide please.
17 Sorry about that. All right.

18 Preventative health, economic
19 empowerment and small business growth.
20 Significant investments, billions of dollars,
21 tens of billions have been made to expand access
22 to broadband and to close the digital divide.

1 And providers and government policy
2 makers like many of those who are on this call
3 today are under pressure to meet broadband needs
4 as digital technologies emerge and society
5 becomes increasingly dependent on digital access
6 both due to this infrastructure investment and
7 jobs act and due to the recognition during the
8 pandemic of just how dependent we are on internet
9 access.

10 And therefore we must do any and
11 everything in our power to ensure we close the
12 digital divide. Plus, in the digital divide,
13 we'll depend on our combating both digital
14 discrimination and promoting digital equity
15 regardless of actor as we are otherwise, digital
16 discrimination as well as lack of affirmative
17 digital equity, which is different, has led to a
18 divide in this country.

19 It grows with Eastern technology. It
20 is the focus on both discrimination and equity
21 that will close the divide for all of our
22 nation's communities beginning with underserved

1 communities of color, rural communities, low
2 income communities and communities facing other
3 access barriers including persons with
4 disabilities and the LGBTQ Plus community.

5 This Workstream, per Congress and our
6 leadership, has rightly focused on providing help
7 to states and localities to prevent digital
8 discrimination by broadband internet service
9 providers and so we will be seeking to understand
10 how digital discrimination happens or appears to
11 happen by these parties, what we know, what we
12 think we know and what we need to know and how it
13 is felt in the communities we serve.

14 My colleague, Dr. Gant, who should
15 join us via video and audio will come on now to
16 provide more details about how we intend to
17 organize our work and do so in the time allotted
18 by July 2022. Thank you, Dr. Gant. We wish it
19 was 2023. Right?

20 DR. GANT: Yes, thank you, Joi, and
21 thank you, Dr. Harrison, as well too. So our,
22 next slide please, so we do have a very specific

1 work plan.

2 We have a very tight timeline to get
3 this done by the early part of summer. And we've
4 been working hard already to get things moving
5 forward, but we are primarily starting off with
6 this research and information and gathering stage
7 where we are trying to understand the history
8 around digital discrimination in the digital
9 divide, understand the interplay between the two
10 of those types of things.

11 We're looking at the success stories
12 that at various states and localities and how
13 they've addressed this issue and we are, as we
14 consider this, we're considering the
15 communication infrastructure that was spoken
16 about so well earlier as well as the interplay
17 with that with the business models that really
18 helped shape the dynamics about how decisions are
19 made, about where service is offered, where there
20 may be challenges and things like that.

21 And then we'll also look in the legal
22 field for examples for discrimination challenge

1 as well too and see what we can learn from that.
2 Another important source of our work will be the
3 stakeholder interviews that we do conduct
4 nationally.

5 And we'll have, we have stakeholders
6 represented from a very large sector of our
7 economy including those folks that are in the
8 digital inclusion field, silver rights
9 organizations, internet service providers, state
10 and local officials, a look in the academic
11 literature, folks who represent community anchor
12 institutions and so forth.

13 And those interviews will be able to
14 help us provide a lot of insight into the
15 dynamics around the digital divide and digital
16 discrimination and redlining as well too.

17 So we can examine this and have input
18 from a very broad cross section. Next slide
19 please. And so in doing so, we will, globals
20 will include a report that will help to further
21 define and ground our framework for looking at
22 this and really help put everybody on kind of a

1 shared understanding around definitions in this
2 space particularly as it concerns to broadband
3 deployment adoption and access.

4 We will really develop a rare rich
5 narrative around digital discrimination so we can
6 really understand its nuances and how it works
7 and then how to address these particular issues.

8 And then we'll also look at best
9 practices to prevent digital discrimination, look
10 at what's happening so far. We know that service
11 providers have been working hard to try and
12 figure out how do we make sure we provide service
13 to every single zip code in the United States.

14 But we will look at best practices,
15 see what's working, especially when it renders
16 short falls. And then we'll make recommendations
17 for these policies and best practices to the
18 broader CEDC and the FCC on how to prevent this
19 discrimination as well.

20 And part of what we'll do in grounding
21 this is that we will create a framework that will
22 look at the infrastructure itself, it will look

1 at issues around broadband adoption and use and
2 then also the interplay between those sides.

3 We'll look at the supply side, the
4 demand side and how all of these things work
5 together so we can really have a good rich
6 understanding of what we all need to do together
7 to make sure that there is equitable access to
8 the internet across the United States for
9 everyone. Next slide.

10 And let me turn it over to Dr.
11 Harrison and to Joi to field your questions.

12 WORKING GROUP CHAIR HARRISON: Thank
13 you so much, Dr. Gant and thank you so much Joi
14 Chaney. And we will open the floor up for
15 questions for this Workstream.

16 DR. GANT: Is it lunch time already?

17 WORKING GROUP CHAIR WOOD: Is this to
18 the entire group, the entire CEDC or is it just
19 the Working Group?

20 MEMBER CHANEY: The entire group.

21 WORKING GROUP CHAIR WOOD: I just have
22 a quick comment. I think, you know, I really

1 appreciate the perspective in which you're
2 working on the definition of digital
3 discrimination.

4 I think there's one thing that I am
5 looking at as, and that I would like to just
6 suggest as an opportunity to include in it and
7 one that I know my group is most certainly going
8 to include.

9 Actually Section 60302 of the
10 Infrastructure Act actually talks about things
11 that are, talking about covered programs, digital
12 equity, digital inclusion, but really highlights
13 some specific pieces around the means in which an
14 individual gains access to them, but not only
15 that, includes digital literacy pieces so I would
16 just really encourage to make sure that we're
17 expanding beyond just the actual access to the
18 internet and ensuring that it's there because we
19 know, I know a lot of us, and almost all of us in
20 this group understand and know that it's
21 important that once they have access to it that
22 they actually know how to use it.

1 The digital literacy piece and the
2 other pieces outlined in the Infrastructure Act
3 are an additional piece to digital discrimination
4 and I really want to make sure that as a
5 Committee, that we are looking at that fully and
6 ensuring that if they have access to it that they
7 also have the ability to use it because not being
8 able to use it and not have the education of how
9 to use it is just as impactful as not having
10 access in the first place.

11 MEMBER CHANEY: Chris, I don't know if
12 that was a question. I will say that the
13 National Urban League could not agree with you
14 more.

15 That may be a little bit outside the
16 scope of the mandate of this Workstream, however,
17 I think you're right. As a Council, we should
18 absolutely be looking at that and, you know, our
19 Lewis Latimer Plan for additional equity
20 inclusion that, you know, my organization helped
21 plan is absolutely focused on that adoption piece
22 and helping people engage a digital empowerment.

1 Learning how to use the internet is
2 critically important and so where we can engage
3 on that with this Workstream, I hope you all
4 follow up with us and make sure that we're doing
5 so.

6 DR. GANT: Yes, I'd also like to add
7 when we start looking at some of the best
8 practices of how internet services providers have
9 addressed this issue, you know, we know examples
10 of where ISPs have created community benefit
11 funds that address that particular issue as well.

12 So and we understand sort of the
13 components of these things so we'll, you know,
14 make sure that we do consider it within, you
15 know, the guidelines of our Workstream, but
16 earlier when I talked about both the supply and
17 demand side, that was really a nod to make sure
18 that we look at the interplay between those
19 things.

20 And it's certainly, you know, very
21 clear to all of us how important the literacy
22 side is to this as well.

1 VICE CHAIR ALLEN: That's a very good
2 point. This is Susan Allen. Very good point. I
3 just want to make an analogy between bringing
4 teaching of folks, the folks that we are talking
5 about it about connectivity and about the
6 internet and not actually using it. Right?

7 You can give the computer, you can
8 give the beautiful gadgets, devices and if they
9 don't use it, that means nothing at all. Recall
10 not too long ago every, all the major
11 corporations were redoing their infrastructure,
12 updating their organizations, computers and a
13 bunch of CEOs were interviewed as to what they're
14 doing.

15 It's all new equipment for your staff,
16 and how much money did you spend. And they say,
17 oh, yes, we did, we did, we did. We spend
18 gazillion dollars of money. And the next
19 question was, well, did they use them? No.

20 So it's not just individually in our
21 own target communities. If we give them
22 something, we don't encourage them, do we find a

1 way for them to learn to use it, it will be a
2 waste.

3 Even in major corporations, a Fortune
4 1000 companies, they have difficulty getting
5 their own staff to use this new technology that
6 they have purchased, put into their office, the
7 staff, there's nobody to supervise them, they
8 keep on using the old.

9 Old habits die hard so it is a point
10 well taken. I think in our proposal, in our
11 strategy and technology it would be good for us
12 to take that into consideration.

13 Otherwise, they will say, oh, see how
14 all the money we spent there's no outcome. It's
15 a waste. It was a, we shouldn't have done it in
16 the first place. So point well taken, Chris.

17 MEMBER CHANEY: Well taken. You know,
18 why could Broderick also, okay perfect. You're
19 coming back on. You're back?

20 MEMBER JOHNSON: Yes, I'm back. Yes,
21 I just very much appreciate the views that have
22 been shared about us taking, of course, we as a

1 Working Group have to examine by the statute, but
2 then also by our charge, the work of internet
3 service providers like Comcast.

4 I think though nevertheless, it's
5 extremely important as Susan was saying and Chris
6 has said as well that we make sure we don't get
7 too narrow a view or we don't examine also the
8 kind of digital discrimination that can be so
9 insidious where people have access, they're not
10 fully aware they have access, they don't know
11 about the importance of digital literacy and then
12 we could have a spiral that leads to what Susan
13 just expressed concern about where, you know,
14 people who are naysayers who perhaps want to
15 disparage the kind of efforts that are being made
16 at the Federal level with these massive
17 investments.

18 Say look, we gave all of this money to
19 try to make digital equity happen and here we are
20 four years later and we've got communities that
21 have not been taking free internet access.
22 Right? So let's not overlook that. So I just

1 wanted to add those concerns.

2 MEMBER CHANEY: Thank you, Mr.

3 Johnson. Absolutely. Any other questions? I

4 see some hands raised. I want to make sure

5 they're doing so intentionally. I can't tell

6 you, is that Matthew Bauer?

7 FEMALE PARTICIPANT: I think Dr. Kim

8 --

9 MEMBER BAUER: Yes.

10 FEMALE PARTICIPANT: -- had his hand

11 raised for a little while.

12 MEMBER CHANEY: Oh, I'm sorry. It's

13 hard to tell. I apologize.

14 MEMBER BAUER: Yes.

15 DR. KIM: Thank you so much.

16 MEMBER CHANEY: We'll go to you first.

17 DR. KIM: Yes, thank you. I think I

18 just wanted to mention that the only comments

19 about the reading literacy we will address our

20 Working Group, Workstream Number 3 even though we

21 haven't got this, I think it's common knowledge

22 that illiteracy, I will defer to my colleagues

1 for books and we'll see whether the transfer
2 issue and the concerns we have. Thank you.

3 MEMBER CHANEY: Thank you. And let me
4 also note, if there are members of Workstream 1
5 who want to answer a question or comment please,
6 of course, we yield to you. Take yourself off
7 mute and off video. Matthew Bauer, I think
8 you're next.

9 MEMBER BAUER: Thank you, Joi. Dr.
10 Gant, I'm excited you're leading this Workstream
11 and also thank you for serving on our digital
12 skills as well. So lots of opportunity to build
13 a tunnel between the two.

14 I think that's going to serve us well.
15 It'll make that a lot easier, so just wanted to
16 note that. Thank you so much. Great
17 presentation too.

18 DR. GANT: Thank you --

19 MEMBER CHANEY: And I have --

20 DR. GANT: -- yes, I was happy to do
21 this in Co-Lead with Joi as well, but I do want
22 to make one point though. We do have to

1 understand that this is the only Workstream that
2 does get into the access of the physical
3 infrastructure itself.

4 MEMBER CHANEY: Yes.

5 DR. GANT: And you can't underestimate
6 the complexity of what it takes to build out the
7 network and so forth. Dr. Nicole Turner-Lee in
8 fact referred to this in her earlier comments
9 when she talked about access to various parts of
10 the infrastructure and so forth.

11 So we got to make sure that we do a
12 good job there, but I'm very, you know, it is
13 very clear that our group is very aware of this
14 interplay at both dynamics having to work
15 together.

16 And that's what makes it challenging,
17 but there's a great group of folks that are here
18 that we've already been, you know, really trying
19 to pull this apart to understand that we're
20 creating buckets to try and sort this out.

21 And we'll do our very best to really
22 show how those pieces are connected so that we

1 can really build on top of that the types of
2 model codes and so forth that we really need to
3 be helpful in our recommendations.

4 MEMBER CHANEY: And we really do have
5 the talent on our committee and two of those
6 members are waiting to speak right now. Dr.
7 Wilson and then we'll go to Lili Gangas.

8 DR. WILSON: It's a very quick
9 comment. I mean, because I feel like Joi laid it
10 out well, Dr. Gant, you, I just want the whole
11 Council to know we have had very intense and
12 loving conversations about this issue and we will
13 be very intentional to ensure that it is
14 intentional and also impactful.

15 I just wanted to say because it has
16 been a lot of good conversations, just know we're
17 all going to the mat in various ways on this.
18 And Dr. Gant and Joi Chaney are really pulling us
19 all together.

20 So you know, so that we're not just,
21 you know, out in left field here so good job and
22 I appreciate being a part of it because, you

1 know, we're not really on this Working Group, but
2 you allow Lili and I to give our sidebars into
3 the conversation so thank you.

4 MEMBER CHANEY: You and Lili are
5 essential members of this Working Group,
6 unofficially or officially, however you want to
7 strike it. Lili, I'm yielding to you. And am I
8 saying your last name properly?

9 MS. GANGAS: Yes, you are, Lili
10 Gangas.

11 MEMBER CHANEY: Wonderful.

12 MS. GANGAS: Yes, and I think for
13 mine, I just wanted to double, plus one, plus the
14 100 Dr. Gant was mentioning specifically also for
15 the public that's listening.

16 I want to also, the way to learn is
17 from a technical perspective. Right? All the
18 different points and different decision points
19 and different biases that could happen when we
20 looked at it from a more technical perspective of
21 how we actually go from building out some of the
22 middle mile all the way to the last mile and just

1 for awareness and for the folks who are
2 listening, just looking at the percentage of the
3 funds are really tackling this. Right?

4 So it's, you've heard \$65 Billion, but
5 \$42, between \$4 and \$5 Billion of that goes
6 specifically to address some of the broadband
7 access in the middle and last mile with another
8 \$1 Billion in the middle mile.

9 So we want to make sure that we're
10 raising awareness and it is also may seem very
11 obscure, but as was mentioned earlier, there is
12 historic that we need to address so then that
13 way we can make sure that we are resetting the
14 infrastructure wherever it's possible and making
15 sure that these funds are really addressing on
16 what the new generation needed.

17 So thank you for that and we are
18 thankful to be a part of this Working Group with
19 you all.

20 MEMBER CHANEY: Wonderful. Thank you,
21 Lili. Now, is there anyone else? I do see that
22 there's a hand raised. Unfortunately, I --

1 Jamila-Bess.

2 MS. JOHNSON: Thank you, Joi.

3 MEMBER CHANEY: You're welcome.

4 MS. JOHNSON: I just wanted to put a
5 question and a comment on the record. It's from
6 Craig Shaefer. And here's what Craig says. Why
7 does reduced costs for income restricted internet
8 services come with limitations and monthly usage
9 amounts?

10 Even with taking part in a \$10
11 internet service, I still feel constrained due to
12 monthly maximum access allotments. I would maybe
13 take an online class and do more things online
14 and with Wi-Fi usage.

15 If you want to sell more Wi-Fi and
16 smart electronics, allow for unlimited usage.
17 That's from Mr. Schaefer. I don't know if
18 anybody wants to address that, but his comment
19 and his question are now part of the record of
20 this meeting. Thank you.

21 MS. CHANEY: Thank you, Ms. Johnson.
22 Does anyone want to respond to that? Here's the

1 thing, we know that this is a question that we
2 will certainly address in the work that we do as
3 a body.

4 I don't want to waste too much time
5 hearing us talk, we want to get in any questions
6 like that so that we can have it be a part of the
7 record and a part of our thinking as we go
8 forward.

9 I think Nicole was coming on a little
10 bit. You went on and off.

11 VICE CHAIR TURNER-LEE: I'm still
12 having trouble with this raised hand function.

13 MEMBER CHANEY: And by the way, Dr.
14 Turner-Lee is what I mean. I want to put some
15 respect on your name.

16 VICE CHAIR TURNER-LEE: Oh, Joi, you
17 know look, listen, I wanted to put this out here
18 because I know we're running out of time to
19 present the remaining parts of this Working Group
20 and this has been a really valuable conversation.

21 Chairwoman Gate, I hope you don't mind
22 that I'm sort of putting this out there as well

1 as Vice Chairwoman Susan Allen. We actually have
2 time in this meeting to have a bigger
3 conversation around these big broad topics like
4 what is the digital divide, what is digital
5 discrimination, what is redlining?

6 I feel compelled to put that out there
7 because if not, I think we're not going to allow
8 the other group to, Workgroups to actually give
9 their basis for discussion.

10 And I think Joi, what you've triggered
11 is a real interesting conversation especially
12 with the public comment that we need to dig
13 deeper into some common language and not
14 necessarily consensus on what we're talking
15 about.

16 And so I just wanted to put that out
17 there that if it was okay that we respectfully
18 find an end point on this and capture this in the
19 moderator discussion why I think we'll have some
20 more open-ended opportunities to hear from the
21 other working groups on what they're talking
22 about with regards to digital equity as well as

1 digital discrimination. So Joi, I'm going to put
2 it out there as I know --

3 MEMBER CHANEY: Oh, yes.

4 VICE CHAIR TURNER-LEE: -- Heather's
5 about to eliminate the lunch break.

6 CHAIR GATE: I am not going to allow
7 that to happen.

8 VICE CHAIR TURNER-LEE: Okay, so --

9 CHAIR GATE: Dr. Turner-Lee, thank
10 you. Dr. Harrison needs to come back on as well
11 as our Chairwoman, and Dr. Gant, thank you so
12 much for doing this with me.

13 DR. GANT: I think, I thank God.
14 Thank you.

15 WORKING GROUP CHAIR HARRISON: I'm
16 firing warning shots in the chat.

17 CHAIR GATE: Yes, absolutely. I see
18 it, I see it, I see it. We turn it back over to
19 you all and we look forward to further
20 conversation and this work.

21 FEMALE PARTICIPANT: Thank you, Dr.
22 Gant and thank you, Joi, for your leadership and

1 stewardship on this topic and next up we'll turn
2 to Workstream 2 which comprises of Dr.
3 Christopher Ali and Chris James.

4 DR. ALI: All right. Hi, and good
5 afternoon everyone. Thank you so much, Dr.
6 Harrison, and big thank you to my co-director
7 Chris James and to the amazing members of our
8 Workstream.

9 My name is Dr. Christopher Ali and I'm
10 an Associate Professor of Media Studies at the
11 University of Virginia. Our Workstream will be
12 focusing on listening sessions on lessons learned
13 regarding emergency broadband funding programs.

14 Specifically, the Workstream will
15 include soliciting information from key
16 stakeholders across ISPs, Federal Agencies with
17 emergency broadband funding, state agencies then
18 community organizations to understand and
19 identify lessons learned from programs that
20 provided broadband connectivity to opportunity
21 communities during the pandemic.

22 And you'll also note here the use of

1 the term opportunity communities. I want to
2 offer a moment just to define this. This is a
3 term we're going to use rather than for instance,
4 disadvantaged or low-income communities.

5 And the term should encompass
6 communities that are traditionally underserved or
7 face socio-economic barriers to mobility and
8 equity. Next slide please. Thank you.

9 As we see it, the issue before us is
10 that several Federal agencies and state agencies,
11 counties, municipalities, private organizations
12 and companies and community and non-profit
13 organizations developed emergency broadband
14 programs as a direct result of the COVID-19
15 pandemic.

16 And I'm sure that many of us on this
17 call are familiar with these programs or some of
18 them such as the Emergency Broadband Benefit
19 program and the Keep America Connected pledge.

20 The problem is that we will act
21 substantive and systematic data on the types,
22 experiences, successes and challenges of these

1 programs. And this is where our Workstream comes
2 in. Next slide please.

3 Our primary objective is to solicit
4 information from key stakeholders across ISPs,
5 Federal agencies with emergency broadband
6 funding, state agencies and community
7 organizations.

8 And we will help the Working Group
9 understand and identify lessons learned from the
10 programs that provide broadband connectivity to
11 opportunity communities during the pandemic in
12 answering five crucial questions.

13 First, what programs were created
14 during the pandemic to fund broadband deployment
15 and affordability? Second, how do these programs
16 work? Third, what emergency broadband funding
17 responses worked well?

18 Fourth, what responses could be
19 changed and/or adopted more broadly moving
20 forward? And fifth, to what extent were these
21 efforts successful in connecting opportunity
22 communities to broadband? Next slide please.

1 Thank you.

2 In the first meeting of our
3 Workstream, we began brainstorming and mapping
4 kind of broad stakeholder groups for our mandate.
5 And these include digital inclusion
6 organizations, schools, libraries, community
7 centers, black churches and faith-based
8 organizations, hospitals and health care centers,
9 ISPs which we divided into large provider, small
10 providers, cooperatives and municipal providers,
11 Federal agencies, state agencies, tribal
12 governments advocacy organizations, program
13 participants, housing providers, shelters and
14 multiple dwelling units, or MDUs, direct service
15 providers and mutual aid organizations, counties
16 and municipalities and workers and worker
17 representatives.

18 And this, of course, is not this is a
19 bit of a caveat here, this is not an exhaustive
20 list, but rather an indication of the scope of
21 our intended listening sessions.

22 And we invite any comments and

1 suggestions for specific stakeholders and
2 stakeholder groups which of course, is the
3 wonderful thing about such a collaborative
4 research project. Next slide please.

5 We have four expected outcomes of our
6 Workstream. First, we anticipate lots of
7 collaboration with our fellow Workstreams and so
8 it's a clear intersection between our charges
9 especially around the identification of
10 stakeholders.

11 Second, we will provide an index or a
12 list of programs that provided broadband
13 connectivity to opportunity of communities.
14 Again and this will be specifically in
15 collaboration with Workstream 3.

16 Third, we will develop a list of best
17 practices to connect opportunity communities
18 during the pandemic. And fourth, we will provide
19 a summary of the lessons learned and
20 recommendations to ensure that existing and
21 future broadband programs created during this
22 pandemic and other crisis that are in the future

1 are accessible for opportunity communities.

2 And with all of that in mind, I
3 welcome your questions and comments.

4 CHAIR GATE: Hi, Dr. Ali.

5 DR. ALI: Hi.

6 CHAIR GATE: I'm very, very excited
7 about this Workstream. Particularly because the
8 last three years of the pandemic resulted in a
9 lot of changes that before the pandemic we would
10 never have envisioned.

11 And what we heard were barriers to
12 these changes on items such as telehealth and
13 deployment of devices to kids in vulnerable
14 communities.

15 And so one thing that would be sad for
16 us is to lose some of those lessons learned and
17 some of the ingenuity that came out of the last
18 three years.

19 So I'm really excited for this
20 opportunity for us to engage with communities and
21 find out what worked and what didn't work. What
22 comes to mind is my friends with some librarians

1 who talked about how going, the benefits of going
2 virtual that they didn't envision in terms of
3 parents being able to participate in reading
4 sessions and the things that they just never
5 thought would work.

6 And so I'm really, really excited and
7 look forward to you, to the input that comes from
8 the communities on the lessons learned from the
9 last three years and some of those policy changes
10 that were temporary.

11 Maybe we can advocate for them to
12 become permanent. So I really appreciate and
13 look forward to this.

14 DR. ALI: Great, thank you so much.
15 I'm going to see who else. Dr. Wilson?

16 DR. WILSON: I am a big fan of your
17 work. I think you have like jumped in a really
18 etched out, like a tactical way to move forward
19 and I love that you use images on your slides. I
20 just have to say that.

21 That looks really good and very
22 helpful. And I think there will be cross-

1 intersections with the work that we're doing in
2 the Diversity and Equity Group.

3 At least with the anchor institutions
4 that we'll be talking with. I saw extreme
5 overlaps there. I mean, not necessarily some of
6 the companies and those needs, but more municipal
7 and local organizations and may could share,
8 cross-share conversations.

9 I don't know if that's permissible,
10 but it just seems like we would be talking to the
11 same people and being able to align so that we're
12 not overtaxing like community organizations who
13 represent like to your point opportunity
14 communities. Right?

15 So they're like, oh, I'm talking to
16 this group. So we may be thinking about some
17 ways to align there even though part of our
18 charge and I know we'll get into it later, is
19 looking at workforce development and how these
20 anchor institutions, the ones that were listed on
21 your nice graphic is really either struggling or
22 somehow overcoming the barriers in order to train

1 our new workforce for this digital world.

2 So looking forward to connecting and
3 really excited about how you laid this out
4 because it seems like a very viable way to begin.
5 Thank you.

6 DR. ALI: Great. Thank you so much
7 and I completely agree and I think we can work,
8 if I can piggyback on what you were saying, Dr.
9 Wilson, I mean these are intersectional issues.
10 Right?

11 You know, we, none of these exist in
12 a vacuum where there are opportunities
13 communities here and the need for work
14 empowerment there.

15 I mean this is all part of this larger
16 conversation about digital empowerment, digital
17 equity, digital inclusion so very excited --

18 DR. WILSON: Because --

19 DR. ALI: -- to keep these
20 conversations --

21 DR. WILSON: Right.

22 DR. ALI: -- going.

1 DR. WILSON: Right, and because part
2 of it is -- I mean, I'm sure some of the kind --
3 and anecdotally, anecdotal conversations ,and
4 also working with various organizations and
5 African American churches is that they are
6 exceptionally great, they're ready to dig in on
7 amazing work.

8 And when it comes to workforce
9 development, to the point of your group, they
10 don't have consistent or high speed broadband
11 connecting their church. Right?

12 And so they are having challenges with
13 that piece and then they're also having
14 challenges also with having like adoption dollars
15 which is why I love the great work of digital
16 discrimination and broadening that conversation.

17 So they can be effective in the work
18 that they're doing so excited and I just see
19 great overlap and synergy there so thank you.

20 DR. ALI: Awesome. Thank you so much.
21 Love the enthusiasm.

22 MEMBER CHANEY: Any other questions or

1 comments for us?

2 DR. ALI: This is like how I feel when
3 I'm teaching a class and none of my students
4 raise their hand. It's quite all right. Perhaps
5 I will turn it over then. Back to Dr. Harrison.

6 WORKING GROUP CHAIR HARRISON: Thank
7 you so much for your leadership and presentation,
8 Dr. Ali. We really appreciate it. All right.
9 Next up we have Workstream 3 which includes
10 Vickie Robinson, Sarah-Kate Ellis and Clayton
11 Banks.

12 MEMBER ROBINSON: Good afternoon and
13 thank you, Dr. Harrison. Again, my name is
14 Vickie Robinson. I'm proud to serve as a Co-Lead
15 for Workstream 3 of the Council's Digital
16 Empowerment and Inclusion Working Group.

17 In the interest of time, I know, I
18 recognize that we're keeping everyone from lunch.
19 I will keep my remarks brief. Building upon the
20 work that will be developed as part of
21 Workstreams 1 and 2 of the DEI Working Group, our
22 Work Frame 3 will focus on publicly convened key

1 stakeholders including, but not limited, to
2 internet service providers, key Federal and state
3 agencies and community organizations concerning
4 programs that provide a critical broadband
5 connectivity chief opportunity communities as
6 identified by Dr. Ali during the pandemic.

7 As part of our convening, we will
8 discuss lessons learned in connecting opportunity
9 communities with the view to developing and
10 refining best practices to facilitate their full
11 engagement in the digital world.

12 Our objective again is to ensure that
13 opportunity communities have access to quality
14 affordable broadband services and the tools
15 including essential digital skills training that
16 are necessary to leverage broadband beyond the
17 pandemic.

18 I would now like to hand off to my
19 Workstream Co-Lead, Clayton Banks to discuss our
20 work plan for accelerating this work.

21 MEMBER BANKS: Thank you, Vickie
22 Robinson. This is Clayton Banks and I am very

1 excited about this particular Workstream 3
2 because we finally get to talk to the people.
3 The people will give us what we need.

4 And so a large part of Workstream 3 is
5 public convening. And when you look at the ECO
6 system, our objective is to make sure we're
7 getting all of the voices to the table.

8 And so a part of, and I'm going to be
9 very brief because I don't want to go from hungry
10 to hangry. So I'm going to try to be very quick
11 here, but at the end of the day, we are looking
12 at getting best practices hearing from people.

13 And those people range from the
14 academics to stakeholders to churches and YMCAs
15 and Boys and Girls Clubs, the specifically around
16 private sectors, many on this call essentially,
17 the public voices and people that just walk the
18 streets or live in certain communities.

19 So we're using that as a platform to
20 get the information that all of us, that will
21 impact all the Workstreams from those voices.
22 We're going to ask that --

1 FEMALE PARTICIPANT: The next slide.

2 WORKING GROUP CHAIR HARRISON: -- I'm
3 sorry? So I thank you very much. And so anyway,
4 I just want to sum it up by saying if we get this
5 done right, we're going to have the comprehensive
6 information that we need to model the codes that
7 we've been talking about to really hone in and
8 really address the issue that will at least
9 provide some great information that the FCC can
10 utilize as they build out their codes for all
11 cities around this entire country.

12 So I'm just going to cut it out there
13 because I know we're all trying to get to lunch.
14 You can go to the next slide.

15 MEMBER ELLIS: Hi, I'm Sarah-Kate
16 Ellis. And what we're going to do with having
17 sought through who we're going to convene and
18 making sure that all of these people are
19 represented, it's really what do we want to
20 learn, what do we want to take from this?

21 And I think first and foremost, we
22 want to look at what was and wasn't done during

1 the pandemic. The pandemic shone a light that we
2 could have never anticipated and accelerated what
3 I think is going to be the march toward broadband
4 equity in a way that we would have never seen
5 before.

6 Using the data from the inequality
7 from the broadband distribution during the
8 pandemic, and this is the antidotal data, will
9 give us a baseline to view what worked and just
10 as importantly, what didn't work.

11 Secondly, we want to come away from
12 the convening with a true understanding to the
13 barriers of deployment of broadband from the
14 people.

15 This way, by identifying the problem,
16 we will be working to create solutions that will
17 ensure fair and equitable broadband distribution.
18 We will be utilizing the convening to look at
19 both the Federal and state funding and the effect
20 that has on the deployment along with the actual
21 infrastructure and how that affects the
22 deployment of broadband.

1 So these two are linked obviously and
2 yet can be viewed mutually exclusive. And our
3 goal is to scrutinize these individually and
4 together.

5 And then finally and lastly, we will
6 be looking at the affordability of the services
7 and devices and the digital skillset readiness.
8 We have a lot of conversation about this before
9 from the first two Working Groups.

10 This is a key component for where
11 discrimination lives and breathes because of the
12 systemic set up of our society. It will be here
13 that we will be able to dig deep to learn about
14 the inherent biases built into our systems that
15 keep the services and devices unavailable to all
16 and the training and the education that allows
17 all to digitally excel with competency as the
18 baseline as we were talking about before.

19 This is about providing a platform to
20 excel and not just get the bare minimum. And
21 with that, I know that we're headed toward lunch,
22 I want to say thank you and I will go turn this

1 back to our Chair Lead.

2 WORKING GROUP CHAIR HARRISON: Thank
3 you so much to Vickie, Clayton and Sarah-Kate. I
4 do though want to give the opportunity for anyone
5 who has any comments or questions about this
6 Workstream to ask them at this moment.

7 That means you all have a great plan.
8 So thank you so much for your leadership and your
9 presentation today, Clayton, Sarah-Kate and
10 Vickie, really appreciate your support. And with
11 that said, I'll turn it back over to our Chair
12 Heather Gate.

13 CHAIR GATE: Thank you so much,
14 Dominique and the Digital Empowerment and
15 Inclusion Working Group for that great
16 presentation.

17 I want you all to know that they
18 started flying this plane as soon they received
19 the directive from the Chairman's office that we
20 would be working on issues related to the
21 Infrastructure Bill.

22 They were planning and working at the

1 same time so I really appreciate Dominique's
2 leadership and everybody's support in order for
3 us to meet our July deadline to with our first
4 recommendations.

5 At this time, I welcome the voting
6 Council members to adopt the plan presented by
7 the Digital Empowerment and Inclusion Working
8 Group along with the associated Workstreams. Are
9 there any objections?

10 If there are, I'll give you a moment
11 to state those objections. Hearing none, the
12 plan presented by the Digital Empowerment and
13 Inclusion Working Group has been adopted.
14 Congratulations.

15 And back to work for everybody. And
16 now it's time for us to negotiate that lunch
17 period. I would like to propose that we forego
18 the afternoon break and then we take a 40, 45
19 minute break and return at 1:15 and that will
20 allow us to still end on time.

21 I would like to propose this to the
22 FCC. Does that sound like a good plan and we can

1 forego the afternoon break in order for us to
2 finish on time?

3 MS. JOHNSON: Sure, I think that's
4 fine. If people need to step away during what
5 might have been our break period, I think they
6 can do that quietly. Yes, so we'll do that and
7 if you can come back maybe at 1:10 --

8 CHAIR GATES: Yes.

9 MS. JOHNSON: -- so we can make sure
10 everybody's back and check cameras and video and
11 Chair Gate is going to do another roll call so --

12 CHAIR GATES: Yes.

13 MS. JOHNSON: -- we definitely need
14 for everyone to return after lunch. Been a great
15 morning so far so thank you everyone.

16 CHAIR GATES: So, look forward to --
17 we always suggest you not turn your equipment all
18 the way off to expedite the return. Otherwise,
19 enjoy your lunch and we'll continue with this
20 conversation. Thank you so much.

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

1 1:15 p.m.)

2 CHAIR GATE: Good afternoon,
3 everybody. Welcome back to the second meeting of
4 the Communications Equity and Diversity Council.

5 We had a very productive and fruitful
6 morning with the presentations of work plans by
7 the Innovation and Access Working Group, and the
8 Digital Empowerment and Inclusion Working Group,
9 which were unanimous, which received unanimous
10 consent.

11 And so, now we're going to proceed to
12 the second half of our event, which includes a
13 presentation, a final working group presentation
14 by the Diversity and Equity Working Group that is
15 chaired by Chris Woods.

16 Chris and the working group have 45
17 minutes to do their presentation and answer
18 questions from the rest of the working the rest
19 of the council. So Chris, I welcome you to the
20 floor.

21 Oh, Chris, give me a second. Sorry.
22 I need to do a roll call so we can establish that

1 we still have a quorum after lunch. My
2 apologies, Chris.

3 As we did before, I appreciate you
4 just responding verbally with a present. So we
5 can proceed with this fast. I know Raul Alarcon
6 wasn't present this morning. So I'm just going
7 to go ahead and check. Okay. Clayton Banks?

8 MEMBER BANKS: Present

9 CHAIR GATE: Matthew Bauer?

10 MEMBER BAUER: Present

11 CHAIR GATE: Caroline Beasley? Robert
12 Branson?

13 MEMBER BRANSON: Present.

14 CHAIR GATE: Robert Brooks?

15 MEMBER BROOKS: Present.

16 CHAIR GATE: Joi Chaney?

17 MEMBER CHANEY: Present.

18 CHAIR GATE: Milton Clipper? Michele
19 Cober?

20 MEMBER COBER: Present.

21 CHAIR GATE: Melody Spann-Cooper?

22 MEMBER SPANN-COOPER: Present.

1 CHAIR GATE: Graham "Skip" Dillard?

2 MEMBER DILLARD: Present.

3 CHAIR GATE: Sarah, Sarah-Kate Ellis?

4 MEMBER ELLIS: Present.

5 CHAIR GATE: Anna Gomez? And I

6 believe Anna will return shortly. Cecilia

7 Gordon? Dominique Harrison?

8 MEMBER HARRISON: Present.

9 CHAIR GATE: David Honig? David?

10 Jill Houghton?

11 MEMBER HORTON: Present.

12 CHAIR GATE: Chris James?

13 MEMBER JAMES: Present.

14 CHAIR GATE: Broderick Johnson?

15 Broderick? Got him in the morning, so. Ronald

16 Johnson?

17 MEMBER JOHNSON: Present.

18 CHAIR GATE: Sherman Kizart? Sherman?

19 Nicole Lazarre? Rosa Mendoza?

20 MEMBER MENDOZA: Sorry, I was on mute.

21 Rosa Mendoza's here.

22 CHAIR GATE: Okay, thank you. Aama

1 Nahuja?

2 MEMBER NAHUJA: Present

3 CHAIR GATE: Louis Peraertz?

4 MEMBER PERAERTZ: Present.

5 CHAIR GATE: Henry wasn't available

6 this morning. Henry, have you joined us?

7 MS. JOHNSON: No, he's traveling

8 internationally.

9 CHAIR GATE: Oh, okay. Steven

10 Roberts? Vickie Robinson?

11 MEMBER ROBINSON: Present, Madame

12 Chair.

13 CHAIR GATE: Thank you. Brian

14 Scarpelli. I believe Brian had some audio issues

15 in the morning and was present in the morning.

16 Brian, if you are present, please text I know you

17 were having some audio issues. Charlyn

18 Stanberry?

19 MEMBER STANBERRY: Present.

20 CHAIR GATE: Joycelyn Tate?

21 MEMBER TATE: Present.

22 CHAIR GATE: Antonio Tijerino?

1 MEMBER TIJERINO: Present.

2 CHAIR GATE: James Winston?

3 MEMBER WINSTON: Present.

4 CHAIR GATE: And Christopher Wood?

5 WORKING GROUP CHAIR WOOD: Present.

6 CHAIRWOMAN ROSENWORCEL: Thank you
7 very much our esteemed chair, does it seem like
8 we have a quorum?

9 CHAIR GATE: We do. Okay. We are
10 good to proceed with the our final working group
11 presentation by the Diversity and Equity Working
12 Group chaired by Chris Wood.

13 Chris, feel free to turn on your
14 camera and your audio, and proceed with the
15 discussions and inviting your co-leads and
16 working group members to turn their cameras on at
17 the appropriate time.

18 WORKING GROUP CHAIR WOOD: Thank you
19 so much, Heather. Thank you so much to
20 Chairwoman Rosenworcel, to our DFOs, Jamila,
21 Rashann, and Keyla.

22 And to our fearless leaders, Heather

1 Gate, Nicol, Dr. Nicol Turner-Lee, and Susan
2 Allen. We really appreciate all of your support
3 to get to this point.

4 I'm extremely proud of this group that
5 I'm working with on a weekly basis and bringing
6 this workstream forward to the group today. This
7 group is extremely passionate and extremely
8 driven.

9 And it's from a very, very diverse
10 background, from all over the country, and from
11 all sorts of communities. I'm really excited to
12 bring forward our workstream today.

13 First, I wanted to just quickly touch
14 base on what our missions and goal is. Next
15 slide please. First, I'm just going to outline
16 some of our members. I won't go through the
17 names for the sake of time.

18 Our appointed members are on the left
19 and our working group members are on the right.
20 Next slide please. We have a total of four
21 workstreams and our various working group members
22 have been divided amongst them.

1 Workstream 1 consists of Randi, Jill
2 Houghton, Joon Bang, Cathy Schubert, Dr. Fallon
3 Wilson, Lili Gangas, Jenna Alsayegh, Ronald
4 Johnson, Virginia Harris. Faith Bautista, Kelley
5 Dunne. Next slide please.

6 Workstream 2 consists of Lili Gangas,
7 Antonio Tijerino, Bridget Daniel-Corbin, Brian
8 Scarpelli, Jenna Alsayegh, Jill Houghton, Rosa
9 Mendoza, and Virginia Harris. Next slide,
10 please.

11 Workstream 3 is co-led by Dr. Fallon
12 Wilson and Aama Nahuja. Workstream members
13 consist of Cathy Schubert, Charlyn Stanberry,
14 Joon Bang, Melody Spann-Cooper, and Phyllis
15 Peters. Next slide, please.

16 And our final and fourth workstream,
17 but certainly not the least, consists of Ellen
18 Schned, Skip Dillard, Melody Spann-Cooper,
19 Charlyn Stanberry, James Winston, Otto Padron,
20 and Randi Parker.

21 As you'll notice, some of our
22 workgroup members overlap. And that is because

1 the first version that we're going to go through,
2 actually, outlines and defining the digital
3 discrimination consistent with the Infrastructure
4 and Investment and Jobs title. Next slide
5 please.

6 I'd really like to underscore the
7 mission of our particular workstream. And as
8 you've heard from the other working groups, in
9 some ways, you're going to see some overlap.

10 But I think with consistent
11 communication, as well as the ability to truly
12 dive into each particular topic, I think we will
13 each be working on specific workstreams, that
14 will be unique to our working groups that will
15 fully inform what we are presenting to the FCC
16 and to the public.

17 At the end of the day, we hope that
18 the work that we put forward not only informs the
19 FCC and informs those working with the FCC, but
20 truly involves community members from around the
21 country.

22 Showing how they can get involved with

1 some of the infrastructure dollars that have been
2 allocated, the resources that are available
3 through the FCC, and other agencies.

4 As well as the opportunities for
5 marginalized communities to go ahead and engage
6 in many of the conversations and the
7 opportunities that are currently being presented
8 with the infrastructure bill and others.

9 So I'm very excited to have the group
10 present today. I will quickly outline the
11 mission of our group, so it's in the record.

12 The mission of the working group is to
13 study the underrepresentation, underemployment,
14 and the challenges to the advancement of diverse
15 employees in media, communications, and
16 technology sectors that serve as barriers to
17 equal opportunity.

18 Identify practices to encourage
19 participation, upskilling, development,
20 promotion, and advancement opportunities for
21 historically underrepresented groups in these
22 sectors, including people of color, women,

1 persons with disabilities, veterans, tribal
2 citizens, and LGBTQ plus.

3 Purpose solutions and approaches on
4 how the FCC can affirmatively advance equality,
5 civil rights, racial justice, and the equality,
6 equal opportunity in telecommunications industry
7 including Government for not for-profit sectors,
8 and for-profit businesses, to address
9 inequalities in the workplace, employment
10 policies, and programs.

11 Highlight the best practices of the
12 industry leaders in training, and employment
13 diversity in the media, communications, and
14 technology fields.

15 And develop recommendations for
16 innovative training programs in science,
17 technology, engineering, and math, or STEAM
18 fields.

19 I think this is a very incredible,
20 opportunity to really offer information, as well
21 as, as well as provide links to programs, and
22 potentially money. They'll be available to

1 individuals who historically have not been
2 reached. Next slide, please.

3 To kick this off, I would like to go
4 ahead with the first workstream, defining digital
5 discrimination consistent with Infrastructure
6 Investment and Jobs Act, which if you were paying
7 attention earlier is one thing that I referenced
8 with other groups.

9 And I'm very excited for the
10 opportunity not only to work on this within our
11 group, but also with the opportunity to work with
12 other working groups.

13 To ensure that we're providing the
14 best possible definition to the FCC, and outward
15 so that it encompasses all in all communities
16 that may be impacted by this. With that, I'm
17 going to ask Jill to go ahead and turn on her
18 camera and come on to present for her group.

19 MEMBER HOUGHTON: Hello, good
20 afternoon. Hopefully, you can hear me. My name
21 is Jill Houghton. And I have the honor of
22 serving alongside a diverse group for this

1 workstream and it is co-led by myself, Randi
2 Parker and Joon Bang.

3 Our workstream, defining digital
4 discrimination consistent with the
5 Infrastructure, Investment, and Jobs Act is going
6 to help the CEDC to define digital discrimination
7 from the broad and complex perspectives that
8 impact marginalized communities across the
9 country.

10 Our working group anticipates
11 providing recommendations to the CEDC for
12 approval in July 2022. So we've got our work cut
13 out for us.

14 Our action items are number one, we're
15 going to conduct research and review on pertinent
16 aspects of digital discrimination in support of
17 the CEDC's infrastructure legislation, best
18 practices task.

19 We're going to gather and organize
20 comprehensive data, including statistical and
21 anecdotal evidence of forms of digital
22 discrimination in support of a recommendation on

1 a well-informed definition.

2 And last, but certainly not least,
3 we're going to collaborate. We're going to
4 collaborate with CEDC subject matter experts in
5 compiling comprehensive data on digital
6 discrimination.

7 So if you're wondering, what are our
8 anticipated work outputs, they are the following,
9 two very important things. One, we're going to
10 draft the diversity and equity working group
11 definition of digital discrimination.

12 And number two, we're going to provide
13 background materials on the proposed definition
14 and resources to better understand digital
15 discrimination. Chris, back to you.

16 WORKING GROUP CHAIR WOOD: Thank you,
17 so much, Jill. I will open it up first to the
18 workstream for any comment from any of the other
19 members. Great, second, I will open it up to the
20 working group for any comments. I see a couple
21 hands up. Fallon?

22 DR. WILSON: I just want to (audio

1 interference) space and defining digital
2 discrimination from the lens of workforce
3 development challenges, to help really give a
4 broader definition of what that looks like. And
5 yes, happy to be on your team. So good work.

6 WORKING GROUP CHAIR WOOD: Thank you,
7 so much. Any other comments from the working
8 group? All right. And I will open it to the for
9 work for to the full committee for comment.

10 I don't see any comments. Going once,
11 going twice. Thank you so much, Jill. And thank
12 you -- oh, I think, Banks.

13 MEMBER BANKS: Yes. Thank you. And
14 thanks for the report. I guess my question, or
15 maybe my input would be, when you're looking at
16 digital discrimination, how wide are you thinking
17 of?

18 Is it specifically in the broadband
19 space? Or is does it go beyond that? When you
20 look at your research, is it going past just
21 broadband to other areas of digital
22 transformation? Right? Smart City by GE? You

1 know, even devices? All that kind of stuff.

2 WORKING GROUP CHAIR WOOD: Jill, I'll
3 give you the first response. Other than that,
4 I'll be happy to jump in here.

5 MEMBER HOUGHTON: My response would be
6 that we welcome input from all committee members,
7 Chris.

8 WORKING GROUP CHAIR WOOD: So in
9 looking at this, we'll really look at it. And,
10 and the way we defined it is really looking at
11 inconsistent, consistency with the
12 Infrastructure, Investment and Jobs Act.

13 Of which, Section 6302 actually
14 outlines very specific areas, and actually
15 broadly outlines looking not only at
16 telecommunications spaces, but technology spaces.

17 And so we'll be doing this work
18 specifically under the guide of and ensuring that
19 we're addressing it fully, and completely, and
20 consistent with the Infrastructure, Investment,
21 and Jobs Act. Does that answer your question?

22 MEMBER BANKS: Well, it's fine. It's

1 fine. I'm sure since you've invited others to be
2 you know, a voice, I'm one of those people. So
3 I'm happy, happy to share.

4 WORKING GROUP CHAIR WOOD: Fantastic.
5 Thank you, so much. Sherman? Sherman Kizart?

6 MEMBER KIZART: Oh, no, I need to
7 lower my hand. I don't have a question. Sorry.

8 WORKING GROUP CHAIR WOOD: Okay. Any
9 other comments from the group? Great, thank you,
10 so much, Workstream 1. Next slide, please.

11 The second workstream for the
12 Diversity and Equity Working Group is led by Lili
13 Gangas. And it's identifying a model of digital,
14 tech, upskilling resources to increase employment
15 in diverse communities. Lili, I'll turn it over
16 to you.

17 MEMBER GANGAS: Thank you, so much,
18 Chris. Good afternoon. My name is Lili Gangas,
19 I'm the Chief Technology Community Officer of the
20 Kapor Center, which is an operating foundation at
21 the intersection of technology and racial
22 justice.

1 We provide research, thought
2 leadership programs, partnerships ranging from
3 K through 12, all the way to entrepreneurship and
4 venture capital.

5 And I say all of this because for me
6 this pathway, is specifically where we are going
7 to be working on this working group, this focus
8 area is critically important.

9 Specifically, Kapor Center's research
10 has shown the leaky tech pipeline research has
11 showed that the gaps in tech employment start as
12 early as K through 12 education. And that's
13 because of broadband access and adoption is one
14 of the key barriers.

15 And those barriers disproportionately
16 continue as we go towards entrepreneurship and
17 venture capital and who can access that and who
18 can become that entrepreneur and investor.

19 And I want to reiterate Dr. Nichol
20 Turner's point that was made earlier, which is
21 that it is time that we not only create equitable
22 pathways, but also increase tech ownership of the

1 future, and to do that now.

2 And tech jobs are a critical mechanism
3 for creating the future, now. But we know it's
4 not inclusive of all. So if you just take a look
5 at the current data, for example, for Black and
6 Latinx talent, specifically, 5 and 7 percent are
7 representative of the tech workforce,
8 respectively.

9 And another 1 to 2 percent are tech
10 founders, also represented, respectfully. And
11 12.4 percent or 41 million is the representation
12 of the population of the Black community. And
13 Latinxs represents another 18.4 percent or 60.5
14 million of the population.

15 So I say all of that, because that's
16 about, just with that specific group, that's over
17 100 million people that are not represented
18 equally and proportionately into these type jobs.

19 Which is why alongside Antonio
20 Tijerino and this amazing working group that you
21 will get to meet, after I finished, we'll be
22 focusing on identifying new and innovative equity

1 centered models that will help increase
2 employment in this new digital economy.

3 So we'll be assessing our work in
4 three key ways: understanding, defining, and
5 sharing solutions and opportunities to uplift,
6 Latinx, indigenous, tribal, LGBTQ, veterans,
7 women, different able bodies, and additional
8 communities. And most need to gain access to
9 training jobs, and ultimately, upward economic
10 mobility.

11 We will solicit best practices from
12 leaders, practitioners, employers, that include
13 representatives from companies including
14 startups, community organization, Federal and
15 State agencies, training organizations, and other
16 incurring institutions as well.

17 And so, with that said, you can see
18 our guiding north star here are what we look to
19 do and how to do with our working group action
20 items. And I want to direct our attention
21 really, to the work outputs.

22 Because we want to focus on not only

1 being able to develop that typology of what does
2 this future work really entail and what does that
3 mean, having a common definition.

4 But also, making sure that we're
5 identifying the skills and the continuous skill
6 mastery that is needed in this ever changing
7 world and very fast paced tech-centered world.

8 And we want to make sure that those
9 are inclusive and that they're being implemented.
10 And so, we want to make sure that we're gathering
11 the best practices by making sure that it's also
12 being adopted and is being validated by the
13 entire ecosystem of stakeholders that we'll be
14 interviewing.

15 And lastly, we want to make sure that
16 we're also convening. And so, just hearing from
17 the different presentations, I'm sure there's
18 going to be several convenings.

19 But hopefully, we can have some key
20 and bigger virtual convenings, where we can share
21 out some of the best practices and also making
22 sure that it's being adopted in the communities

1 that need it the most.

2 So I will say all that to say that I
3 want to just double down and re-emphasize that
4 broadband access, and connectivity access, and
5 adoption, translates to job creation, and higher
6 earning jobs.

7 And these jobs are will continue to
8 adapt and evolve and will drive the technology
9 that comes next. So for me, it's not really
10 about so much of the future work because the
11 future is already here.

12 The question is, how do we get higher
13 and greater jobs as we continue continuously
14 going this remote growth, and seeing the
15 workforce changing so rapidly, making sure that
16 we are creating pathways for the communities that
17 needed the most.

18 As an example, we're starting to see
19 data of West Coast companies hiring talent across
20 the U.S. with more remote options, which is
21 creating new opportunities in new cities for new
22 tech hubs.

1 However, we know not everyone is
2 connected. And we want to make sure that we're
3 also not replicating the homogeneity of the tech
4 of, that we've seen in the West Coast.

5 We want to make sure that we're
6 focusing on creating pathways that are entry
7 pathways, but also have progress for the local
8 talent that is representative of the demographics
9 of the U.S.

10 And we want to make sure that they're
11 also proportionately represented are all levels.
12 That it's not just the entry, but also making
13 sure that we're going to the C suite.

14 And so, I'll begin to close here. And
15 I just want to make sure that we just
16 re-emphasize that, yes, we require connectivity,
17 and adoption, and digital literacy as the
18 foundation.

19 And I want to reiterate foundational
20 starting points. Because if we want to make sure
21 that we are continuing these high tech and more
22 tech-enabled jobs, we want to make sure that we

1 all have, providing everyone a foundational
2 starting point.

3 And that makes, that's going to
4 require accessibility, affordability, and
5 accountability as we go through this and making
6 sure that we are creating pathways to fair paying
7 jobs.

8 And lastly, I'll just say that I just
9 want to bring up another great point that was
10 shared earlier, that every dollar that's spent in
11 broadband returns \$4 back into the community.

12 And so, we want to make sure that
13 we're also bringing and unlocking all this local
14 and national economic growth. And we know
15 technology will do that.

16 As an example, we started to see how
17 in the Bronx, we've seen innovators like Black
18 Power starting to connect communities, while also
19 creating apprenticeships to create broadband
20 access in the, in specifically in the communities
21 there, while also fostering the local economy.

22 So I hope that we continue to develop

1 and see more of these public and private
2 partnerships, which I think will be truly
3 critical for the success of this working group.

4 And lastly, I'll just say that for me,
5 personally, this work is not only critically
6 important, but it's urgent, because I have seen
7 directly on the ground out in East Oakland, the
8 impact that a family has, a student has, an elder
9 has when they're not connected to the internet.

10 I've seen the struggles of the
11 Immigrant families or mixed families have had
12 when they weren't able to access information,
13 education, healthcare. So for me, I'm excited to
14 be part of this.

15 But also looking forward to making
16 sure that we provide the solutions and that we're
17 able to continue this long, but very important
18 work with this, this important group and with you
19 all. So with that, I'll go ahead and pause.
20 I'll go ahead and bring it back to the group.
21 And thank you, so much.

22 WORKING GROUP CHAIR WOODS: Thank you,

1 so much, Lili. As you can hear, there's a lot of
2 passion behind all of our groups. And quite
3 frankly, the passion of every single person is
4 coming through in our presenters today.

5 I'll open it up to the workstream,
6 first for any additional comments. I'll go to
7 open it up to the full working group, my full
8 working group. And finally, I'm going to open it
9 up to the full committee for comments. Please
10 use the raise hand feature. Oh, there we go.
11 Brigitte, were you looking to speak?

12 MS. DANIEL-CORBIN: Yes, I just wanted
13 to say thank you, Chris, and the working group
14 for this really progressive measure, what we're
15 trying to track around just the new future
16 workshops, definitely the smart tech, and the
17 various types of, like, building technologies
18 that are becoming more prevalent, immediate,
19 particularly because of the pandemic.

20 I think are a great opportunity for
21 upskilling with technology, with programming,
22 with integration, with construction, really with

1 real estate.

2 But I think we're now seeing a much
3 more clear line of how technology is really
4 mixing with really all the industries, but
5 definitely one that we are not represented, or
6 that you know, people of color and marginalized
7 screenings are not representative.

8 But yet a lot of real estate is being
9 built in those neighborhoods that are being
10 developed. So it's a really nice kind of segue
11 to have new opportunities available.

12 And I think this is a great
13 opportunity to have the FCC lead and more policy
14 around it. So just like Dr. Fallon said, I'm
15 also very happy to be with this group. Thank
16 you.

17 WORKING GROUP CHAIR WOODS: Thank you.
18 Randi Parker?

19 MS. PARKER: Thanks, Chris. I think
20 this workstream has a lot of meat to it. And
21 there's a lot to consider. And thanks for
22 bringing it to the forefront for this

1 conversation.

2 One of the things that has come to
3 mind as I've thought about this one is also the
4 extent that we can think about ways that we can
5 not only be addressing future of work for people
6 that might be ready for jobs now or very soon be
7 ready for jobs.

8 But how we tie this into our education
9 to make sure that the next generation coming up
10 isn't also starting behind and trying to
11 incorporate those building blocks as early on as
12 possible and trying to work with other working
13 groups to be really important.

14 MEMBER TIJERINO: Yes, and this is
15 Antonio, who's co-leading this under Lili's
16 leadership. But that's part of it. Because at
17 this point, education is workforce development.

18 Especially when you're getting into
19 the CS classes and everything else that we're
20 trying to work on. And I just have to add to
21 Lili's great presentation is that nearly eight
22 out of ten new jobs over the next decade will be

1 filled by a Latino, just as an example.

2 And so we want to make sure over the
3 next decade that those are jobs that are going to
4 help America move forward. And certainly, it all
5 starts with connectivity.

6 WORKING GROUP CHAIR WOODS: Thank you.

7 MS. PARKER: And also, this gets
8 beyond the CS jobs as well. We talked about
9 digital literacy and how that is embedded into
10 this is, is a big piece of that too. Of course,

11 MEMBER TIJERINO: Of course, I was
12 just giving you an example of one of the things
13 that we're looking at.

14 WORKING GROUP CHAIR WOODS: Melody
15 Spann-Cooper?

16 MEMBER SPANN-COOPER: Hi, everybody.
17 I just wanted to say, I think this is great work
18 that Lili, and Antonio, and the entire team is
19 doing in Workstream 2. Using Chicago as a
20 microcosm, it's where I am. And it is quickly
21 becoming a tech hub. Right?

22 And I think a 360 approach to not only

1 getting underserved communities job ready, but
2 also enrolling these corporations into hiring
3 them. There was an incredible article, I think
4 it was either in the New York Times or the
5 Tribune about how many African-Americans who are
6 in tech fields, and job ready are not able to get
7 these jobs at some of these companies that are
8 coming here. Right?

9 And so, a 360 approach will, I think
10 will allow us to have conversations also, with
11 these corporations, about their hiring practices
12 of individuals, so their workforces are more
13 reflective of our country.

14 WORKING GROUP CHAIR WOODS:

15 Absolutely. Thank you, so much. Fallon Wilson?

16 DR. WILSON: First, I'm going to
17 piggyback off of what Melody just said, which I
18 love. And I've thought about for this particular
19 conversation. I think it would be essential to
20 think about the side of the companies in this
21 particular space.

22 They all made diversity pledges about

1 six years ago, that we're going to do great work
2 to ensure that we have diverse workforce. But
3 they all still average around 2 to 4 percent.

4 Of course, Amazon, and some others
5 because of the type of workforce that they have,
6 so it's not just a technical but their warehouses
7 have large, like, Black and Brown people working
8 for them.

9 But it's also the types of jobs that
10 they're actually located in. And so, I just want
11 to just co-sign with Melody said, about talking
12 with them about their commitments.

13 Because, number one, I love that
14 you're going to develop a typology because I'm,
15 I'm not on this committee but I'm give my input.
16 I love that you're going to develop a typology of
17 like, different, into the learnings.

18 Because you know, I think I think
19 about, you know, that technology is constantly
20 changing. And so, we need a malleable learning
21 system that allows people to digitally upskill.

22 And not be like, oh, my gosh, I got

1 this certification. But now we're on web three,
2 and we're in a metaverse. And I don't know, how
3 do I get there? Right? How do I consistently
4 learn?

5 But I do think, even if you are giving
6 people these end-of-learning learning designs, so
7 this amazing typology, I know you're going to
8 create, it's still a comeback, the companies are
9 not hiring. And the retention rates, as you will
10 know, because the work at Kapor, are not
11 intentionally consistent. And I think that is
12 super important.

13 Because if not, we're getting
14 recommendations for like, we're going to have
15 like, we got to help Black, and Brown, and poor
16 people get their jobs, you know, their job skills
17 together.

18 But yet, not talking about companies,
19 why aren't you hiring us? We have the talent.
20 We have the skill. We have the edit of learning
21 and malleability to do great work. But yet,
22 you're not hiring and you're not making me a

1 leader or executive, right, in your company. Why
2 is that?

3 MS. GANGAS: Thank you, so much,
4 Fallon.

5 WORKING GROUP CHAIR WOOD: Yes.

6 MS. GANGAS: I believe we have one
7 more?

8 WORKING GROUP CHAIR WOOD: Joi?

9 MEMBER CHANEY: Hi, I'm so sorry.
10 Thank you for taking me. I also couldn't figure
11 out how to get my hand down. Dr. Wilson
12 certainly articulated a lot of what the National
13 Urban League also cares about.

14 If there could have been a workstream,
15 in addition to the one that I'm leading, that we
16 were on, it would have been this one. Frankly,
17 you know, when we did our Lewis Latimer plan, our
18 whole fourth pillar was around this point.

19 And, you know, this piece about
20 ensuring communities of color have access to the
21 boom, boom, rather, that is, you know, that is
22 happening here with this bill. So we'll need to

1 see some results.

2 We are so appreciative of our
3 companies, some of whom are on this call, who
4 have been having great strides. But we need to
5 see diversity and inclusion, we say from the
6 frontlines.

7 To the you know, to the jobs all up
8 and down the ranks, but also in terms of
9 ownership, and in terms of supplier diversity,
10 who they're working with. So, I know this is
11 dealing with upskilling. But we are in
12 particular interested in this and look forward to
13 weighing in. Thank you for your work, Chris.

14 WORKING GROUP CHAIR WOOD: Thank you.
15 Thank you to this committee. Lili, thank you so
16 much. Great, great passion. And Joi, I think
17 you'll probably also enjoy the Workstream 4. So
18 definitely keep your ears open for that.

19 MEMBER CHANEY: Absolutely, I will,
20 yes.

21 WORKING GROUP CHAIR WOOD: I'm going
22 to, going to the next slide please. Workstream 3

1 is really working on amplifying the role of
2 anchor institutions and creating digital equity
3 in the labor force. I'm going to turn it over to
4 Dr. Fallon Wilson.

5 DR. WILSON: Good afternoon, everyone.
6 I know the hour is late. But I know we're going
7 to have a great conversation about anchors. I
8 get to co-lead this amazing group with Aama
9 Nahuja. And I'm going to take the lead on going
10 through our slides, but she is our co-lead on
11 this great work.

12 Maybe a little bit of framing before
13 I mentioned and read our workstream description.
14 We know that our anchor institutions do great
15 work to ensure local connectivity, adoption, and
16 a host of many amazing things that happened
17 locally to ensure that cultural communities,
18 people of color, and those who are not connected
19 are connected.

20 And when we traditionally think about
21 them, when we think about anchors, we're usually
22 schools, libraries, hospitals, and some of our

1 public interest and advocacy organizations around
2 digital inclusion. And those organizations are
3 amazing.

4 And we support the great work that
5 they're doing. However, we also know through
6 both case studies and literature, that sometimes
7 those organizations don't always represent or
8 reflect the communities and cultural communities
9 who are at the margins in this discussion around
10 digital access.

11 In particular, I always go to my
12 libraries who I love. I should have been a
13 librarian in my former life. But often when you
14 look at them in municipalities, and the level,
15 and depending on where they are within a county,
16 the level of funds that they get, depending on if
17 they're in poor, or Black, or Brown, or Immigrant
18 communities may not be the same as reflected,
19 right, in other communities.

20 Which also causes a type of challenge
21 around people getting connected to the resources
22 that are there. No one wants to go to a library

1 that is not upskilled or with all the latest
2 types of technology modality.

3 So that, for that they can be
4 successful for them and their families. And so
5 our working group is going to dive deep on what
6 we call new types of anchor institutions, or the
7 ones we don't necessarily always talk about, or
8 go to.

9 To ensure that equity is the central
10 conversation we're having when we're talking
11 about identify institutions that are not only to
12 the point of many of our amazing colleagues have
13 said, like connecting a digital inclusion, but
14 adoption.

15 And into this case, digital
16 upskilling, and workforce development. And some
17 of those organizations, which we're going to look
18 at which I'm excited about are our faith-based
19 institutions, our justice-impacted communities.

20 So those who were once incarcerated,
21 but no longer incarcerated, how do we support
22 their workforce development in this new digital

1 world?

2 We'll also be looking at our seniors
3 and our LGBTQIA communities to ensure that they
4 too are reflective. But these types of
5 communities are often connected to organizations
6 and anchors that are not reflective in our
7 current conversation.

8 Now I'm going to read our workstream.
9 The workstream will interrogate and expand the
10 definition of anchor institutions to include
11 community based and cultural organizations that
12 are not traditionally engaged in the regulatory
13 processes, are utilized to support digital
14 inclusion and digital upskilling.

15 Many of such organizations, as I
16 shared, are highly trusted within their
17 communities. So they may not necessarily be
18 traditional tech, but they are definitely
19 cultural hubs, and cornerstones within
20 communities who are really helping to address a
21 host of issues in addition to digital inclusion.

22 Specifically, this workstream will

1 highlight LGBTQIA communities, faith-based
2 non-profits, justice-impacted support
3 organizations, senior organizations, and
4 community-based and cultural non-profits to
5 advocate for implementing programs that will
6 support diversity inclusion equity in the tech
7 workforce.

8 Additionally, this workstream identify
9 and develop best practices, public resources,
10 grants, and other financial resources information
11 that may be shared by the FCC with a broad range
12 of community anchor institutions.

13 And so, that is our charge. And what
14 does it look like for our work actions? We will,
15 number one, expand the definition of anchor
16 institutions to include non-traditional
17 community-based institutions.

18 We will outline the role that anchor
19 institutions can play in the Investment and
20 Infrastructure and Jobs Act, digital equity
21 planning, and the section specifically on
22 workforce development.

1 Once again, I always tell the
2 gatherings on empirical data now on how churches,
3 irrespective of what racial or ethnic categories
4 that they are representing, have always had
5 computer labs, and doing types of skill
6 development trainings.

7 They've just not have had the
8 systematic structure around them to increase that
9 work that they're doing. And so, that is an
10 example of when we're talking about workforce
11 development and these non-traditional anchors.

12 Also, we'll meet with city-based
13 digital inclusion task force that have members
14 among both traditional and non-traditional anchor
15 institutions to ascertain how they operate,
16 collaborate, and impact digital inequities within
17 digital upskilling in the cities.

18 And we hope that our work
19 deliverables, our outputs will be, number one, to
20 Lili's point, to Chris Ali's point, and also to
21 Jamila's point, we're going to be in a public
22 symposium, but I suspect that there will be major

1 overlap in the ways that we will do this.

2 I just have to say that because there
3 is just so much greatness going on here. But we
4 will convene non-traditional anchor institutions
5 about the trusted role they played in creating
6 equitable tech pipelines locally and nationally.

7 Specifically focusing on LGBTQIA
8 non-profits, faith-based non-profits,
9 justice-impacted organizations, senior
10 organizations, and community-based non-profits
11 who support tech workforce development, and other
12 digital inclusion activities locally and
13 nationally.

14 And, of course, we will also draft the
15 report from these amazing discussions and
16 convenings that will help support the
17 non-traditional anchor institutions. And so,
18 that is our slides. And I will pitch it over
19 back to Chris.

20 WORKING GROUP CHAIR WOOD: Thank you
21 so much, Fallon. I will open it up to the rest
22 of the Workstream 3 group for any additional

1 comment.

2 DR. WILSON: Yes? No?

3 WORKING GROUP CHAIR WOOD: I'll open
4 it up to the full working group, for my full
5 working group. And finally, I'll open it up to
6 the full, full group, which -- oh, hold on,
7 Susan. I didn't want to add Jill because Jill's
8 from my group. But then, I will definitely add.
9 Jill, please feel free to join it.

10 MEMBER HOUGHTON: Thank you. I just,
11 I'm excited about this working group and the work
12 that you're leading Fallon. And want to
13 encourage us to include people with disabilities
14 who represent an area of diversity that, that
15 every area of diversity is, can be part of our
16 team. And we're also a part of diversity that
17 anyone can join at any time.

18 DR. WILSON: Thank you, Jill. And I
19 know that Chris, that was, we meant to add that
20 piece. And I know, we fully agree with that,
21 yes.

22 WORKING GROUP CHAIR WOOD: And we'll

1 make sure it's in there. I'm not sure if it got
2 lost in translation, but it has been a major
3 portion of the conversation. Susan, go ahead and
4 open up to the full working group, or full
5 committee. Susan, I know you've had your hand
6 up.

7 VICE CHAIR ALLEN: Thank you. In the
8 same context that you've talked about, and I have
9 done this, in the four years I was a member of
10 the formerly ACDDE, Advisory Committee on Digital
11 and Diversity Empowerment that I often hear about
12 Black and Brown.

13 I did not hear until I raised my voice
14 and my co-chair, my chair and co-chair begin to
15 include Asian Americans. We are Beige, Black,
16 Brown, Beige, BBB, include us in your rhetoric,
17 okay?

18 Because, you know, and if you don't,
19 I will tell you now, Pan Asian Americans or API
20 is the most economical divided racial group in
21 America. Many of us, many American look at
22 Asian-Americans as folks who have done well,

1 highly-educated in tech family, et cetera.

2 That's true to a certain extent. But
3 there are many who are going to State colleges,
4 community colleges, and State university, they're
5 just at school universities because they couldn't
6 afford to go to this Ivy League colleges.

7 And do you know that many of the Ivy
8 League colleges in America are populated by
9 foreign students who come from China? Their
10 parents pay, sort of legacy money to the Ivy
11 League colleges to buy the seats.

12 So I want to tell you the hard truth,
13 okay? More from 10.1 to 10.3 percent of the
14 Asian-Americans are living at or below poverty.
15 You didn't know that did you?

16 So when we talk about getting help,
17 and including those who have been left behind,
18 include Asian-Americans, BBB, Black, Brown,
19 Beige. Okay?

20 Because COVID-19 put that into focus.
21 People forgot about us. But we raised our voice.
22 We made our point. We supported Black Lives

1 Better. We were there when George Floyd was
2 killed.

3 And when we were hurt, often times by
4 folks with mental illness, nobody paid attention.
5 Until our millennials came out and begin to say,
6 you know, you old folkies are all for yourself.

7 You made your money, you're hiding
8 your good estate, and a nice house, and you do
9 not care about us. So our young kids get out and
10 organize. And that's why you have the rising of
11 Asian-American who still, I'll say, anti-Asian
12 hate is wrong.

13 And then President Biden made the
14 statement, and then, some cooperation. Finally,
15 cooperation from Europe began to speak up first,
16 not in America. And then, the others followed.

17 So as a member who has served at the
18 FCC's Committee for, this is my fifth year, still
19 compared to my chair, and my co-chair, I'm a baby
20 in the booth. But I cannot help and tell you all
21 that.

22 Please include us. Because we're all

1 in same family. What you experience, we
2 experience too, to the degree, and we suffer in
3 silence, no more because I have you with me. So
4 please include us, BBB, Black, Brown, and Beige.

5 DR. WILSON: Thank you, so much for
6 that. And I just want to make a point of
7 clarity. We are looking at LGBTQIA, a
8 faith-based institutions, justice-impacted, all
9 of these communities, but they are intersect by
10 everyone's race, ethnicity, sexuality.

11 And so, we're very intentional to make
12 sure that the representations from those anchors
13 are represented by our API, a community as well
14 as our other Immigrant communities.

15 And actually, the definition color
16 should be BIPOC, Black, Indigenous, People of
17 Color, as well as Blasian.

18 And so, we will be extremely inclusive
19 of the languaging. But specifically, as it
20 relates to the anchors, we will work through
21 those ethnicities through those actual anchor
22 institutions. But thank you for sharing that.

1 Duly noted. Thank you.

2 VICE CHAIR ALLEN: Thank you.

3 WORKING GROUP CHAIR WOOD: Thank you,
4 so much. I'm going to, one more just to give
5 respect for the final presentation. Nicol
6 Turner-Lee?

7 VICE CHAIR TURNER-LEE: I was going to
8 say you didn't have to call me if I was
9 disrespecting your rules there, Chris. But I did
10 have one question, Fallon, in this presentation
11 that I wanted to make sure that you pay attention
12 to.

13 It's something that I've been working
14 on my research. When you talk about anchor
15 institutions, they also play a role in
16 infrastructure development.

17 And so, if you go back to the
18 pandemic, for example, many of those young kids
19 that we talked about that was sitting on the
20 stoops of McDonald's and Taco Bell.

21 Through the work that you're doing at
22 NMTC, with broadband, for churches, we also knew

1 they would sit on the stoops of churches, and
2 they were sitting on the stoops of
3 community-based organizations, and other local
4 organizations that were actually placing their
5 Wi-Fi out so that those kids could finish their
6 homework.

7 And so, as you have this conversation,
8 just also keep in mind, in addition to the
9 upskilling, as well as the digital literacy
10 activities, that local anchors do, they are also
11 points of conductivity.

12 They are part of the architecture that
13 make up how we're actually going to get to 100
14 percent penetration in this country. So happy to
15 talk more about it. I'm writing a piece of this,
16 but I do think that that's an important nuance,
17 that I want to make sure you all also include.

18 DR. WILSON: No, I think that's an
19 important nuance to have. You know, I believe in
20 ecosystems. And so, I see all of the anchors
21 represented by a very diverse group.

22 And I think maybe I just have to go

1 back also to thinking about what Susan said and
2 what Jill has said. I think a term we probably
3 should introduce here. I'm going to say this to
4 the co-chairs, is intersectionality.

5 Because that will help ensure that all
6 communities are included. Because sometimes it
7 is very hard to say every category, if you don't
8 want anyone to feel intentionally left out.

9 And so, when we say intersectional,
10 created by a Black woman, Kimberle Crenshaw,
11 we're talking about sexuality, gender, race,
12 class, citizenship, nationality.

13 And we can go on to talk about the
14 ways in which systems of oppression, right, keep
15 Black, and Brown, people of color, women,
16 veterans, all from being able to live their most
17 joyful selves.

18 So I would just make that
19 recommendation because I do not want anyone to
20 feel that they are left out of this conversation.
21 But also noting that it's very hard to live the
22 classifications in one conversation.

1 VICE CHAIR TURNER-LEE: Well, I would
2 say Fallon, if you don't mind, Chris, just for a
3 moment, Susan gives that talking to once a year
4 at every meeting to every person, so.

5 DR. WILSON: We just got it this time.

6 VICE CHAIR TURNER-LEE: I got it last
7 time.

8 DR. WILSON: Just wanted to,
9 intersectionality.

10 VICE CHAIR ALLEN: BBB.

11 VICE CHAIR TURNER-LEE: Just wanted to
12 put that out there.

13 WORKING GROUP CHAIR WOOD: Perfect.
14 Thank you, so much. I know that we need to go
15 ahead and move on to the last workstream. And
16 those that would still like to comment can
17 comment when we open it up for the full comment,
18 group. Thank you, so much, Fallon.

19 And finally, next slide, please.
20 Finally, last, but definitely not least, and a
21 really important workstream is our Minority
22 Media, Communications, Tech Ownership and

1 Development.

2 And those words in that title are
3 extremely intentional in the way that we wrote
4 them. And I'm really proud to introduce Ellen to
5 introduce the fourth workstream.

6 MS. SCHNED: Thank you, so much,
7 Chris. And all I can say about that last group,
8 is you girl. I'm incredibly motivated not only
9 by this entire morning, but by the passion and
10 the experience that's trickling, you know, down
11 this pipeline of the CEDC.

12 So with that, I know I'm picking up
13 the rear and we're running late. So I want to
14 just get right to it and talk about ownership,
15 media ownership and ways this, this council can
16 enhance opportunities for minority women and
17 independence in media ownership.

18 Not just of the biggest entities but
19 of all sized companies from the largest to the
20 smallest entrepreneurs, which there are more and
21 more of these days. I want to give a nod to my
22 terrific co-chairs, Skip Dillard, and Melody

1 Spann-Cooper, as well as our committee.

2 And with that, I just want to go ahead
3 and point out that our group, Minority Media
4 Communications, Tech Ownership and Development
5 will analyze how the FCC can better support, and
6 enhance, and expand minority ownership in media,
7 communications, and technology.

8 While also exploring how the FCC can
9 directly or indirectly support content creators,
10 technology, innovators, streamers, and other
11 companies that make up the workforce within the
12 media community.

13 The action items for our group would
14 be first and foremost to analyze what is within
15 the purview of the FCC with regard to minority
16 ownership in media, communications, and
17 technology companies, and review ways how we can
18 work perhaps more broadly.

19 As I mentioned, within all sectors of
20 media, you know, in addition to television, let's
21 expand minority ownership focuses to other
22 segments of media and telecommunications.

1 Secondly, we're going to analyze
2 research and review what opportunities exist for
3 the FCC to expand its support of media and tech
4 ownership by diverse owners, certainly including
5 women, and minorities of all ilks, BBB, LGBTQ,
6 and independent voices.

7 And thirdly, we're going to review
8 barriers to advancement for media and tech
9 innovators. We talked about improving the skill
10 sets of people who work within these companies.
11 Now how do we trickle that up, you know, from, up
12 to ownership?

13 And finally, our anticipated work
14 output would be to draft recommendations for the
15 FCC to assist the Agency in improving its support
16 of minority ownership in media, from the largest
17 companies to entrepreneurial companies,
18 communications, and tech companies. And with
19 that, Chris, I'll turn it back over to you.

20 WORKING GROUP CHAIR WOOD: Great,
21 thank you, so much. I'll open it up to
22 workstream for any additional comments.

1 MEMBER DILLARD: Hi, it's Skip
2 Dillard, proud to serve in the second
3 appointment. I'm really look forward to diving
4 in. I think that in the first two years serving
5 on the committee, before it was re-chartered for
6 this term, we found that there were, you know,
7 several issues.

8 Number one, many owners in media did
9 not start out in media. They may have come from
10 finance and other industries. So a big part of
11 ownership was helping new and existing owners
12 learn how to better support their business, how
13 to grow their business, learning best practices,
14 dealing with both Nielsen and ad agencies.

15 That's going to be very important to
16 us. And also, as we've talked about, so many
17 times access to capital, understanding the how
18 the path to ownership works.

19 I know that James Winston at the
20 National Association of Black Owned Broadcasters,
21 who is part of our team, also, has talked
22 numerous times about returning the minority tax

1 certificates.

2 So those are the strategies and I look
3 forward to working with these wonderful people
4 here, both new and those who are coming with me
5 from our last appointment to figure out new
6 solutions, especially in this age of so many new
7 technologies before us. Thank you.

8 WORKING GROUP CHAIR WOOD: Fantastic,
9 thank you. Otto?

10 MR. PADRON: Good morning, everybody.
11 Great presentation by our workstream. Probably a
12 lot of work behind that needs to be put out. One
13 of the things that I kind of want to contribute
14 to the group in my specific role as a media
15 operator every day in the trenches, not just on
16 the content side, but on the sales and innovation
17 side is better practices.

18 And as better practices go, is how we
19 co-exist with the larger operators. As a
20 minority-owned and veteran operated company, we
21 find that because we don't have the scale and the
22 size, sometimes the things that happen, facing us

1 are not necessarily the opportunities, but the
2 how the competitors operate in that space.

3 So that's one of the areas that I'm
4 going to contribute to because I think it really
5 speaks to this new environment that we're all in,
6 which is the digital space.

7 That to some degree, it's sort of a
8 wild, wild West. And those are the things that I
9 really want to focus on. And that's my
10 contribution here as an operator. Back to the
11 group.

12 WORKING GROUP CHAIR WOOD: Thank you,
13 so much. I'm going to open it up to the full
14 working group. Dr. Wilson?

15 DR. WILSON: Yes, the reason why I'm
16 excited about this workstream, not only because
17 we're dealing with traditional media, which is
18 super exciting, and super important, but also
19 looking at emerging, new, creative economy.

20 I'm assuming, at least in the previous
21 discussions with Ellen, and in our larger working
22 group about this, and also looking at how people

1 of color are creating content, they are not
2 necessarily, right, entrepreneurs.

3 They're not necessarily working for a
4 tech company. But they're either on the
5 streaming services, on the media platforms, and
6 they're creating content that becomes viral.

7 But yet they don't get necessarily the
8 types of resources that that others who are
9 non-people of color are getting from them
10 creating their own content. And so, I don't know
11 what type of new language or new space we need to
12 be in to have a conversation about Black and
13 Brown TikTok viral sensations, right? And
14 they're on Instagram or TikTok, creating
15 something. And then, others are being able to
16 profit off of their content creation.

17 We often -- often the challenge here
18 for me when I think about like people of color in
19 general, when it comes to the world, we lead in
20 the vanguard, but then structures come in and
21 create policy. Right? That doesn't -- that do
22 not think about us, but benefit other

1 communities. And so, I think being able to talk
2 about, like creative economy metaverse, and also
3 these platforms where people are creating
4 content, but not yet entrepreneurs. They're not
5 yet, like working for those actual companies.

6 It's something we really should
7 investigate. Because if that is where streaming,
8 and broadcasting, and how we consumed content is
9 going, it would behoove us to really think about
10 how people of color play there. And how we can
11 protect them and support their growth there, and
12 the vanguards in this type of content creation.

13 WORKING GROUP CHAIR WOOD: Fantastic,
14 thank you. Lili will be our last commentator.

15 MS. GANGAS: Great, thank you. Just
16 similar to Fallon's point, looking at it also
17 from the talent side, right? Whenever I see all
18 of this, it's jobs, jobs, jobs. But it's also
19 new training opportunities, new pathways. And I
20 also think that as we are -- as we saw from some
21 of the previous workstreams, and also earlier in
22 the morning, there is the digital skilling.

1 But there's also different areas where
2 legal, IP, more of your technical skills
3 building, as well as digital marketing, et
4 cetera. Right? There's a lot of different
5 career pathways that intersect with this specific
6 workstream with a certain level of digital
7 literacy, but also upskilling and building.

8 So it would be great to connect the
9 dots between the Workstream 2 and this one, as
10 well, to see where some of those opportunities
11 for employment can come in. Specifically, also,
12 as the technologies continue to evolve.

13 And plus, what Fallon was talking
14 about, also, just protecting the IP. And so,
15 that's why I wanted to bring in some of the tech
16 law pathways, as well, because that is an area of
17 skill that would be great to continue to build
18 more pathways. So thank you.

19 WORKING GROUP CHAIR WOOD: Thank you,
20 so much. The thread that has been woven through
21 these workstreams is well thought out and has
22 gone through several iterations.

1 The passionate conversation that
2 you've heard here today is one that I think only
3 gives you a glimpse into the work that has
4 already been done, meeting on a weekly basis, to
5 get to this point.

6 With not only a very passionate group
7 of people, but a very diverse group of people
8 from around the country. Ultimately, we're
9 really looking to reach people where they are
10 locally, reaching new people, and new leaders
11 with new opportunities and equal access.

12 And this is only underscored by a
13 career that I've spent in both non-profits, as
14 well as cable broadcasting at Discovery,
15 Communications, and working with the LGBTQ
16 community.

17 I think one of the most important
18 things for me leading this group is ensuring that
19 we're reaching as many people as possible with
20 the work products that we're putting out.

21 And ensuring that those who
22 historically have not had the opportunity to

1 engage in grants in media ownership, all the
2 different pieces that we're talking about the
3 anchor institutions, and helping to create
4 definitions, making sure that they're represented
5 here.

6 And that those voices are brought
7 forward, as well as we are taking the information
8 with the help of the FCC and other agencies,
9 inter-agency operability, to make sure that
10 individuals clearly understand how to gain access
11 to the things that are so important, crucial to
12 their communities.

13 Being connected, having the resources
14 available, and the education available, to not
15 fall behind in a digital world. With that,
16 Madame Chair, I will turn it back over to you.

17 CHAIRWOMAN ROSENWORCEL: Thank you, so
18 much, Chris Wood and the whole working group.
19 There's a lot of people that are really
20 passionate about this work.

21 I'm very excited about this working
22 group because they cover some very, very, very

1 key issues that need to be addressed in, around
2 the infrastructure bill.

3 And one of those issues is the
4 workforce issue. If there's one thing that is a
5 threat to us being able to deploy infrastructure
6 in a timely manner, and reach all the communities
7 that we need to do in a timely manner is the
8 issue of workforce.

9 The other item that is very exciting
10 to me is that this working group would be looking
11 at new forms of media, and really considering
12 those under the purview of the FCC, because these
13 forms of media are generating millions and
14 billions of dollars.

15 And therefore, we have to be able to
16 articulate what it is and the barriers that
17 people are facing in those new forms of media. I
18 also wanted to alert this working group of one
19 thing.

20 The President's National
21 Infrastructure and Advisory Council released a
22 report late last year on workforce and talent

1 management around critical infrastructure, which
2 includes IT and communications technology.

3 And they were three critical issues
4 that they identified as very concerning. One of
5 them was workforce readiness. The fact that
6 workforce readiness is disconnected from the
7 traditional education system.

8 The second thing was that there was a
9 lack of coordination between private and public
10 sector around the needs of workforce, around
11 critical infrastructure.

12 The third of it was that, the lack of
13 diversity presented in hiring, presented
14 significant and persistent challenges for
15 recruitment. And so, those if you would like to
16 take a look at that report.

17 Because it really speaks to some of
18 the work that that workstreams are working on.
19 On that note, I would, therefore, like to proceed
20 to the vote to adopt the work plan presented by
21 the Digital Diversity and Equity Working group
22 led by Chris.

1 At this time, I would like to open up
2 the floor to the voting members to see if there
3 are any objections. I will give you a minute for
4 those objections. Hearing no objections, I'm
5 happy to adopt the working plan presented by the
6 Diversity and Equity Working Group.

7 Thank you, so much, and back to work.
8 You are, all you enthusiastic people. And now, I
9 think this ends our working presentation, I
10 really want to express my appreciation, again, to
11 the working group chairs, the co-lead, and all
12 the working group members for working so hard to
13 get us to where we are today on a very short
14 period of time.

15 Like, I said, 24 meetings in less than
16 two months, and many, many, many hours, and
17 hundreds of emails. There's been a lot of work
18 putting into put into this and I look forward to
19 the continued work and efforts of this group.

20 And now, we are going to go ahead and
21 move to the final segment of this meeting. The
22 one that we have been talking about. I would

1 like to welcome back to the floor my Vice Chairs,
2 Dr. Nicol Turner-Lee and Susan Allen.

3 So we can have a discussion. Thank
4 you so much. Keyla, are you ready for our cover
5 slide? Okay. I'll go ahead and start talking
6 and the slide will pop up at some point in time.

7 So the goal of the facilitated
8 discussion is to have a more robust discussion
9 around the infrastructure bill that we started
10 this morning. And we wanted to leave this room
11 for a more expanded discussion.

12 What we wanted to do was to really
13 talk about some of the terms and the issues
14 around the terms that are either in the
15 infrastructure bill or missing from the
16 infrastructure bill.

17 So Nicol, Susan, and I feel that this
18 will be a useful exercise for the working groups
19 to be able to capture how members of the
20 community view these terms.

21 Okay. Before I start, I wanted to go
22 ahead and make sure that we were clear on some

1 ground rules. So if you can move to the next
2 slide.

3 So I have a few ground rules that I
4 would like to begin with. One, the fact that the
5 Chairs are going to pose some questions to the
6 council and the working group members with no
7 need for consensus.

8 The conversation is on the record.
9 And the views that are expressed are not the
10 opinions of the CEDC, but the individuals and the
11 organizations that they represent.

12 So there's no, you may not necessarily
13 have to agree with everything that you hear in
14 this conversation. There are no right answers.
15 We just want to embrace the opportunity to share
16 ideas with each other at this time.

17 Again, please raise your hand using
18 the raise hand function on Teams to be
19 acknowledged by one of us. Please be brief, so
20 that we can have as many people present as
21 possible.

22 Okay. So to begin, in the December

1 2021 interview, Chairwoman Rosenworcel described
2 the digital divide brought on by the pandemic as
3 a crisis with a hope for new opportunities for
4 increased broadband access.

5 In particular, she still she stated
6 that with this crisis, we've ended the days when
7 we talk about broadband as a nice to have.
8 Policymakers everywhere now understand it's a
9 need to have for everyone across the country.

10 In a recent op-ed published in The
11 Hill, our own Dr. Nicol Turner-Lee posed the
12 question on how the U.S. is divided, defining the
13 digital divide.

14 She said policymakers must acknowledge
15 the efforts to close the digital divide should
16 also address poverty, geographic issues, and
17 social isolation.

18 For many years, we have accepted that
19 there are some nuances around the digital divide
20 and that the revolving nature of the digital
21 divide due to changing technologies exist and
22 persist.

1 However, one thing that remains
2 consistent is the economic and social conditions
3 for those that find themselves on the wrong side
4 of the digital divide.

5 Alongside with this ambiguity around
6 what the digital divide is another persistent
7 challenge that we find in the infrastructure
8 bill, the issue of digital discrimination.

9 So as part of the CEDC's charge, we've
10 been asked in the medium term, to make
11 recommendations to the FCC on policies and best
12 practices to help prevent digital discrimination.

13 When you look at the bill, digital
14 discrimination is mentioned five times. However,
15 there's no definition of what digital
16 discrimination is. While the term is not
17 explicitly, if you'd like to move to the second,
18 the next slide so we can kind of look at the
19 language.

20 I want it to be clear on the language
21 that is presented in Section 60506 of the bill,
22 specifically, and the highlighted green color

1 represents the real, real task charge that's been
2 presented to us by the Chairman's office.

3 But so while the term digital
4 discrimination is not explicitly, explicitly
5 defined, equal access is presented as a concept
6 meaning equal opportunity to subscribe to an
7 offered service with comparable speeds, capacity,
8 latency, and comparable terms and conditions.

9 The bill also defines digital equity
10 as a condition in which individuals and
11 communities have the information technology
12 capacity that is needed to fully participate in
13 the society and the economy of the United States.

14 In participating in various working
15 group meetings over the past couple of months,
16 one thing is clear. There's an understanding
17 that this digital discrimination is synonymous
18 with digital redlining.

19 This is something that the working
20 group has been charged. Well, this is something
21 that the prior iteration of the committee was
22 charged to address.

1 In the Advisory Committee of Diversity
2 and Digital Empowerment recommendations presented
3 to the FCC in July 2019, the ACDDE recommended
4 that the FCC improve upon broadband maps and
5 reporting to reduce the likelihood of digital
6 redlining practices.

7 The ACDDE also recommended that the
8 next iteration of the committee would develop a
9 best practices toolkit to guard against digital
10 redlining practices.

11 But the ACDDE offered these
12 recommendations as a pathway to understand the
13 impact of digital redlining and exploring
14 strategies for controlling and ideally curing
15 this problem. I share these terms and this
16 background as we know our work, the work ahead
17 for us is going to be very tough.

18 And so, before we get ahead of
19 ourselves, Susan, Nicol, and I thought that this
20 exercise would be useful to have an open
21 discussion so that everybody can lay on the table
22 how they view the terms associated with digital

1 divide and digital discrimination today.

2 The agenda for the next segment will
3 be co-facilitated by myself, Susan, and Nicol.
4 And again, I want to reiterate that, simple
5 ground rules no right, no wrong answers here. No
6 right answers.

7 We want to make sure that you
8 understand these conversations on the record and
9 the views are not necessarily those that you can,
10 you need to agree with on a personal or
11 organizational levels.

12 We'll take notes and these notes will
13 be shared with each Working Group Chair for your
14 internal follow up and conversations. Again,
15 please use the raise hand on Teams feature to be
16 acknowledged by one of us and I will return with
17 a summation when we have heard this conversation.
18 And now, I hand the floor over to Susan to begin
19 her portion of the Q&A.

20 VICE CHAIR ALLEN: Thank you, Heather.
21 Well, we heard a lot this morning and early this
22 afternoon. So this afternoon discussion, truly,

1 is asking you to take back what you've heard this
2 morning, what triggered in your mind, and come
3 back with your reaction to the stories, the
4 experiences, the statement, the assertions that
5 you heard this morning.

6 I recall, as Heather and Nicol alluded
7 to in all the remarks that since COVID hit us in
8 February 2020, the ACDDE, the previously
9 chartered Advisory Committee, also pivoted and
10 changed our entire agenda and focused on the
11 impact of COVID-19 to the economy.

12 And we begin to feel and look at, from
13 my perspective, how it had affected small
14 businesses, minority-owned, women-owned, and
15 diverse, diverse businesses.

16 I recall, in February, I was in my
17 office preparing for our organization's 36th
18 anniversary conference in June at the Marriott
19 Hotel in the Bethesda in the D.C. area.

20 I had no clue that COVID already hit
21 and I just read a fast email and saw
22 cancellations of my peer organizations. Of their

1 own summit and their conferences.

2 In fact, one of our council member
3 here, Jill Houghton of disability was having
4 hesitation in confirming the date of her annual
5 conference for disability.

6 And there I found out that I was so
7 buried into our conference preparation and missed
8 the whole fake news that COVID had arrived
9 America.

10 And the next thing I heard was the
11 Chinese restaurants in Chinatown was shuttered,
12 closed. They were closing one after another, as
13 that black-owned businesses were closed,
14 minority-businesses closed, small businesses
15 closed.

16 We were the hardest hit, hardest hit
17 and there was no CARES Act yet. CARES Act did
18 not, was not put into law until March 29. I
19 remember that the fateful day. March when it was
20 signed into law, the next day the bank opened,
21 and everybody walk into the bank to put in their
22 PPP application.

1 It affected all of us. We packed up
2 and went home on March 18 and we're still working
3 from home. And there comes the lack of internet
4 connectivity hit us between our eyes.

5 Not only those who live in the rural
6 areas in places where they had poor connectivity
7 but folks who are in the city were hit hard too
8 because everybody was turning to the internet for
9 their only way of communicating with friends,
10 family, business, education, whatnot.

11 Reality hit and that's why we knew
12 that the country will be living in a different
13 experience. Fast forward to today, we look back
14 and we found out that connectivity and the
15 ability to communicate is so essential.

16 And when those who have those, the
17 ability to be, to connect quickly, they just pay
18 money. They call the service providers. They
19 had some traumatic experience but we heard, the
20 folks that I talked about this morning, were left
21 behind.

22 And I heard throughout ACDDE's study

1 in 2020 and 2021, I learned that children had to
2 go to drive to the parking lot of Starbucks, of
3 the public library and the school in order to be
4 connected to do their homework.

5 That's a sad story for the United
6 States of America. That is when I, we found out
7 that when there is, the saucer like this, it does
8 not discriminate, but it's just a matter of the
9 degree to which you get affected.

10 So with that as a backdrop, what do
11 you think? I talked about digital divide.
12 Digital divide, in my interpretation, is the
13 result of digital discrimination.

14 Now let's talk about digital
15 discrimination. Many of you are experts in this
16 field. They can, you can look at it from
17 different angles, different lengths and I'm going
18 to open this up to you and ask you to tell your
19 own story.

20 What do you think of this? How do you
21 interpret it from your experience, your
22 observation? That, put at, put it all on the

1 table.

2 It could be a big kaleidoscope of
3 opinions so that we can go back and put a good
4 Excel chart together and come up with some good
5 definition. All inclusive, descriptive of the
6 experience of all Americans. What do you think?

7 VICE CHAIR TURNER-LEE: Susan, before
8 you, before you open up the floor, I just want to
9 break out some ground rules because we all have a
10 little bit of time.

11 We're going to start with the digital
12 divide, and then we're going to talk about
13 digital discrimination. When we start talking
14 about that, we're going to have the same meeting
15 we had already.

16 So let's start with the digital divide
17 as you've framed it in terms of people's
18 definition around that and then we'll go into
19 digital discrimination.

20 VICE CHAIR ALLEN: That's fair enough.
21 Digital divide, what do you think? Anybody raise
22 your hand. Feel free, just throw that out like a

1 dart.

2 CHAIR GATE: All right, who's watching
3 the queue? Keyla, can we get some help with
4 somebody watching this queue with their hand
5 raised?

6 VICE CHAIR ALLEN: Chris? Chris Wood?

7 WORKING GROUP CHAIR WOOD: I think
8 there's a couple people ahead of me.

9 VICE CHAIR TURNER-LEE: Okay, so we're
10 going to start watching the queue now. So go
11 ahead.

12 VICE CHAIR ALLEN: Let me see the
13 queue. I need --

14 VICE CHAIR ALLEN: Chris, why don't
15 you start and then we'll open up the queue?
16 Right, okay.

17 WORKING GROUP CHAIR WOOD: Okay. So,
18 as I'm looking at this, you're talking, where are
19 we starting, Nicol? Just for clarification?

20 VICE CHAIR TURNER-LEE: Digital divide
21 first.

22 WORKING GROUP CHAIR WOOD: Digital

1 divide. So I think one of the interesting things
2 is that as I'm looking at the law, and as we keep
3 referring back to the law that was passed, I
4 continue to refer to the definitions that are in
5 Section 60302, which cover things like digital
6 equity, digital inclusion, digital literacy.

7 And those are some of the key terms
8 that are used in our ability to get programs out
9 there and kind of this first part of this
10 conversation.

11 And as I look at the section in which,
12 Section 60506, and I know we're not going to go
13 there yet, but as I'm looking at those and the
14 fact that the similar terms are used within that,
15 that particular part of the law.

16 I think it's really important that we
17 start with this particular piece, you know, that
18 you've outlined, Nicol because I think it plays
19 so much into defining digital discrimination.

20 And we cannot truly define digital
21 discrimination if we are not looking at the
22 things that are outlined in this law ahead of

1 time and have been outlined before, prior to
2 this, around digital equity, digital inclusion,
3 and digital literacy.

4 If we're not including those then
5 we're not providing a full definition. So that's
6 where I'd like to start and I'm going to put that
7 piece out there to start.

8 VICE CHAIR TURNER-LEE: Okay, and
9 remember folks, just to kind of go back on what
10 Heather said, these are just a fire hosing a
11 conversation.

12 If you want to follow up with what
13 somebody said, please do but it's not one sort of
14 debate and disagree. We're just trying to get as
15 many notes down so you can everyone your
16 conversation. I'm sorry, Susan.

17 CHAIR GATE: I think next on the queue
18 is Louis Peraertz.

19 VICE CHAIR TURNER-LEE: Keyla is
20 managing that person as well.

21 MS. HERNANDEZ-ULLOA: Yes.

22 MEMBER PERAERTZ: Should I speak?

1 MS. HERNANDEZ-ULLOA: Yes, go ahead.

2 MEMBER PERAERTZ: Okay, all right.

3 Hey, Nicol, great to see you again, as always,
4 and hey, Chairwoman Gate. Wonderful remarks
5 earlier.

6 Okay, I just want to talk about the
7 slide that you had up there about 60506, the
8 statutory terms there. I think our greatest
9 challenge is going to be dealing with the
10 background, the historical precedent that the FCC
11 has established with regard to comparable speeds.

12 VICE CHAIR TURNER-LEE: Yes.

13 MEMBER PERAERTZ: And so this is the
14 history going back to the FCC trying to implement
15 Section 254 of the Communications Act. And
16 unfortunately, what the FCC was required to do by
17 statute.

18 And I still think there's, going to be
19 dealing with that historical background in trying
20 to define those terms here is how do you compare
21 different neighborhoods?

22 Okay, and it's, it's actually, there's

1 language in the statute that says that the FCC
2 has to take into account technical and economic
3 feasibility.

4 So that's what I think we're going to
5 have to, we're going to have to wrestle with and
6 it'd be great if we could get some feedback and
7 insight from the FCC staff as we're working
8 towards defining those terms.

9 And I agree with everything that that
10 Chris Wood said and others have said in terms of
11 how broad our scope should be, and I thought this
12 was a tremendous meeting. And got me really
13 excited because it shows that everybody leading
14 their working groups is really looking at this.

15 The goal for all of their working
16 groups in as broad a fashion as possible to
17 address all digital, digital discrimination,
18 digital divide issues. So thank you.

19 VICE CHAIR TURNER-LEE: And Louis, I
20 think that's actually such a great point. I'm
21 glad that you reminded us about Section 254
22 because we'd have to comport that into the IIJA

1 or they'd have to be exceptions, right?

2 Because it can't work both ways. And
3 so for those of you that remember the slide that
4 Dominique put up, I think that that's very
5 interesting in terms of comparable neighborhood
6 speeds, latency, et cetera.

7 Which again, there's, you know, no
8 consensus here. But these are some of the
9 nuances that even as these working chairs, the
10 group have been trying to figure out the best way
11 to sort of inform the dialogues. So thank you
12 for that.

13 MEMBER PERAERTZ: You're welcome.

14 VICE CHAIR ALLEN: Okay, next Lili
15 Gangas.

16 MS. GANGAS: Thank you so much. Yes,
17 specifically, looking at the digital divide,
18 would love to have a set of definitions around
19 infrastructure deployment.

20 Specifically, Steve, this was just
21 shared and there's also great study of looking at
22 speeds by income levels and by zip code, so we're

1 able to look at the census data and overlay it.

2 I think that that would be really
3 insightful and then another layering would be
4 looking at demographics, as well, so we can see
5 the different pockets and gaps.

6 And also another definition I would
7 like to add is around devices. So this is, from
8 the work I've been doing in Oakland, working
9 specifically supporting Oakland Undivided, was
10 looking at the different needs that students had
11 at different grades.

12 So at the peak of the pandemic, we had
13 about half of the students disconnected but this
14 high school student divide, the laptop is not the
15 same that a student in kindergarten or middle, or
16 middle school needs.

17 And so, I wanted to make sure that
18 we're also looking at device. And also the, one
19 of the things that, and this is a key percent of
20 research that was done was also the learning loss
21 for not just the students overall, but also the
22 students who are ahead in STEM, right?

1 So when we take a look at the students
2 that, that freshmen, you know, the student that
3 was supposed to do engineering, now they don't
4 have access to their computer labs in order to do
5 their engineering work, right?

6 So there, we are also looking at some
7 of the learning loss that's taken place. So
8 devices and availability vary. So it would be
9 great to look, identify that.

10 And then, of course, looking at
11 affordability. And so making sure that we're
12 looking at and comparing across. Again, like I
13 mentioned, those, those zip codes.

14 What's available by zip code with the
15 speed and also making sure that there is a way to
16 identify this. And I go back to the speeds, some
17 of the sub reporting, and I've seen it on the
18 ground specifically with some of the hotspots.

19 We know those were urgent and
20 temporary, but also some of the hotspots in some
21 of the zip codes that were not performing to the
22 speed that they were advertising.

1 And so, I do think that there's a
2 little bit of a opportunity there to identify, in
3 some of those, clarify more or less those
4 standards of what we're saying that the speeds as
5 advertised versus how they're actually being
6 experienced on the other end.

7 So with that, and then lastly, the
8 inclusion side is looking at digital literacy, in
9 all aspects. One last item, and I promise this
10 is the last one.

11 But we haven't really been talking
12 about and unpacking what digital literacy means.
13 But I want to double down on the fact that
14 there's a responsibility of protecting our
15 community as were going to align from
16 cybersecurity, right?

17 And so I do think we want to make sure
18 that we're looking at data privacy security as we
19 continue to push more of our communities online.

20 VICE CHAIR TURNER-LEE: If I could add
21 one quick thing just for Lili and other groups.
22 You all may also want to look at the recent of

1 rulemaking.

2 I believe that it was already
3 established on the broadband labels that the FCC
4 was charged with doing that recently came out,
5 which actually looks at some of the transparency
6 in terms of disclosure around speed and to tease
7 out some quality service issues.

8 Just want to put that in the public
9 domain. I don't know if Jamila or Keyla could
10 put that reason for making it into the chat, so
11 people have access to that.

12 MS. GANGAS: Yes, that be great.

13 Thank you so much.

14 VICE CHAIR ALLEN: The next one is
15 Matthew Bauer.

16 MEMBER BAUER: Hello, I don't think
17 this one presentation we're actually going to
18 give so this is live, live and in color. The
19 presentation, we're giving a couple of hours to
20 our first cohort of our digital hub here in Wake
21 Forest that was funded by the town at the
22 historic Dubois campus and it's a really exciting

1 project that we're working on.

2 But we've been having to educate and
3 inform pretty much all levels of government.
4 Town, County, State, not as much Federal, on what
5 is, you know, the question is what is the digital
6 divide?

7 Everybody thinks you just, you solve
8 it by pulling high performance broadband out and
9 so I'm not, what I'm about to say is just a
10 slightly different framing of some of the points
11 already given here.

12 But in our elevator pitch, we do it as
13 a three part complex problem that are all
14 interrelated. Digital skills are abundance,
15 connectivity, and affordability.

16 So we round it off very, at a gross
17 level and say a third of the country doesn't have
18 the skills, a third of the country isn't
19 connected and a third of the country can't
20 afford.

21 And obviously, there's a Venn diagram
22 going on here. Broadband and digital skills to

1 be able to enter into the digital future. So
2 that's where we sort of keep it is at the
3 intersection of those three things.

4 And that is, to us the divide, and
5 then you can emanate out a thousand details off
6 of each one of those. But if we want to present
7 it at a high level, that's the best framing we've
8 been able to come up with over the last few
9 years.

10 VICE CHAIR TURNER-LEE: Okay.

11 VICE CHAIR ALLEN: Faith Bautista,
12 you're up.

13 MS. BAUTISTA: Yes, you know, and it's
14 almost 10 o'clock here now. What we're seeing,
15 for example, my, you know, my new husband. He's
16 a physician, and he serves 99 percent Latino.

17 The parents are not digital literate,
18 and also the income level that they cannot afford
19 to buy the bells and whistles of, you know,
20 computer.

21 So when they're being asked to fill
22 out the form, they cannot do that. So, you know,

1 and during this pandemic, and it's so hard for
2 the parents to fill out that form. So they have
3 to like, either go to the office, which is in the
4 clinic, which they can't.

5 So I just can't emphasize the digital
6 literacy. And the same thing as a HUD approved
7 counseling agency, a lot of the home buyers, some
8 owners, you know, when you're teaching financial
9 literacy, filling out that intake form, right?

10 So you know their budget, and they
11 just can't do it. So I think we, you know,
12 really need a lot of emphasis on, for digital
13 literacy.

14 You would think that everyone knows
15 computer. Yes, they do. They're very good in
16 texting but when it comes to, like, everything
17 now is, you know, a lot of them are paperless.

18 And it's harder for the Immigrants
19 where English is a second language, regardless,
20 actually, you know, whether, you know, Asian,
21 Latino, African American, the BBB.

22 But if we can focus more on their

1 digital literacy, and just in case I'll fall
2 asleep here now, I just want to talk about the
3 discrimination.

4 I know that would be the next
5 question. Redlining to me is a tough word. I
6 don't, I think it's a very strong word to use
7 redlining.

8 I believe everybody wants to do the
9 right thing to have access to internet. There's
10 a lot of low income programs out there. So many,
11 right? From Comcast, Charter, T-Mobile and
12 everything else.

13 But the adoption of that, the
14 marketing and outreach. The people that hard to
15 meet and hardly reach, they still don't know
16 that, you know, they can do that.

17 So marketing and outreach is very
18 important and it should be in language and easy,
19 easy to like, understand that it's okay to get
20 this, the subsidy. This is for you, you know.
21 This is taxpayer's money. No deportation will
22 happen here. And it's not the insult, you know?

1 In a lot of like the Asian community,
2 they think that, you know, they come here, they
3 don't want to be a liability.

4 But, you know, it's for everyone,
5 right? So it's, it's the observation in serving
6 the low moderate income community. Thank you.

7 VICE CHAIR ALLEN: That's a very
8 important point there, Faith. I think for the
9 digital literacy too, there's a difference
10 between teaching the youngsters who are at their
11 learning age.

12 They absorb fast and learn fast and
13 the parents who are slow, or whose memory are not
14 retaining as much so we close that here ones, but
15 it's worth mentioning that even for digital
16 literacy, some sensitivity should be built into
17 who is the student. Thank you very much.

18 Rockell Brown?

19 DR. BROWN BURTON: Yes. Good
20 afternoon, everyone. Thank you. This has been a
21 phenomenal meeting experience today. I'm going
22 to try to make it, keep it as brief as possible.

1 I had one comment, but as others
2 commented I now have three. I'm going to respond
3 in reverse order. And so I agree with what the
4 previous person, Faith, said, indicated the
5 importance of knowing who students are and what
6 their needs are beyond.

7 I think we call them wraparound
8 services, beyond the student, the entire family.
9 Speaking from a higher education institutional
10 perspective serving first generation students at
11 a Historically Black College and which is, you
12 know, we're an international city.

13 I'm in Houston, the fourth largest
14 city in the country, and what, and our
15 institution, although it is a HBCU, we are very
16 diverse.

17 And what we experienced during the
18 pandemic, or what it showed us, is how much, how
19 our many communities that are historically
20 disadvantaged, or challenged, resource-wise, are
21 reliant upon, they do use.

22 They are relying upon services that

1 they get at schools, and in other community
2 facilities. But when all of that is no longer
3 accessible, it creates a tremendous burden on
4 those families.

5 One of the things I think I'm
6 grateful, I appreciate the comments that Lili
7 made also regarding devices in software because
8 we issued out numerous hotspots to our students.

9 We couldn't even give away all of
10 them. But that's not all they needed. They
11 needed specialized access to software that may be
12 accessed via Wi-Fi, but they don't have the
13 storage. And in all of these other things that
14 are impacting that. Now, that's one scenario.

15 On top of that, when we are at home,
16 if we can imagine, we joke about and recognize
17 how crazy it was when children were in school.
18 and parents were working from home, all of that
19 the same time on these different devices.

20 But what about those families that
21 didn't have any devices or only had one device to
22 share among many? And so you, you know, and then

1 it just caused, there was a ripple effect because
2 it impacted so many different dynamics.

3 So when we talk about the digital
4 divide, I'm really hopeful that we are not just
5 talking about having access because the devices
6 and the things that are needed to work are very
7 critical that are also needed to be accessed via
8 wireless. So that, those are my comments. So
9 thank you all.

10 VICE CHAIR ALLEN: Great, thank you.
11 I think I have exhausted my time for digital
12 divide and I'd like to not intrude into the
13 digital discrimination discussion that Nicol is
14 going to lead. Nicol, take it away.

15 VICE CHAIR TURNER-LEE: Thank you,
16 Susan. Thank you all, thank you for everybody.
17 So I want to continue to reiterate Heather's
18 ground rules that we're not looking for
19 consensus.

20 We're looking for conversation and I
21 have to start with some framing as a sociologist
22 of this word discrimination. Because it is

1 something that has sat with me as we've talked
2 about in this meeting.

3 But more importantly, I think there's
4 some of us that are listening to some of the
5 circumstances and we probably need some framing
6 on what we are talking about when it comes to
7 discrimination.

8 So I'm going to be very, very quick.
9 But I want to just say this, before the Civil
10 Rights era, racial and ethnic discrimination and
11 prejudice were pretty overt.

12 We saw certain discriminatory
13 practices prevail in housing, employment, credit
14 worthiness and other areas as well. And post-
15 civil rights, we saw a lot of race-neutral
16 policies that actually emerged, but we still saw
17 the same outcomes. Like, for example, color-
18 coded maps that redlined neighborhoods that were
19 seen to be palatable to economic investment. A
20 lot of places where there's an Interstate that
21 divides public housing units from where everybody
22 else lives.

1 Places now who have been redlined when
2 they're not able to actually get mortgage
3 appraisals that are fair in terms of property
4 valuation and come with a certain declaration, or
5 degradation of our institutions that actually
6 exist in that neighborhood.

7 I think it's something that for this
8 group to acknowledge that discrimination is
9 something that happened before the digital divide
10 and I want to put that out there.

11 Because I think as we have this
12 conversation, we have to really acknowledge that
13 historical trauma that has existed to the point
14 that we even have to have this committee. I
15 share that because as we have this conversation
16 about digital discrimination, it's important to
17 understand a couple of things.

18 First and foremost, when we talk about
19 the young people that actually were sent home
20 during the pandemic, they were dealing with the
21 residue of the 1954 Brown v. Board of Education
22 decision because they were unequal without the

1 same access as higher income schools.

2 Some of those kids didn't have
3 textbooks and we also found out that they didn't
4 have laptops or tablets and other tools to
5 compete in the 21st century.

6 So got to be really clear when we talk
7 about comporting a model of digital
8 discrimination into what we're thinking about.
9 The sociologists, we see the sociological
10 construct.

11 Language that elicits, someone said
12 this earlier, certain reference for how we
13 actually begin to think about the solutions and
14 the remedies for that.

15 More importantly, I think Dr. Fallon
16 actually brought this up. We're not just dealing
17 with Black versus White, we're dealing with
18 intersectionality.

19 Different groups that experience their
20 own type of trauma. Asian Americans who have
21 been placed into buckets of being in
22 concentration camps, and internment camps who

1 have been bottled minority out by people.

2 Immigrant populations that now sit at
3 the edges despite being major contributors to
4 this country. Black Americans who came in as
5 chattel and continue to be treated as such,
6 despite having the Constitutional rights.

7 All the things that I've talked about,
8 as well as other groups. People in the LGBTQ
9 community who are still fighting the exclusion of
10 their books from certain schools, and people in
11 the ability to community, to have the same issue.

12 And those of you who are small
13 businesses and operators being denied access to
14 capital. To me, that is why this exercise that
15 we're engaging in.

16 This conversation about digital
17 discrimination is very forceful and it's one that
18 we need to be very conversational careful and
19 cautious about how we define that and acknowledge
20 that our definitions that what we're trying to
21 solve in this remedy is unequal access.

22 And the extent to which the people did

1 not have access to technology was symptomatic of
2 the ecosystem that we've created, or the
3 ecosystem we really created.

4 And that's the ones fundamentally
5 rooted in equality. So I have put that out
6 there. I've been sitting on my hands the whole
7 time. Obviously, I wasn't done talking about the
8 digital divide because that's something I already
9 work on.

10 But I think this area has been so
11 intriguing to me because as Heather laid out and
12 Dominique laid out, there are some clear
13 assumptions for this charge that the Chairwoman
14 has put before us. From the conversation we had
15 so far, I want to actually just outline three
16 things and I want to open it up to conversation.

17 First and foremost, we've talked about
18 in all the groups digital discrimination as a
19 form or a mechanism of infrastructure deployment.
20 So that's one bucket in terms of fair and
21 equitable deployment of infrastructure assets.

22 We really haven't talked about too

1 much in this group whether that lands up in
2 urban, suburban, or rural areas. So I just want
3 to put that out there.

4 The second thing that we talked about
5 is the extent to which digital discrimination
6 lends itself to participation. Participation in
7 structures that actually determine quality of
8 life.

9 And the last thing that I've heard
10 from the various groups are outcomes. The extent
11 to which the lack of access to devices, as well
12 as connectivity, lends itself to people getting a
13 fair, not unfair outcomes, like Lili just
14 mentioned.

15 With young kids that were actually at
16 school was not so much that they didn't have
17 access to resources. But more importantly, were
18 actually experiencing regressions in learning.

19 The Black and Brown and Asian kids who
20 came from communities that were under resourced.
21 So I'm going to stop there because I can actually
22 keep going and those of you who know me, after

1 while I'm pretty sure I'm like a preacher on a
2 soapbox.

3 I'll keep going because this is so
4 important right now that we've gotten the
5 attention of the White House as well as the FCC
6 to take this on.

7 But I do want to sort of ask a couple
8 of questions of this group as we're taking notes
9 of what we think we should be looking at when we
10 think about the term digital discrimination.

11 What are the factors? Should we be
12 redefining it? Maybe discrimination is not the
13 right word. Are there certain rules that we
14 should be importing or comports into this
15 conversation?

16 But we'll start this conversation on
17 in what way does digital discrimination manifest
18 and is it more so redlining that we're speaking
19 about or is there something else that's happening
20 there that it's worth us having a conversation
21 about?

22 And so, I'll just put that out there

1 first as a question. I can't see the chat
2 because I can't do two things at one time. So
3 I'm going to ask Keyla to help me with the chat.
4 So who's our first?

5 Ms. HERNANDEZ-ULLOA: First up is
6 Louis.

7 VICE CHAIR TURNER-LEE: All right, go
8 ahead my friend.

9 MEMBER PERAERTZ: Okay. I don't mind
10 speaking and don't preach, Nicol. That's all I
11 got to say. But to a point you made, I think
12 it's worth us thinking about this.

13 Is discrimination, discrimination be
14 only intentional discrimination or, again, to a
15 point you made earlier, I mean, neutral, neutral
16 decisions can also have the effect of carrying
17 forth vicissitude, vestiges of discrimination.

18 So one way to try and get at this is
19 to try to, and you know, we're all talking about
20 this \$65 billion, \$42.45 billion coming from NTIA
21 and there's supposed to be mapping involved,
22 right?

1 I've raised this point before, as my
2 digital, you know, my working group knows, but in
3 addition to developing the fabric, what the FCC
4 should be trying to do, all of us.

5 All Federal agencies should be trying
6 to do this is overlay it on top of the list of
7 persistent poverty counties coming out of USDA
8 and the list of empowerment zones coming out of
9 HUD. I think that's a great way to sort of push
10 providers now, all of them, to do the right
11 thing.

12 I mean, if they know, if they're going
13 for this money, and they know that there's areas
14 where they can receive money and still serve low
15 income communities and if they don't do it, guess
16 what? That's a huge sign of somebody who's
17 intentionally discriminating, right? So and I
18 just want to throw that out there.

19 VICE CHAIR TURNER-LEE: No, I think
20 that's a really interesting point. So when
21 Dr. Wilson was talking earlier today, I think the
22 mapping is imperative to this conversation so I

1 do agree with you. As your groups work through
2 it, you should think about the implications of
3 not having sufficient maps.

4 And I also think it's important for us
5 to understand some of the lessons that we learned
6 during the pandemic which were, you know, in some
7 respects, the Internet didn't break down.

8 We were able to accommodate many
9 people when we actually figured out where the
10 connectivity was, but I love what you're talking
11 about when like, where we did not serve, to tell
12 you the truth, was 1.2 million public housing
13 units in this country.

14 And so, we got to figure out like,
15 where we can actually get to people, where
16 they're at, which could be a conversation with
17 the community anchor institution group.

18 In terms of how we actually
19 conceptualize housing as an asset in an anchor
20 institution. So just put that out there as
21 conversation but I think that's a really great
22 point. Who's up next?

1 VICE CHAIR ALLEN: Lili is up next,
2 Lee

3 MS. GANGAS: Great, thank you so much.
4 And thank you, Dr. Lee for a way to make sure
5 I've got the doctor, for making sure that we have
6 that baseline and historical, which I think is
7 super, super critical.

8 And for me just to take it a little
9 bit more in the technical perspective, given my
10 background as well of starting my career as an
11 engineer, specifically electrical and focusing on
12 telecommunications and satellite.

13 It feels like the technology from my
14 experience, from being an undergrad 20 years ago,
15 I was already experiencing free Wi-Fi that my
16 university provided. I was already taking master
17 levels engineering classes online.

18 And the fact that in 20 years, we
19 still haven't progressed, even though that I have
20 experienced existing technology, for me, brings a
21 sense of unpacking the complexities that we're
22 existing in. So that the historical context you

1 said was super critical.

2 And specifically looking at it from a
3 little bit more about technical background at the
4 infrastructure side, I do want to make sure that
5 folks are aware, as I shared earlier, that out of
6 the \$65 billion currently on the table, close to
7 80 percent is going towards the middle mile to
8 last mile.

9 And the middle mile is where a lot of
10 the decision points where, which cities and
11 this is where it's a really good, I encourage
12 folks who are also in living in urban and rural
13 areas to join in this conversation.

14 Because we're also seeing where the,
15 a lot of some of these funding is being allocated
16 more towards rural, for example, versus an urban
17 area.

18 The NTAA is managing a lot of the
19 funds and I've been able to participate in some
20 of these NTAA calls. Another thing that, besides
21 an Oakland representative, I've only seen Alaska
22 and some other smaller rural areas.

1 So I think that there's a huge gap of
2 raising awareness for some of these urban areas,
3 specifically engaging them in this early process
4 right now on what the middle mile looks like and
5 the investments that they should be championing.

6 And so, to the, all that I say to the
7 point that was brought up earlier, I think that
8 we can define or redefine the wording of removing
9 the intent, but it's also the negligence.

10 The fact that there are critical
11 programs, public programs right now. The lack of
12 engagement from not just the cities, but counties
13 and also making sure that we expand the
14 definition not just to the ISP providers, as we
15 know, this is an entire ecosystem.

16 And so if we take a look from a
17 technical perspective and looking to how the
18 internet is, you know, has been designed
19 physically but then also how digitally and how it
20 actually rolls out into a home.

21 I think it's really critical to look
22 at the backbone to look at middle mile and then

1 look at the last mile and all the different
2 options and which cities, which zip codes, which
3 counties, which cities have had options.

4 And what the others don't have, so I
5 just wanted to make sure that we also address
6 some of that given that 80 percent of the funding
7 is allocated towards that.

8 VICE CHAIR TURNER-LEE: So I can't
9 resist. And Heather, we earlier told everybody
10 our age. So I'm going to tell you Lili, when I
11 was your age 386 computers were out with CD ROMs
12 and DVD ROMs.

13 And there was a scrunchie modem sound
14 that connected through an Ethernet cable.
15 Heather and I know each other because we used to
16 build those tech centers across the country, try
17 to make sure that people had the technical
18 architecture to make sure they could connect.

19 So we've come a long way so I just
20 want to tell you from the fact that we move the
21 needles on getting broadband service as well.
22 But I also do agree with you and I think that

1 I've written about this.

2 So we need to look at urban solutions
3 and rural solutions. That we should not pit both
4 against them because what we found from the joint
5 census report is that there are Black people in
6 rural America that are not being served.

7 And we tend to forget about migrant
8 workers and others who live in rural communities.
9 Chris Wood lives in Stanton, Virginia, and he's
10 got folks at, that I'm happy to meet them, that
11 are also unserved.

12 So I think it's an interesting
13 conversation that you all should have in your
14 working groups in terms of digital discrimination
15 and what it looks like for urban rural areas.

16 Thank you. One day I'll take you to
17 coffee and I'll show you some pictures of stuff
18 that Heather and I used to do. We were 20. We
19 actually met each other before the kid.

20 MS. GANGAS: I'm definitely in.

21 VICE CHAIR TURNER-LEE: In person.

22 VICE CHAIR ALLEN: Fallon Wilson?

1 DR. WILSON: Okay, I'm going to keep
2 my comments as concise as possible.

3 VICE CHAIR TURNER-LEE: Okay,
4 Dr. Wilson, I'm so good to see you here.

5 DR. WILSON: I try. And I have
6 another panel, too. I will say this very
7 quickly. Number one, I appreciate this
8 discussion. I think it's great. I agree with
9 everything that has been said up to this point.

10 I would just say because I represent
11 the National Digital Inclusion and Access Task
12 Force, which is a local organization, right?
13 That works with community stakeholders in
14 Davidson County.

15 And I have to say this on public
16 record, that there are many challenges with
17 community organizations and anchors doing work
18 around digital inclusion in cities.

19 All cities don't want to always
20 address these issues. I think they're addressing
21 it now because there are billions of dollars and
22 millions of dollars coming into municipalities

1 but we should be very clear about not intentional
2 discrimination.

3 I don't think people are going out to
4 say I'm going to not listen to Immigrant, Brown
5 and Black communities as relates to the types of
6 access adoption of resources that they need to do
7 well.

8 But, to your point, historical and
9 systemic discrimination causes actors not to
10 always be conscious of the types of ways that
11 they're enacting discriminatory practices against
12 communities who are often at the margin. And so
13 for me, I'm always going to push for
14 intersectional discussion about discrimination.

15 And I would hope that this committee
16 would think about the literature and sociology in
17 queer and feminist studies that have gone at
18 length to talk about how discrimination is
19 enacted.

20 And how systems are so, it's like air
21 you breathe, that sometimes you don't even know
22 you're participating in it. And to only think

1 about digital redlining, and this is Dr. Wilson
2 saying it's not reflecting any organization. I
3 think it's limiting.

4 VICE CHAIR TURNER-LEE: Yes.

5 DR. WILSON: I'm going to say it just
6 like that. It is a limiting moment when we have
7 an opportunity to really address the digital
8 divide with a definition and statutory language
9 that can guide not only municipalities, but
10 community organizations into a fully equitable
11 automated age.

12 Not to be as exhaustive, I know this
13 my last one because I really get to those now is,
14 I think we do a disservice to communities when
15 we're not consistently trying to think about how
16 historic, to your point, creates these new types
17 of modalities.

18 And I will always tell the story of
19 libraries and funding because I'm going to say it
20 until someone gets it. When you think into and
21 Louis, I was going to call you Louis, but it is
22 Louis.

1 Okay, I love the mapping piece of
2 that. I, you know, the research of that just
3 gets me really excited about the data piece of
4 that.

5 But really looking at libraries and
6 poor Immigrant communities as anchors in how it's
7 not equally distributed when it comes to
8 resources and access.

9 VICE CHAIR TURNER-LEE: Right.

10 DR. WILSON: Not intentional
11 discrimination but yet it builds upon, like all
12 of the things you said earlier, Nicol. I'm done.
13 I appreciate this time.

14 VICE CHAIR TURNER-LEE: Yes.

15 DR. WILSON: And thank you.

16 VICE CHAIR TURNER-LEE: Well
17 Dr. Wilson, I would actually just say this as
18 you're, all the talking because I think for your
19 groups, that's a really important piece is the
20 way that the FCC has divided up these work
21 groups.

22 All of you have the opportunity to

1 define digital discrimination, but it also can be
2 defined in ways that we've heard so far. What is
3 explicit? What is implicit? Who plays a role?
4 Who's responsible?

5 We actually have thought for many,
6 many years in regulatory policy that it was just
7 the companies. Where's this new money being
8 shepherded through the States?

9 Are we going to see unequal
10 distribution of resources? Will we see that the
11 money will go to places where it's easier to
12 actually wire versus other places?

13 Will we find that we're going to err
14 towards many technologies to be the game changer,
15 basically run out of money if we do that. But
16 when we think creatively about who's at the table
17 and what technologies we're going to need to use.

18 For everybody that's on here, as this
19 committee thinks about it, I think Dr. Wilson
20 brings up the people side of this.
21 Discrimination back in the day came with
22 accommodation violations.

1 David Hall taught me all that I know
2 on civil rights law. Had a lot to do with us
3 having the right structure and framework to be
4 able to call it out and to keep people
5 accountable to it.

6 And so, the big task that people have
7 here is how do you comport accountability into
8 these models and how do you also reframe the
9 conversation.

10 So people also understand that even if
11 we solve digital discrimination on this
12 committee, we're not solving educational
13 disparities and the wealth gap. There is other
14 issues that have to be solved as a result of this
15 conversation. So just, I'd like --

16 DR. WILSON: Thank you. I double, I
17 say that moment for you. Thank you.

18 VICE CHAIR TURNER-LEE: But that, put
19 that into conversations. We'll take a couple
20 more questions and then I'm going to turn it back
21 over to our dear esteemed Chairwoman.

22 MS. HERNANDEZ-ULLOA: Okay. We have

1 two more left. First, Jill.

2 VICE CHAIR TURNER-LEE: Okay, Jill?

3 MS. HERNANDEZ-ULLOA: I'm here.

4 VICE CHAIR TURNER-LEE: Okay. I saw
5 you come up, and then, pop off.

6 MS. HERNANDEZ-ULLOA: Sorry. I just
7 want to say, Dr. Wilson, I love your
8 intersectional approach to fully equitable
9 resources and access. Like, amen. I'm with you.
10 I just --

11 For the record, want to get on the
12 record that, you know, when we think about
13 digital discrimination with a disability lens on
14 which is very intersectional, we think about, we
15 think about exclusion, you know, from
16 participating in the digital world because of
17 failure to design, to develop, to deploy digital
18 communications and tools with accessibility.

19 And so when we think about
20 accessibility, it's not just about access in the,
21 in the form of access, it's also in the form of
22 you know, content and participation that empowers

1 everybody, right?

2 So when COVID struck and we all went
3 remote and we took our conferences remote the way
4 Susan talked about, we, Disability:IN had to work
5 with intentionality to make sure that we were on
6 platforms that were inclusive of all people.

7 If you're blind and use screen reader
8 technology. If you're deaf and use sign language
9 interpreters or captioning, making sure that
10 people have access because accessibility is a
11 civil right. That's right. All people, every
12 walk of life, including people with disabilities.

13 VICE CHAIR TURNER-LEE: That's right.
14 That's right. I love that, Jill. Because I
15 think to your point, particularly, I think a lot
16 of people did not realize that with the pandemic
17 that when we went online for school, we actually
18 disserved a lot of our children who had limited
19 abilities that side, whether it was mental or
20 neurological or it was physical.

21 And we didn't, we wholesaled out these
22 solutions. And that actually wasn't working and

1 it wasn't working for us, our older folks who
2 actually intersect disabilities with age who had
3 to figure out ways to utilize telehealth. I love
4 that.

5 Please, groups, again, incorporate
6 that into your dialogue when you think about the
7 statute and the recommendations that we might put
8 into our policies as well as codes. All right.
9 Nicole Lazarre, the last person, and we wrap up.

10 MEMBER LAZARRE: Wow, I feel, I feel
11 privileged. Thank you very much, Nicol. So it's
12 Nicole with an E. And I agree with, you know,
13 everything that's been said from the last few
14 speakers.

15 In terms of what we're trying to
16 tackle, with respect to digital discrimination, I
17 think we want to be careful about laying on this
18 concept of digital discrimination on to digital
19 divide and digital, even digital redlining.

20 But I will say more so digital divide
21 because it leads us to a foregone conclusion that
22 certainly doesn't reflect my experiences with

1 digital discrimination as a woman of color and
2 overlooks many of the barriers to inclusive
3 development and inclusive infrastructure that can
4 impact the availability of broadband.

5 And it also, I think, doesn't look at
6 some of the regulatory hurdles to rapid
7 deployment in areas that are unserved and the
8 hurdles that the people at low income experience
9 just to qualifying for services, when the, when
10 the equation comes to affordability.

11 So I do want to lay that out as very
12 important. And, you know, some of the folks that
13 just spoke, Fallon, others, talked about access
14 to devices as being very important.

15 Community resources as being
16 important. You know, where those libraries get
17 built, where those, you know, advanced
18 educational programs, robotics, et cetera, get
19 deployed.

20 And I won't go into some of the stuff
21 that Dr. Wilson talked about. The decisions that
22 are being made on a daily basis that we don't

1 even know what factors are coming into those
2 algorithms. How they impact young women and men
3 of color.

4 So I think there's just a broader
5 perspective that we're really need to talk about
6 when we talk about digital discrimination, and if
7 that's not going to be the case, I think we'll
8 leave a lot on the table in terms of coming to
9 solutions.

10 VICE CHAIR TURNER-LEE: That's right.
11 And I love, Nicol, also what you said because you
12 triggered for me, as I wrap up my closing thought
13 here, that this is a complicated issue that will
14 require the time that you all have put in into
15 this challenge.

16 But also, I like think Louis also
17 reminded us something. We're here as
18 representative of the FCC. Right now, the FCC is
19 also charged with looking at the Universal
20 Service Fund and whether or not that's agile
21 enough to help us quell some of the blind spots
22 that may exist when it comes to affordability

1 challenges or we're building out, like Julie
2 said.

3 Rural or urban, or the extent to which
4 we're going to have a sustainable connectivity
5 fund when the money runs out. All of these
6 matter because these factors did not show up
7 overnight and I have to give credit where credit
8 is due.

9 My dear friend, Renee Cummings from
10 the University of Virginia used this term of
11 traumatized data where people of color have
12 become the data points for trying to figure out
13 ways to keep us, he once it was the back door
14 without creating an entryway in through the front
15 door.

16 So as you're working on this, I think
17 part of it is to help the Government, help the
18 country understand that this is not a standalone
19 problem.

20 But this is perhaps something that
21 needs to be addressed in the context of the
22 equity that we're trying to actually develop in

1 this country for all people, regardless of
2 ability, orientation, race, ethnicity.

3 And if you're part of the BBB club,
4 right? As Susan would say, is everybody. My Mom
5 was there. Everybody has been there. So we've
6 got to figure out ways to make this work in a way
7 that the Government actually takes that and runs
8 with it without imposing additional barriers to
9 solving it.

10 So I'll stop there. Thank you,
11 everybody. This was a really nice conversation.
12 We'll capture the notes, we'll get it out to the
13 working group chairs, but I'll hand it over to
14 our Chairwoman to wrap this up.

15 CHAIR GATE: Thank you, so much.
16 Thank you, Susan, and Nicol for leading this very
17 amazing discussion. Just to kind of highlight
18 some key points that I find, I found interesting.
19 With regards to the digital divide discussion, I
20 think somebody pointed out that it is, with us
21 staying within the framework of the
22 infrastructure bill.

1 It's just, it's important for us to
2 fully define what digital divide is before we
3 begin to go into digital discrimination. And I
4 believe that we were pointed to the Section 60302
5 of the infrastructure bill.

6 And that is the Digital Equity Act.
7 And the Digital Equity Act has some definitions
8 around what the components of digital inclusion
9 are.

10 So I think this was a very great
11 recommendation that, as working groups, we take a
12 look at the Digital Equity Act and the
13 definitions within that framework.

14 And also it is very interesting that
15 we talked about Doctor, Dr. Turner-Lee's recent
16 publication talking about the definition of the
17 broader scope of what digital divide is.

18 I think what was interesting in this
19 discussion is that the feedback on what digital
20 inclusion would stayed within the traditional
21 perspective of what the way we look at digital
22 divide, which was that when we talk about digital

1 divide, we need to consider that we need to
2 consider cost, affordability.

3 Digital literacy, digital literacy,
4 digital literacy came up multiple times. But
5 then there were also some interesting
6 perspectives on the importance of software.
7 Obviously, handing over a device without the
8 necessary applications for fully engaging
9 somebody is sort of meaningless, right?

10 And then, there was some talk about
11 privacy, storage, again digital literacy, and
12 then the importance of the type of device in
13 learning.

14 One of the biggest challenges that
15 when we distributed a device, of whether it's
16 mobile devices, there's this broad assumption
17 that it's problem solved.

18 Problem is when you have the
19 engineering students, probably the tablet's not
20 going to cut it. But so the type of device that
21 meets user's needs is essential to bridging the
22 digital divide.

1 Then there was some discussion about
2 the importance, although the word data came up,
3 didn't come up, I sort of understood that we made
4 data when there was a discussion about overlaying
5 speeds over costed demographics in order to
6 really understand what the digital divide looks
7 like.

8 And then there was a so we're then
9 moving on to Nicol's discussion. I'm very afraid
10 of this part, because I cannot articulate it as
11 eloquent as Nicol could do it.

12 But one thing is clear, is that we
13 need to be clear about what we mean by digital
14 discrimination when it comes to equal access to
15 broadband.

16 But the big question is digital
17 discrimination intentional? Or is it that
18 there's a disparate impact of some neutral
19 decision making?

20 And somebody else brought up the idea
21 of negligence. The idea that being neutral,
22 sometimes can be synonymous with being negligent.

1 And so, that was a line of discussion that the
2 working groups may be pursuing.

3 And then there was a discussion around
4 the issue of pitting urban versus rural when it
5 comes to the challenges of connectivity, and what
6 digital discrimination looks like in different
7 places.

8 And then there were several
9 discussions about around the challenge that we
10 will encounter, around the way some of equal
11 access is framed in the infrastructure bill,
12 particularly with regard to comparable speeds, as
13 this is something that has historically been very
14 vague.

15 And so, again, we go back to the
16 discussion of redlining, you know. The
17 red-lining is always sort of one of those things
18 that is very, that, that's, that results in some
19 sort of reaction. Right? Because redlining has
20 a very long historical perspective. And so, we
21 have to address those challenges.

22 And then, finally, there was

1 discussion about not conflating digital divide
2 with digital discrimination, because there are
3 other factors at play. And then, there are other
4 forms of discrimination that may not necessarily
5 fall within the scope of what we've been tasked
6 to do via the infrastructure bill.

7 But that, even if we're not addressing
8 it in the July 2020 deliverable to the FCC, that
9 it is equally important for us to consider these
10 other factors. And that's why we have numerous
11 workstreams, for all those other considerations
12 around what is digital discrimination.

13 And with that, as my fellow chair
14 said, we will compile these notes and share them
15 with working group leads to make sure that they
16 capture the input from their fellow working group
17 members.

18 On that note, I just want to, Jamila,
19 DFOs, see if there are any questions for the
20 public before we close this discussion?

21 MS. JOHNSON: I have, there are no
22 additional questions or comments from the public.

1 Thank you.

2 CHAIR GATE: Thank you.

3 MS. JOHNSON: Absolutely.

4 CHAIR GATE: Thank you, so much.

5 Well, this was a long day. I am extremely, I am
6 more excited than I was yesterday by the
7 engagement, and the level of excitement, and the
8 input, and the interactions between the working
9 groups.

10 I am very, very, very excited and
11 optimistic about our ability to deliver and move
12 them, do what moves the needle. And as I always
13 remind everybody, that I come across in these
14 meetings, is that keep your eye on the ball.

15 And the ball is the people that we're
16 here to represent. And so, on that note, I would
17 like again to thank my fellow co-chairs, Susan
18 and Nicol. You know how I feel about you and how
19 much respect I have for your work.

20 I'd like to thank our DFOs Jamila,
21 Keyla, and Rashann. You guys are rock stars.
22 And we apologize in advance for the things that

1 we put you through in the pursuit of these, this
2 work that we need to do.

3 And then I would like to express my
4 gratitude and appreciation for the working group
5 chairs, Robert, Dominique, and, Robert, Dominique
6 and Chris. Chris, oh, I love Chris.

7 VICE CHAIR TURNER-LEE: Do not forget
8 Chris, woman.

9 CHAIR GATE: I'm tired, Nichol. I'm
10 tired.

11 VICE CHAIR TURNER-LEE: I'll hear
12 about it later.

13 CHAIR GATE: I'd like to thank
14 everybody. And at this point, I would like to
15 open up to Susan, first, and Nicol for your
16 closing comments. And then, we'll hand it back
17 over to Jamila.

18 VICE CHAIR ALLEN: Thank you, Heather.
19 I think everything that needs to be said has been
20 said. I am full to the rim, full of information.
21 My head is full. My heart is full. I am
22 emotional about it. It is a highlight of 2022,

1 so far.

2 Thank you, so much for all your work.
3 Twenty four meetings in two months, and late
4 night emails. And Heather, thanks for taking my
5 late phone calls. And then, the help, I can't
6 get into my box. I reach out to my chairs it so,
7 help me get into the my box.

8 So we are revealing to all of you the
9 inner workings of the chairs, three women, the
10 three musketeers. Right? The three cats working
11 late at night. But we put it all because of all
12 of you.

13 And of course, we cannot have done
14 this without the energy and the care, loving
15 care, TLC of the indefatigable group from the FCC
16 DFO offices. Thank you, so much. I don't have
17 any of the words to tell you. Except, thank you,
18 thank you, thank you.

19 VICE CHAIR TURNER-LEE: Well, I would
20 just say this, I just saw Antonio Tijerino's
21 comment that his head was about to explode.
22 Imagine trying to have all these meetings, and

1 calls, and trying to finish up your book. Your
2 head's going to really explode.

3 But I have to say, thank you, to
4 everybody because I think this is such an
5 important issue. Obviously, we want to give you
6 back some of your time because every minute
7 counts.

8 But more importantly, I think you're
9 on a great pathway. I'm probably one of the
10 older members of this committee under, I served
11 under about two to three Chairmen over a decade.

12 And this has been the most impactful,
13 these last few years, under former Chairwoman
14 Anna Gomez and others, just sort of moving the
15 needle on this committee.

16 So thank you to our DFOs for putting
17 up with us. Thank you to our Working Group
18 Chairs for putting up with us. Thank you to the
19 Commission for trusting us.

20 And thank you to everybody who
21 participated from the public for seeing what this
22 committee is poised to do. So it just gets

1 harder, not easier, but the outcome will be
2 great.

3 MS. JOHNSON: Wow, well, thank you
4 all. We've had and heard some powerful
5 conversations today. And we are so fortunate to
6 have so many passionate, talented professionals
7 joining with the FCC as we embark on this once in
8 a lifetime exercise, as the Chairwoman designated
9 it.

10 So we've all learned a lot about the
11 planned work of the three working groups. And as
12 you've heard, we expect to present final
13 recommendations in July of this year.

14 However, in the meantime, please watch
15 this space for announcements and activities from
16 the CEDC. A recording of this meeting will be
17 available online in a few days.

18 Please visit our website at
19 [www.fcc.gov/communications-equity-and-diversity-](http://www.fcc.gov/communications-equity-and-diversity-council)
20 [council](http://www.fcc.gov/communications-equity-and-diversity-council). And we want to thank Heather, and
21 Nichol, and Susan, Robert, Chris, and Dominique,
22 and all the leads, and the co-leads for their

1 effort in getting to today's meeting.

2 My personal thanks and appreciation
3 goes out to my colleagues for Rashann and Keyla,
4 for all of the maneuvering behind the scenes that
5 you all don't see and you're not aware of.

6 But thank you to my colleagues at the
7 FCC and thanks to everyone for your participation
8 in today's meeting. I think we did a lot of good
9 today. Thank you, Heather?

10 CHAIR GATE: Thank you. Thank you, so
11 much. And at this note, I'd like to officially
12 call the end of this meeting. Thank you, so
13 much. I hope you have a great, great evening.
14 Get some rest. And tomorrow we'll get back to
15 our meetings.

16 (Whereupon, the above-entitled matter
17 went off the record at 4:00 p.m.)
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