

UNITED STATES OF AMERICA
FEDERAL COMMUNICATIONS COMMISSION

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ADVISORY COMMITTEE ON DIVERSITY
AND DIGITAL EMPOWERMENT

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MEETING

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THURSDAY
FEBRUARY 11, 2021

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

COMMISSIONERS PRESENT:

JESSICA ROSENWORCEL, Acting Chairwoman

BRENDAN CARR, Commissioner

GEOFFREY STARKS, Commissioner

NATHAN SIMINGTON, Commissioner

MICHELLE CAREY, Media Bureau Chief

COMMITTEE MEMBERS PRESENT:**ANNA M. GOMEZ, Committee Chair****HEATHER GATE, Vice Chair****SUSAN AU ALLEN, US Pan Asian American Chamber
of Commerce Education Foundation****CAROLINE BEASLEY, Beasley Media Group, LLC****SINDY BENAVIDES, League of United Latin American
Citizens****LAURA BERROCAL, Charter Communications****SHERRIE BLAKENEY, T-Mobile USA****RUDY BRIOCHE, Comcast Corporation****HARIN J. CONTRACTOR, Joint Center for Political
and Economic Studies****SKIP DILLARD, WBLS/WLIB, Emmis Communications****DEBORAH A. ELAM, Corporate Playbook Consulting,
LLC****MAURITA COLEY FLIPPIN, ESQ., Multicultural Media,
Telecom and Internet Council****DOMINIQUE HARRISON, Ph.D., Joint Center****RASHIDI HENDRIX, Metallic Entertainment****DAVID HONIG, JulGlo Productions, LLC****RONALD JOHNSON, Ph.D., Wireless Infrastructure
Association****NICOL TURNER-LEE, Ph.D., Center for Technology
Innovation -- Governance Studies Program,
Brookings Institution****ROY E. LITLAND, Verizon****DUJUAN A. MCCOY, Circle City Broadcasting I, LLC****ROSA MENDOZA DAVILA, ALLvanza****HENRY M. RIVERA, Emma Bowen Foundation****STEVEN ROBERTS, The Roberts Companies****BRIAN SCARPELLI, ACT/The App Association****NIMISHA SHUKLA, M.D., NJ Broadcasting LLC/South
Asian Broadcasting****S. JENELL TRIGG, ESQ., Representing Wireless
Internet Service Provider Association****JAMES WINSTON, National Association of Black
Owned Broadcasters****CHRISTOPHER WOOD, LGBT Technology Partnership &
Institute**

COMMISSION STAFF:

JAMILA-BESS JOHNSON, Designated Federal Officer

JULIE SAULNIER, Deputy Designated Federal Officer

JAMILE KADRE, Deputy Designated Federal Officer

SARAH WHITESELL, Deputy Chief in Media Bureau

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

2 10:00 a.m.

3 MS. CAREY: Good morning, welcome to
4 the February 11, 2021 meeting of the FCC's
5 Advisory Committee on Diversity and Digital
6 Empowerment.

7 It is good to see all of you again.
8 Today is a meeting with several firsts. It is,
9 of course, the first meeting of the full
10 Committee this year, 2021.

11 It is the first meeting under the
12 administration of acting Chairman Jessica
13 Rosenworcel. Welcome, Chairwoman Rosenworcel.
14 And finally, it is the first time that the ACDDE
15 has been joined by all sitting Commissioners.

16 As you know, this morning you will
17 hear from all four of our Commissioners. That is
18 truly a testament to the importance of this
19 Committee and our gratitude for all of your hard
20 work.

21 We continue to be astounded by all you
22 have accomplished and in all you continue to

1 accomplish. In this regard, I want to thank Anna
2 Gomez, Chair of the Committee, and Heather Gate,
3 Vice Chair of the Committee. You have truly done
4 a phenomenal job of steering the Committee in
5 such challenging times.

6 I know we have a very packed agenda so
7 without further ado, I would like to welcome
8 Chairwoman Jessica Rosenworcel, who has some
9 opening remarks.

10 ACTING CHAIRWOMAN ROSENWORCEL: Thank
11 you so much, Michelle.

12 Good morning to everyone, it's great
13 to be here virtually with the FCC's Advisory
14 Committee for Diversity and Digital Empowerment,
15 aka the ACDDE, which is honestly still a
16 mouthful.

17 Now this is your first meeting of the
18 year and as you can see by my presence, that's
19 not the only new thing around here. We have a
20 new operation with some new folks and some new
21 thinking and some new priorities.

22 And case in point, one of my first

1 acts as Acting Chairwoman was to elevate D'wana
2 Terry, who heads our office of workplace
3 diversity, and Sanford Williams, who runs our
4 Office of Communications Business Opportunities
5 to posts as Special Advisors to my office.

6 Now I believe we should prioritize
7 diversity and expanded opportunity, not just
8 because it's the right thing to do but because
9 it's the smart thing to do.

10 You know what holds back innovation in
11 our country? It's not lack of talent, it's lack
12 of opportunity. Studies show it.

13 They also show that when young
14 children exceed in math, what plays a major
15 factor in whether or not they go on to become an
16 inventor is their family's income bracket, their
17 gender, and their race.

18 So my guess is that doesn't surprise
19 a single person in this audience. But one
20 finding from a team of academic and government
21 researchers led by Professor Raj Chetty may grab
22 your attention.

1 According to their research,
2 innovation in the United States would quadruple
3 if women, minorities, and children from
4 low-income households became inventors at the
5 same rate as men from high-income families.

6 You heard me right. Quadruple. They
7 call this the lost Einsteins phenomenon. To put
8 it another way, you don't have to be an Einstein
9 to know that availability and equality of
10 opportunity is holding us back in a big way.

11 There's another key finding from this
12 research that I found particularly relevant to
13 this group. They looked at the women and African
14 Americans and Hispanic Americans who defied the
15 odds.

16 What they found that exposure to
17 inventors and entrepreneurs had a huge impact.
18 In other words, if you can see it, you can be it.
19 I believe it. I know how much it matters in my
20 own professional life.

21 I also know that for all of us to see
22 a little more clearly, we need to promote

1 mentoring programs and internships and
2 networking. We need everyone to bring someone
3 else who may not be just like them to the table.

4 And in the spirit of Shirley Chisholm,
5 if they don't make a seat at the table, bring a
6 folding chair.

7 Now these are the kinds of things this
8 Advisory Committee Committee is all about. It's
9 what you have been working on, it's what I want
10 to encourage you to keep at.

11 And if this pandemic, politics and all
12 of it, hasn't worn you out, then know you have my
13 support to keep it up. Not only that, you can
14 step it up because I will make sure you have
15 whatever Agency resources you need to do so.

16 Now this Committee is charged with
17 providing recommendations to ensure that
18 disadvantaged communities are not denied the wide
19 range of opportunities made possible by
20 next-generation networks.

21 And I know you've worked on adoption
22 issues, including last year's workshop on the

1 role of libraries in adoption and literacy. But
2 nothing has shined a light on the challenges
3 brought by the lack of broadband like this
4 pandemic.

5 It has revealed hard truths about the
6 digital divide, the homework gap, and the
7 consequences that come from being disconnected.
8 Because those who cannot connect are denied,
9 denied access to education, jobs, healthcare, and
10 opportunity. We need to fix that.

11 The good news is that we have some
12 initiatives underway that can truly help. This
13 Agency is looking at how to close the homework
14 gap, seeking comment on how to update the E-rate
15 program so no student without high-speed service
16 at home has to sit in front of a fast-food
17 restaurant just to do their nightly schoolwork or
18 go to online class.

19 Congress, too, has taken note of this
20 crisis and is working on new legislation right
21 now in the form of the homework gap and also, it
22 has passed legislation with the emergency

1 broadband benefit.

2 And this new \$3.2 billion program will
3 provide substantial discounts to help low-income
4 households get online. We are right now getting
5 it up and running but programs like these are
6 most successful when we get the word out.

7 So today, and you're hearing it here
8 first, we are establishing a website where
9 stakeholders can go to register their interest in
10 helping to promote this new emergency broadband
11 benefit.

12 So sign up at FCC.gov/broadbandbenefit
13 because we all have a part to play in this effort
14 and I hope every one of you will join us as we
15 seek to raise awareness about this opportunity to
16 get more of us connected.

17 But for now, I'm going to stop talking
18 so you can get to work. But before I sign off,
19 there are a number of people I want to thank:
20 first, a big thank you to the ACDDE Chair, Anna
21 Gomez, and Vice Chair, Heather Gate, for their
22 leadership.

1 Thank you also to our Working Group
2 leaders, Caroline Beasley, Rudy Brioche, and the
3 doctor in the house, Dr. Nicole Turner Lee.

4 I also want to thank the FCC's Media
5 Bureau Staff who have contributed to this event
6 and the work of this Committee, and in
7 particular, Michelle Carey, Sarah Whitesell, and
8 Brandon Holland.

9 And special thanks go to Jamila-Bess
10 Johnson, Julie Saulnier, and Jamile Kadre for
11 their service as Designated Federal Officers for
12 this Committee.

13 Another thank you is to Jeff Riordan
14 and the Commission's AV team for the epic work
15 they do behind the scenes so we can all meet
16 virtually.

17 But above all, thank you to all of you
18 for volunteering to be part of this effort. I
19 know how valuable your time and energy is, and I
20 am grateful that you are spending it in support
21 of this Committee.

22 Thank you, again. Now let's get to

1 work.

2 MS. CAREY: Thank you very much,
3 Acting Chairwoman Rosenworcel. Next on the
4 agenda is Commissioner Starks. Commissioner
5 Starks, have you joined us?

6 COMMISSIONER STARKS: I have joined.

7 MS. CAREY: Wonderful.

8 COMMISSIONER STARKS: Thank you so
9 much for letting me participate here.

10 It is always good to be in
11 conversation with you all and truly being able to
12 talk to this distinguished Advisory Committee
13 again on Diversity and Digital Empowerment.

14 These are issues that I deeply believe
15 in, continue to push for and advocate for, and I
16 deeply appreciate how you all continue and
17 amplify the necessary work to spotlight many of
18 the issues, significant issues, before the
19 Commission and that includes empowering
20 disadvantaged communities to fully participate in
21 the digital space, accelerating the diversity of
22 ownership participating in the media space, and

1 of course, increasing opportunities for people of
2 color and women in this space.

3 And so continue on your service, your
4 contributions, and it really does inform and add
5 value to my work and the work of the Commission.
6 So thank you and keep on.

7 And so at the risk of obviously
8 stating the obvious, we continue to be in a
9 historical inflection point on so many fronts.
10 And at the same time, we are starting Year 2 of
11 our battle with the COVID-19 pandemic.

12 We are, of course, enduring the
13 lingering effects of an economic crisis that has
14 laid bare widespread job losses, food insecurity,
15 the inability to cover costs of housing, and of
16 course a persistent lack of universal broadband
17 access.

18 And just as inflection points in
19 history bring challenges, they also of course
20 bring opportunity. And so here we are at a new
21 beginning, a new administration, new
22 opportunities to make progress on issues for

1 which the needle in many ways has not moved in
2 some time. And despite their importance, despite
3 the regulatory and statutory mandates to address
4 them.

5 And so of course what I'm specifically
6 talking about as well is the Commission's
7 responsibility to promote and ensure diversity in
8 the media, ownership, management, and employment
9 space, something that we've all been focused on
10 here for some time.

11 And as a Commissioner, I've spent a
12 lot of time thinking about how to advance
13 diversity. The media industry and the FCC, I
14 deeply believe, must make sure that every aspect
15 of this industry, from who owns a license to who
16 sits in front of the camera, must reflect better
17 our diversity.

18 And so to be even more clear, we must
19 do that better job in fulfilling the Commission's
20 obligations to promote ownership, participation
21 by women and people of color.

22 And why is this? Rhetorically asked,

1 of course, because what we see and hear and who
2 we see and hear it from impacts the way we view
3 our world, our society, and ourselves.

4 I want my young daughter and son to
5 see and hear the content that speaks to them in a
6 personal way, delivered by people and viewpoints
7 that reflect and inform diversity of America.

8 And so to achieve that, we're going to
9 have to double down on finding effective ways to
10 improve ownership and employment diversity. And
11 these are not far-off concepts.

12 Recent stories in the new highlight
13 the importance of this Committee's continued hard
14 work to foster diversity in the media and tech
15 space. The one recent investigation highlighted
16 allegations that a major television broadcaster
17 had cultivated a hostile work environment that
18 included bullying female managers and blocking
19 efforts to hire and retain black journalists.

20 Even closer to home for me personally
21 in December, the Kansas City Star went as far as
22 issuing an apology acknowledging that over the

1 decades, through its news covering the paper had,
2 quote, disenfranchised, ignored, and scorned
3 generations of black Kansas citizens, close
4 quote, and, quote, robbed an entire community of
5 opportunity, dignity, justice, and recognition,
6 close quote.

7 Other papers, including the LA Times,
8 have made similar public apologies. So there's
9 clearly still hard work for us to do to ensure
10 owners and employers at media companies look like
11 and serve their communities.

12 And so the bottom line is we should
13 continue, we must continue to find innovative
14 ways to diversify ownership, open up employment
15 opportunities for those currently
16 underrepresented in the industry.

17 And so unfortunately, the mantra of
18 COVID-19 to divide likely will make this harder,
19 not easier, in the short term. People of color
20 have traditionally had less access to capital, to
21 opportunity, which accounts for some of this
22 disparity.

1 And we know that businesses owned by
2 people of color have been hit hardest during the
3 pandemic.

4 One study shows African American
5 businesses were particularly hit hard,
6 experiencing a 41 percent drop in business
7 activity, Latinx businesses down by 32 percent,
8 Asian-owned businesses dropped by 26 percent.

9 And so these are some of the small
10 businesses, of course, that also make up the
11 ecosystem for advertising. The point is that
12 these numbers are going to reverberate throughout
13 our community.

14 And so looking forward, we should keep
15 in mind that this crisis has brought unparalleled
16 opportunity to focus our efforts on issues of
17 fundamental fairness, equity as we rebuild our
18 economy, rebuild our workforce.

19 And empowering small and minority-
20 owned businesses is part of that equation, and of
21 course, the work by broadcasters is a key part of
22 that equation.

1 And that's one of the things that I
2 love about this space, it gives us that
3 opportunity to be innovative, solve the
4 complexity problems, and imagine and create the
5 world that currently doesn't exist.

6 And so let me close, of course, by
7 again thanking you all for your engagement with
8 the Commission on these issues, I deeply
9 appreciate your hard work and the opportunity to
10 join with you here today, and of course,
11 everyone, please stay safe and stay healthy.

12 Thanks, Michelle.

13 MS. CAREY: Thank you very much,
14 Commissioner Starks. Next we will hear from
15 Commissioner Simington.

16 COMMISSIONER SIMINGTON: Thank you
17 very much, I'm delighted to be here and to have
18 the opportunity to speak today at my first
19 meeting of the ACDDE.

20 We are now midway through its second
21 term, and I look forward to lending my voice
22 through the charter this year.

1 Four years on, it's clear that former
2 Chairman Pai's vision informing this Committee
3 was thoughtful and valuable, and my thanks to him
4 for taking the initiative in doing so.

5 The work that the ACDDE does to
6 empower disadvantaged communities and accelerate
7 women and minority small business ownership in
8 the telecommunications sector is vitally
9 important.

10 Already in my short tenure as
11 Commissioner, I've been heartened to see the
12 breadth of the Commission's efforts to unleash
13 the promise of both advanced communications and
14 more traditional media for this purpose.

15 I recognize the importance and
16 difficulty of the work in expanding not just
17 access to telecommunication services to every
18 American consumer, but in expanding the franchise
19 of women and minorities in the telecommunications
20 and technology sector.

21 I view the FCC as playing an
22 indispensable role in this. When the Commission

1 was initially created, media ownership
2 concentration rules reflected the view that
3 diversity of viewpoints was critical to an
4 informed and engaged citizenry.

5 And so public interest demanded that
6 diversity of viewpoints be protected, and the
7 Commission has worked hard to accomplish that
8 goal throughout its existence.

9 Later and to the FCC's credit, the
10 ambit of viewpoint diversity was expanded to
11 incorporate a diversity of lived experiences,
12 recognizing that for so many in the United
13 States, opportunity to compete on equal footing
14 in telecommunications work or telecommunications
15 business ownership was foreclosed.

16 A healthy citizenry is not just
17 informed by different influential points of view
18 but also by a multiplicity of lived perspectives.
19 And our mission as an Agency does and must
20 reflect that fact.

21 Former Chairman Wheeler was noted for
22 favoring the phrase, where you stand depends on

1 where you sit. I submit that for some, it has
2 been standing-room-only because they were not
3 offered a seat.

4 We must endeavor, however we can, to
5 make it right. The FCC, through the ACDDE, has
6 made important strides in this area, which I'll
7 take a moment to acknowledge.

8 Initiatives under the current ACDDE
9 charter include working with libraries, academic
10 institutions and society groups to highlight and
11 address the acquisition of digital skills in
12 underserved communities, examining how best to
13 expand inclusion in the digital space, and how to
14 partner with public and private institutions to
15 support and foster digital literacy.

16 Also working with technology suppliers
17 and investors to encourage access to economic
18 opportunity available in the technology sector by
19 means of supporting alternative access to capital
20 and providing thought leadership on mitigating
21 the negative effects of COVID-19 on
22 telecommunications businesses owned and operated

1 by members of communities of color.

2 It's examined access to capital for
3 small and diverse broadcasters and partnered with
4 lenders to share methods for obtaining financing
5 for broadcast station transactions and hosted
6 efforts to present on the possibility of a new
7 tax certificate policy to increase broadcast
8 ownership diversity.

9 And furthermore, it has provided
10 information and resources on obtaining employment
11 in the tech sector to diverse high school and
12 college students, as well as to key influencers,
13 such as guidance counselors, placement officers,
14 and parents.

15 The phrase now more than ever is a bit
16 of a cliché, but the current moment requires it.
17 The work of the ACDDE, now more than ever, is
18 critical.

19 Communities of color are hardest hit
20 by the pandemic and connectivity during the era
21 of social distance, when so many of the places
22 where we live and work are closed, is an issue

1 that sometimes amounts to life or death.

2 The FCC must continue to work to
3 advance its mission and during this moment, must
4 be mindful of how that mission impacts those who
5 are most vulnerable and in the greatest need of
6 assistance.

7 That is what the Commission has been
8 doing, and I pledge to do everything I can to
9 help it do more. I'm delighted to have been
10 invited to participate, and thank you to all of
11 you who have worked hard to make this event
12 happen.

13 MS. CAREY: Thank you very much,
14 Commissioner Simington. Next I'd like to turn
15 things over to the three Js.

16 As you know, we have phenomenal DFOs
17 and Deputy DFOs so I'd like to introduce Jamila-
18 Bess Johnson, Julie Saulnier, and Jamile Kadre.
19 But I will first turn it over to Jamila-Bess
20 Johnson. Thank you, Jamila.

21 MS. JOHNSON: Thank you, Michelle, and
22 good morning. Good morning, Acting Chairwoman

1 Rosenworcel, Commissioner Starks and Commissioner
2 Simington.

3 Thank you so much for spending time
4 with us this morning and getting us off to a good
5 start. I want to thank also everyone who's
6 tuning into today to join us for this meeting,
7 especially the ACDDE members and Working Group
8 members.

9 It seems as though we just met in
10 September just a short while ago, but I think as
11 everyone will hear later today when you all
12 deliver your reports, you all have packed in a
13 lot of punch into your work, into your
14 objectives, and into your going-forward mission.

15 So we want to thank you for that. I
16 don't think people really realize when we're in a
17 forum like this what goes into your work, but let
18 me assure you that many of our Working Groups and
19 our subgroups meet weekly -- weekly -- and many
20 of our groups meet biweekly.

21 So this is not just a meeting where we
22 do our work here, this work is ongoing, it's

1 deliberate, and it's conscientious. And I want
2 to extend my personal gratitude to all of you who
3 put in the sweat equity to produce the kind of
4 stellar results that you all are going to hear
5 more about later today.

6 And with that, I turn it over to our
7 Deputy Designated Federal Officer Julie Saulnier
8 for her welcome remarks. Julie?

9 MS. SAULNIER: Good morning, everyone,
10 and I'd also like to thank our acting Chair,
11 Commissioners, and our Media Bureau Chief
12 Michelle Carey.

13 And I'd like to welcome our brand-new
14 members who will be introduced more formally
15 later on but welcome to our work, you're in for a
16 great ride.

17 I'd also like to thank all of you who
18 have worked so hard on the various symposia,
19 summits, showcases, and many other events that
20 we'll be hearing about today. Once again, I find
21 I'm thanking you for your past work, but I'm also
22 awed by all that you still plan to do.

1 I so enjoy working with you and seeing
2 your spirit of camaraderie and devotion to your
3 mission every day, godspeed to you all for
4 today's presentations and discussions and the
5 work we have before us for the next four months.

6 Thank you.

7 MS. JOHNSON: Thank you, Julie, thank
8 you very much. And now we'll hear from our
9 Deputy Designated Federal Officer Jamile Kadre;
10 Jamile?

11 MS. KADRE: Morning, everyone, I would
12 like to echo first the welcome from my colleagues
13 and a thank you to Acting Chairwoman Rosenworcel
14 and Commissioner Starks and Commissioner
15 Simington. We are delighted to have you here
16 today and to see your commitment to the work the
17 Committee is doing. And of course, I want to
18 honor our Committee Members' just true dedication
19 to everything they've been doing.

20 As the Acting Chairwoman noted, this
21 time has really underlined the importance of the
22 work that you are doing, and despite the

1 challenges of the time you really continue to
2 meet the moment.

3 As Julie said, you've already done so,
4 so much, from the events that you've had to the
5 work behind the scenes that you've been doing,
6 your research and just everything. I want to
7 thank you, and it's been a true honor to be
8 working with you through this time.

9 And I also want to -- I'm very excited
10 to have the other Working Groups see what you've
11 all been doing individually and for you to be
12 able to share with the public tuning in today
13 everything that you have done.

14 So with special thanks also to our
15 Chair and our Vice Chair and our Working Group
16 Chairs, but truly none of this could happen
17 without the effort of every single member of the
18 Committee, so thank you.

19 MS. JOHNSON: Thank you so much,
20 Jamile. And now we're going to turn the meeting
21 over to our tireless Chair and Vice Chair, Anna
22 Gomez and Heather Gate.

1 They are leaders not in name only.
2 Anna and Heather attend Working Group meetings
3 and subgroup meetings, and their sweat equity
4 shows up in all that this Committee produces as
5 well.

6 So on behalf of everyone at the FCC
7 and at the Committee, we thank Anna and Heather
8 for their dedication. So thank you; Anna, over
9 to you.

10 CHAIR GOMEZ: Thank you, Jamila, and
11 thank you to Chairwoman Rosenworcel and
12 Commissioner Starks and Simington and Michelle
13 Carey for joining us today and giving us your
14 remarks.

15 I'd like to thank all of you for
16 highlighting the importance of the work the ACDDE
17 is doing. Your support for the ACDDE and its
18 mission is noted and much appreciated.

19 This is our third full ACDDE meeting
20 during the pandemic and like many other
21 Americans, we continue to work, study, and play
22 remotely. And we're lucky because we have access

1 to broadband that enables us to have our meetings
2 with the Working Groups, meet with the
3 stakeholders, meet with the experts.

4 But we are motivated by the knowledge
5 that many people, especially people of color, do
6 not have that same access. And we are motivated
7 by the goal of ensuring a diversity of voices in
8 tech and broadcasting.

9 The ACDDE Working Groups have really
10 pushed the pedal to the metal as we round our
11 final lap in this ACDDE's chapter. Your Working
12 Groups will give you a summary of the work they
13 have done since our last meeting, as well as
14 plans for finalizing their work products.

15 I cannot thank enough our Working
16 Group Chairs, Caroline Beasley, Rudy Brioche, Dr.
17 Nicole Turner Lee, for their leadership as well
18 as the subgroup leaders for all their work to get
19 us to this point.

20 And much as Michelle said, I thank the
21 intrepid three Js -- Jamila-Bess Johnson, Jamile
22 Kadre, and Julie Saulnier. And you are the glue

1 that holds this Committee together.

2 Now I would like to turn this over to
3 the amazing Vice Chair of this Committee, Heather
4 Gate.

5 VICE CHAIR GATE: Thank you, Madam
6 Chair. I'd like to begin by thanking Acting
7 Chairwoman Rosenworcel, Commissioner Starks, and
8 Commissioner Simington for joining us today, and
9 just recognizing the importance of the ACDDE.

10 I'd also like to thank Michelle Carey
11 for opening us up, opening the meeting. I'd like
12 to thank our Designated Federal Officers, the
13 three Js, and also fellow Committee Members,
14 other Commission Staff, and members of the
15 public.

16 Thank you again for joining us today
17 during this penultimate meeting of the full
18 Committee, with our final meeting scheduled on
19 June 24th.

20 We happen to have this meeting during
21 a pivotal week for telecommunications as we
22 celebrate the 25th anniversary of the signing of

1 the Telecommunications Act of 1996, which
2 launched an era of broadband advancement and
3 digital inclusion.

4 And during the time of the signing,
5 this act was described as revolutionary and
6 enabling, that act, an age of possibility in
7 America to expand to include more Americans.

8 And indeed, we have made tremendous
9 strides since then. We have seen the best of
10 human ingenuity, economic opportunity, education,
11 a better quality of life.

12 At the same time along that way, we
13 have also recognized the existence of a
14 persistent digital divide, and the importance of
15 focused policy and programmatic interventions
16 that allow us to bridge that digital divide.
17 And this digital divide is further exacerbated by
18 the pandemic of the past year.

19 Diverse committees, such as this
20 ACDDE, play such a pivotal role in ensuring that
21 historically disenfranchised communities,
22 low-income communities, women, the LGBTQ

1 community and other minority groups are
2 represented in policy decisions and priorities
3 that these groups often sometimes find themselves
4 on the wrong side of the digital divide with
5 limited opportunities to join and advance in
6 technology and the communication sector.

7 As Chairwoman Rosenworcel stated, the
8 lack of diversity is a barrier to innovation and
9 we have data that shows that.

10 So today, our Working Groups will talk
11 about their milestones over the last five months
12 and the roads to delivery of our final
13 recommendations into reports to the FCC in June.

14 This Committee in partnership with FCC
15 and other organizations have brought together a
16 diverse group of subject-matter experts and
17 members of the public to examine broadband
18 adoption challenges, particularly for libraries
19 and community anchor institutions, and basic
20 practices that could make us even more effective
21 and better at bridging the digital divide.

22 And we've also explored opportunities

1 for moving the needle for diverse and women-owned
2 businesses to help diversify the tech and the
3 communications sector.

4 Again, as Chairwoman Rosenworcel said,
5 exposure to inventors and entrepreneurs is great
6 for children, and just a month ago, we had a
7 great symposium where we brought together high
8 school and college students to listen and learn
9 from people and entrepreneurs and leaders in the
10 tech sector.

11 So I would like to end my comments by
12 again thanking the Committee Members led by the
13 Subgroup Chairs and the Working Group Chairs who
14 have done tremendous work in putting together all
15 these discussions over the past year.

16 I look forward to you all learning
17 about all the amazing work that they have done
18 and what they will be delivering in June. So
19 again, thank you all for joining us today.

20 So I'd like to hand it over back to
21 Anna and say let's get to work.

22 CHAIR GOMEZ: Thank you, Heather. As

1 always, you provide such wonderful substance and
2 expertise to this Committee.

3 I see that Commissioner Carr has
4 joined us so I'd like to turn it over to him to
5 give us a few remarks. Thank you, Commissioner
6 Carr.

7 COMMISSIONER CARR: Well thank you so
8 much to this distinguished group for the chance
9 to say hello and really, first and foremost,
10 express my personal gratitude for your
11 contributions. I've gotten to know a lot of you
12 over the years in my time at the Commission,
13 before my time at the Commission as well.

14 And I know that you all are going to
15 put together some really fantastic
16 recommendations so we can continue to make
17 progress on what are some of the most critical
18 issues we face at the FCC?

19 As always, I want to thank you for
20 doing this outside of your normal jobs and
21 obligations you have, particularly in this
22 pandemic time that we're in.

1 Everybody has so much going on,
2 whether it's taking care of kids, parents,
3 checking up on neighbors.

4 So there's so much going on in our
5 lives, the fact that you all are taking this
6 added responsibility to me speaks volumes to how
7 important it is that we make progress on these
8 issues.

9 Because I think all of us know from
10 our own personal lives the power of a connection
11 and how everywhere in this country there is so
12 much potential. And increasingly, you have to be
13 online to truly realize that potential.

14 I saw this for myself, I was down at
15 the Mescalero Apache Reservation in New Mexico
16 and went to the Mescalero Apache School and met a
17 young woman there named Lana.

18 And she was in the school's STEM
19 program and they have a robust, thriving STEM
20 education program right there at the Mescalero
21 Apache School, thanks to an Internet connection
22 that brings that opportunity there.

1 And she showed me a robot that she had
2 already coded, and it was just a phenomenal
3 experience. You take someone like that with an
4 Internet connection, introduce them to the STEM
5 field and the possibilities at that point are
6 then endless.

7 And so for me, that's one of the most
8 important jobs we have at the Commission. How do
9 we make sure that everyone in this country has a
10 connection?

11 How do we make sure that it's
12 accessible once that connection is there so that
13 everyone can actually get online and use the
14 Internet. And that's got to be one of our more
15 important goals. Thankfully, I think it's one we
16 all agree on, it's a bipartisan goal, and I look
17 forward to the recommendations you all will make
18 so that we can keep making progress on that.

19 So thank you again for all the work
20 that you're doing on this Committee, I really
21 appreciate it.

22 CHAIR GOMEZ: Thank you, Commissioner

1 Carr, we appreciate your support as well. With
2 that, I will formally call this meeting to order.

3 So first, we will take our roll call.
4 As I call your name, please unmute yourself and
5 let us know that you're on.

6 Raúl Alarcón? Susan Allen?

7 MS. ALLEN: Present.

8 CHAIR GOMEZ: Laura Berrocal?

9 MS. BERROCAL: Present.

10 CHAIR GOMEZ: Caroline Beasley?

11 MS. BEASLEY: Here.

12 CHAIR GOMEZ: Sindy Benavides? Sindy,
13 I know you're on. Shellie Blakeney?

14 MS. BLAKENEY: Present.

15 CHAIR GOMEZ: Maria Brennan? Rudy
16 Brioche?

17 MR. BRIOCHE: Present.

18 CHAIR GOMEZ: Harin Contractor?

19 MR. CONTRACTOR: I'm right here.

20 CHAIR GOMEZ: Skip Dillard?

21 MR. DILLARD: I'm present.

22 CHAIR GOMEZ: Michelle Duke? Deborah

1 Elam?

2 MS. ELAM: I'm here. Good morning.

3 CHAIR GOMEZ: Good morning. Maurita

4 Coley?

5 MS. COLEY: Good morning, present.

6 CHAIR GOMEZ: Dr. Dominique Harrison?

7 Choctaw Rashidi Hendrix?

8 MR. HENDRIX: Present.

9 CHAIR GOMEZ: David Honig? I know
10 he's on the phone.

11 MR. HONIG: Here.

12 CHAIR GOMEZ: Hi, David.

13 MR. HONIG: Hello.

14 CHAIR GOMEZ: Dr. Ron Johnson?

15 DR. JOHNSON: Present.

16 CHAIR GOMEZ: Sherman Kizart? Roy

17 Litland?

18 MR. LITLAND: Present.

19 CHAIR GOMEZ: DuJuan McCoy?

20 MR. MCCOY: Present.

21 CHAIR GOMEZ: Sean Perryman? Henry

22 Rivera?

1 MR. RIVERA: I'm here.

2 CHAIR GOMEZ: Steve Roberts?

3 MR. ROBERTS: Good morning, present.

4 CHAIR GOMEZ: Brian Scarpelli?

5 MR. SCARPELLI: I'm here, good

6 morning, hi.

7 CHAIR GOMEZ: Good morning. Nimisha

8 Shukla? Dr. Shukla? S. Jenell Trigg?

9 MS. TRIGG: Good morning, present.

10 CHAIR GOMEZ: Good morning. Dr.

11 Nicole Turner Lee?

12 DR. TURNER LEE: Present.

13 CHAIR GOMEZ: James Winston?

14 MR. WINSTON: Present, good morning.

15 CHAIR GOMEZ: Chris Wood?

16 MR. WOOD: Good morning, present.

17 CHAIR GOMEZ: I've got our Working

18 Group members as well. One of our new members,

19 Robert Brooks?

20 MR. BROOKS: Present.

21 CHAIR GOMEZ: Welcome. Milton

22 Clipper?

1 MR. CLIPPER: Good morning, present.

2 CHAIR GOMEZ: Good morning. Rose
3 Mendoza Davila?

4 MS. MENDOZA DAVILA: Here.

5 CHAIR GOMEZ: Cecelia Gordon? Cecelia
6 is also one of our new members. Garrett --

7 MS. JOHNSON: Anna, she's running
8 late. She just sent me a text.

9 CHAIR GOMEZ: Okay, thank you, and
10 Garrett, was that you?

11 MR. KOMJATHY: Yes, I'm present.

12 CHAIR GOMEZ: Nahuja, Aama Nahuja?

13 MS. NAHUJA: Present, good morning.

14 CHAIR GOMEZ: Morning. And another
15 one of our new members, Dr. Allison Scott?

16 DR. SCOTT: Good morning. I'm
17 present.

18 CHAIR GOMEZ: Good morning, and thank
19 you for joining us. Ian Skorodin?

20 MR. SKORODIN: Hi, Anna, I'm here.

21 CHAIR GOMEZ: Hello. Felicia West?

22 MS. WEST: Good morning, present.

1 CHAIR GOMEZ: Good morning, and last
2 but not least, Dr. Fallon Wilson?

3 DR. WILSON: Present.

4 CHAIR GOMEZ: Thank you. Have I
5 missed anyone? All right, thank you, everybody.

6 So let's move on to our Working Group
7 presentations. Rudy Briche would lead our first
8 Working Group, the Digital and Empowerment and
9 Inclusion Working Group presentation.

10 Rudy, I pass this onto you.

11 MR. BRICHE: Hi, great. Can you hear
12 me? Is that okay on your end?

13 CHAIR GOMEZ: Yes.

14 MR. BRICHE: Fabulous, thanks. Hi,
15 good morning, and boy, what a lineup we had.

16 To have the various Commissioners and
17 the Acting Chairwoman present to the Working
18 Group is not only historic, but it's also
19 groundbreaking in the sense that she mentioned
20 Shirley Chisholm who is close and dear to me.

21 She represented the 12th Congressional
22 District of Brooklyn, and that's my home and

1 birthplace. And to start off the conversation in
2 these times that echoes the historical work of
3 Shirley Chisholm speaks a lot to the moment we're
4 in today.

5 This Working Group in particular has
6 been part of a movement to the overall Advisory
7 Committee to a point, or to respond to the
8 actions of today, what is currently happening.

9 So we're going to go through the work
10 that you've been doing and a lot of our work has
11 been informed and affected by the COVID pandemic.

12 It is important to note, however, that
13 the Digital Empowerment and Inclusion Working
14 Group is proud of the fact that we actually led
15 the Advisory Committee's work in adopting a
16 powerful statement several months ago that
17 reaffirmed our commitment to assist the
18 Commission in its effort to expand digital equity
19 and empower diverse communities to spur
20 educational, economic, and civic development.

21 We're proud of that work and we're
22 going to continue that.

1 So today we're going to go through the
2 work we've been doing for many months and the
3 Working Group itself is a Working Group that is
4 made up of a diverse stakeholders, not only folks
5 from industry but from state and local
6 government, civic society.

7 And that also includes the tribal
8 community as well. So I'm proud to at least go
9 through the names of our various Working Group
10 Chairs.

11 Do we have the slides?

12 MS. JOHNSON: Just a moment, Rudy,
13 coming up.

14 MR. BRIOCHE: Thank you. Well, in the
15 meantime I'll just go through the names of our
16 various members that we're going to walk through.
17 I do want to acknowledge the work that we're
18 doing is work that really requires a lot of
19 people to be part of the process.

20 So although I'll mention names of the
21 people who are at the forefront, we have engaged
22 in a great number of stakeholders, and they

1 helped us throughout the process, and we'll
2 highlight some of those engagements.

3 But our Working Group is divided into
4 two subgroups, the first is the Digital Inclusion
5 Subgroup, and that's headed by Harin Contractor,
6 with the Joint Center, and Laura Berrocal from
7 our charter communications.

8 And then the other part of our Working
9 Group, the next subgroup is the Digital
10 Empowerment Subgroup, and the co-leads there are
11 Susan Allen and S. Jenell Trigg, and we'll talk
12 more in detail about their work at the second
13 half of our presentation.

14 We have our at-large members, Ms.
15 Sindy Benavides, Shellie Blakeney, Roy Litland,
16 Ian Skorodin, and Felicia West.

17 I'd like to pause for a moment to give
18 you an opportunity for our two new members to
19 introduce themselves to the broader Working
20 Group. One person -- and we'll go with ladies
21 first -- isn't new to this Working Group.

22 She's been actively involved in doing

1 a great deal of work for the Working Group but
2 now she's actually formally the actual person who
3 represents here company, T-Mobile.

4 Shellie Blakeney is a part of the
5 Technology and Engineering Policy Group at T-
6 Mobile. Shellie, if you're on, we'd love for you
7 to say hello to the Advisory Group.

8 MS. BLAKENEY: Hi, good morning,
9 everyone. Thank you, Rudy.

10 Shellie here, I'm with T-Mobile's
11 Government Affairs Department, and I've been with
12 the company for several years now. And I
13 primarily focus on issues involving consumer
14 protection and public safety.

15 I am very excited and pleased to have
16 the opportunity to continue my work here with
17 this distinguished group and continue on working
18 on these important issues.

19 Thank you so much.

20 MR. BRIOCHE: Great, thank you very
21 much, Shellie. Our new member is Ian Skorodin.
22 Ian is really a special member, because we've

1 been looking at tribal libraries and their role
2 in facilitating broadband adoption.

3 Ian's come to us as a subject-matter
4 expert. He's a member of the Choctaw Nation of
5 Oklahoma, he's also the Director of strategy for
6 the Native American Media Alliance, and CEO of
7 Barcid Foundation. Ian?

8 MR. SKORODIN: I am truly excited to
9 be a part of this Working Group, having only been
10 involved a short time, I am very impressed with
11 the amount of dedication there has been to
12 diversity overall and specifically to tribal
13 adoption.

14 My greatest hope is that in my time
15 with the Working Group I will be able to utilize
16 my background to provide new perspective that
17 will propel the opportunities available to Native
18 American communities.

19 As of now, the Native American
20 community faces numerous obstacles, but things
21 seem optimistic. While not optimal, they are
22 optimistic.

1 Through the Barcid Foundation, for the
2 past 17 years, I have worked closely with
3 diversity inclusion departments, corporate social
4 responsibility personnel, and government affairs
5 within networks, studios, and other entities
6 within the entertainment industry.

7 Our goal is to ensure that our
8 community's voice be included in writer's rooms
9 for television series, productions for motion
10 pictures, and the newest animation streaming
11 online.

12 Sharing our perspective through
13 mainstream media is one of the best ways to
14 garner more understanding of who our community
15 really is.

16 In addition to providing workforce
17 development training, creative labs, and annual
18 arts events throughout the year, we provide a
19 robust STEM program for Native youth on
20 reservations throughout the U.S. and we are
21 currently overseeing a COVID-19 relief fund for
22 Native Americans in the entertainment industry.

1 Again, I am honored to be part of the
2 Working Group and look forward to contributing to
3 the great things to come.

4 Thank you.

5 MR. BRIOCHE: Great, thank you very
6 much, Ian. I really look forward to your
7 expertise and in this very short time you've been
8 with us, you've added significant value.

9 I'd like to go back and provide the
10 various affiliations of some of our members.
11 Sindy Benavides is with LULAC, Roy Litland is
12 with Verizon, Felicia West is with the Washington
13 D.C. Public Service Commission.

14 And our two Co-Leads of the digital
15 empowerment subgroup, Susan Allen is with the
16 U.S. Pan Asian American Chamber of Commerce, and
17 S. Jenell Trigg is with Learning Center Law Firm.

18 So we will move on to our Working
19 Groups. First, we'll deal with the Digital
20 Inclusion Subgroup and then the digital
21 empowerment.

22 Now for digital inclusion, digital

1 inclusion is really broadband adoption. Let me
2 give just very briefly the broad goals of the
3 Working Group.

4 I'll give you a sense of why we are
5 focusing on the particular subjects we're
6 focusing on.

7 Very broadly, our goal is to identify
8 barriers, and these are to identify barriers to
9 adoption of advanced communication technologies,
10 particularly when it comes to diverse and
11 economically disadvantaged communities.

12 We're also looking to develop
13 mechanisms to ensure these diverse and
14 economically disadvantaged communities are not
15 denied this wide range of benefits that the
16 Acting Chairwoman talked about, educational
17 opportunities, economic opportunities,
18 healthcare, civic participation, et cetera.

19 The way we've broken it down is, when
20 it comes to the additional inclusion part, we're
21 focusing on broadband adoption and use, and
22 that's intentional.

1 We want to examine the human aspect of
2 the digital divide and to assess the strategies
3 that are currently in place to overcome these
4 barriers to adoption and use of broadband.

5 Not just broadband, other advanced
6 communication technologies as well. All that
7 impact diverse and economically disadvantaged
8 communities and that is our area of focus.

9 Broadband adoption in particular is
10 important, because we're building on the work
11 that's been previously done by earlier iterations
12 of this Working Group.

13 Our current Vice Chair, Heather Gates,
14 is the Chair of this very Working Group, and then
15 we actually focused on the deployment of
16 broadband. This iteration we're focusing very
17 specifically on broadband adoption.

18 In the policy discussion, deployment
19 is usually the focus. We think that focusing on
20 broadband adoption is important and it is
21 responsive to the charter and the charge we were
22 given by the FCC.

1 According to most statistics, about 85
2 percent of U.S. households subscribe to an
3 Internet broadband but 73 percent of U.S.
4 households subscribe to a fixed broadband
5 connection.

6 Focusing on libraries as an anchor
7 institution and as the driver for broadband
8 adoption allows us to examine the broader
9 challenges and also the opportunities confronting
10 diverse communities.

11 But we wanted to look at it from the
12 perspective of one of the key stakeholders in
13 this discussion.

14 And we believe U.S. libraries, both
15 U.S. libraries servicing diverse communities writ
16 large are important, but also libraries that
17 focus on tribal communities as well.

18 So the first part of our Working Group
19 focuses on both of those aspects, because we
20 think focusing on library services to the general
21 population and to the tribal community is
22 important.

1 Fortunately for us, we've had two very
2 dedicate Co-Chairs who have been willing to put a
3 lot of time and effort into our work plan.

4 I won't steal any of the thunder but
5 we've done a lot of work, we've had a number of
6 workshops to really get a lot of good information
7 from many stakeholders.

8 And we've reached out to both the
9 private sector and to the library and the public
10 sector as well.

11 Our work will continue, but we stop
12 here and turn to our two Co-Chairs, to Harin
13 Contractor and Laura Berrocal, who will go
14 through the work we've done on this part of our
15 efforts regarding broadband adoption.

16 So we first turn to Harin and Harin
17 will kick things off for us. Harin?

18 MR. CONTRACTOR: Thanks, everyone. I
19 don't know why there's an echo. Sorry, maybe
20 someone needs to mute themselves. Everyone
21 muted? Fantastic.

22 We've done a lot of great work in this

1 Committee but we want to be very action-oriented.
2 So building off our workshop we did in September,
3 we brought together library communities and
4 adoption partners where we had a robust
5 conversation on potential challenges and
6 solutions to bridge this divide, enabling these
7 anchor institutions to continually deliver the
8 vital services to their community for opportunity
9 communities, was a very insightful one.

10 And building off that workshop, we
11 wanted to continue some of those conversations.

12 So after we left the very productive
13 conversation where we talking about some of the
14 unique aspects that libraries do and partners can
15 do, we had subsequent conversations with public
16 sector partners, library associations, and the
17 private sector to explore a little bit more what
18 we started in September.

19 So we had a more in-depth conversation
20 with Girls Who Code, again, one of the most
21 robust organizations out there trying to attract
22 women into STEM.

1 They have a vast amount of resources,
2 they do a lot of partnerships, they're one of the
3 leading organizations in the space and we want to
4 tell you a little bit more about their work
5 within libraries and how they can work with
6 different groups together to move the adoption
7 needle.

8 We also talked with Google and their
9 Grow with Google initiative and what they've done
10 with libraries in different communities, how they
11 come in there, they do a train-the-trainer model.

12 We want to understand a little bit
13 more about what has worked well, what has not and
14 getting the understanding there.

15 We had a cross conversation with the
16 After School Alliance and the Association of
17 Rural and Small Libraries to have an
18 understanding and a frank discussion between
19 libraries and partners themselves.

20 Because sometimes when you have
21 conversations in siloes, libraries say one thing,
22 partners say another, but some folks aren't

1 really talking together, they're talking past
2 each other. So we wanted to bring those groups
3 together to see where there were ways they could
4 work together and where the common challenges
5 were and what they felt were common solutions.
6 And that was very productive.

7 We also did another call with
8 Microsoft, they do a lot of robust adoption
9 efforts as well. We wanted to see where they
10 were focusing their energy and then where were
11 they falling short potentially?

12 We also met with a bunch of tribal
13 community pieces, there's a lot of complexity
14 issues here. I'll let Laura talk about that.

15 I didn't want to take too much time,
16 because there's a lot of good work and
17 conversation going on, but we've been busy to say
18 the least since our September conversation,
19 diving in a layer lower to see what is actually
20 going on and provide some concrete
21 recommendations.

22 We're not going to give that away just

1 yet. I'll talk a little bit more about some of
2 that later in this conversation, but I'm not
3 going to give it away and spoil the surprise.

4 So I'll let Laura talk about what
5 we've done in the tribal piece since September.

6 MS. BERROCAL: Thank you, Harin, I
7 love your energy.

8 So I'd like to also thank our
9 Committee leadership including our esteemed Chair
10 Anna Gomez, Vice Chair Heather Gate, and our DEI
11 Working Group Chair, of course, Rudy Brioche, for
12 your remarks earlier.

13 And big thanks to Acting Chairwoman
14 Rosenworcel as well as the Commissioners, all of
15 them, who delivered remarks today and took time
16 today to join the ACDDE for our discussion.

17 That is a mouthful, I agree with Anna.
18 I also want to note that I especially appreciate
19 Commissioner Carr's mention of the digital
20 inclusion efforts happening in tribes in New
21 Mexico, including the success of the STEM and
22 robotics program.

1 We agree that ensuring broadband
2 connectivity and adoption in tribal communities
3 is critical, and in fact, it's part of the work
4 we're doing in this subgroup.

5 So another component of the Digital
6 Empowerment and Inclusion Working Group research
7 is really to examine the role of libraries on
8 broadband adoption and literacy in tribal
9 communities.

10 So similar to public libraries, tribal
11 libraries have a primary mission to serve the
12 information needs of their community.

13 This includes providing access to
14 computers, Internet connectivity, digital
15 literacy training. However, in addition to
16 helping advance digital inclusion, tribal
17 libraries can also serve as what we've heard
18 called culture keepers for tribal information and
19 history, and this really makes these libraries
20 much more unique. And they're institutions that
21 uniquely impact tribal communities.

22 So to date our Working Group has held

1 meetings. We've held meetings with the Chief of
2 the FCC's Office of Native Affairs and Policy,
3 known as ONAP, the Chief there, Matthew Dushen,
4 as well as members of his team.

5 We've also met with tribal escort and
6 former tribal liaison for USAC, Universal Service
7 Administrative Company. Her name is Mackenzie
8 Howard.

9 So through these meetings we were able
10 to identify the E-rate program as the key federal
11 program available to tribal libraries to support
12 broadband adoption and digital skill needs.

13 ONAP and their engagement with tribal
14 libraries is really centered on the E-rate
15 program and working collaboratively with USAC to
16 share program information with tribal communities
17 and libraries.

18 So opportunities for greater
19 coordination between ONAP and USAC were discussed
20 with tribal expert Mackenzie Howard, formerly
21 with USAC, who's had firsthand experience with
22 tribal communities and libraries.

1 This is an area where we plan to dig
2 a little deeper in the coming months through our
3 Working Groups, meetings with tribal experts as
4 well as meetings with experts from our general
5 library track, which includes the Institute for
6 Museum and Library Services, IMLS, Arizona State
7 Library, and the American Library Association.

8 The Working Group has obtained several
9 reports and studies that share information and
10 data related to the challenges concerning
11 broadband adoption in tribal communities, as well
12 as opportunities to improve the role libraries
13 can play in advancing digital inclusion and
14 equity.

15 So these studies are currently under
16 review and they will be used, actually, to help
17 inform the Working Group's research and analysis
18 on tribal libraries.

19 So that's kind of a little recap of
20 what we've done since our last meeting.

21 At this time, I'd like to turn the
22 conversation over to my colleagues, Shellie

1 Blakeney and Roy Litland, to share some updates
2 related to our Working Group's engagement and
3 discussions with its stakeholders.

4 MR. LITLAND: Hi, this is Roy Litland,
5 thank you very much, Laura.

6 So we held the August 2020 workshop
7 featuring experts from libraries, academia, and
8 civil society organizations's to discuss efforts
9 regarding broadband adoption and they will see
10 one also another important piece with what the
11 providers are doing.

12 And so we drafted a questionnaire
13 regarding the provider's efforts in this space,
14 and we worked with the designated federal
15 officer, Jamila-Bess Johnson, to obtain the
16 necessary approvals within the FCC.

17 The questionnaire we drafted had five
18 questions related to broadband adoption and
19 literacy efforts. One of the questions focused
20 on new or modified broadband adoption efforts and
21 programs in response to COVID-19.

22 Another question focused on top

1 programs or initiatives promoting broadband
2 adoption or literacy, especially focusing on
3 STEM, library, schools, and public-private
4 partnerships.

5 And a couple questions focused on
6 where there were partnerships, how did the
7 company identify library, schools, or other
8 organizations that the company works with?

9 And what's the primary benefit of
10 working with those select partners? And then we
11 had a catch-all question giving the providers an
12 opportunity to address any sort of lessons
13 learned, positive or negative.

14 We sent the questionnaire initially
15 back to six companies, Charter, Comcast, Google,
16 Microsoft, T-Mobile, and Verizon.

17 We've limited the survey to this small
18 number because anything much larger could have
19 triggered Paperwork Reduction Act processes that
20 we didn't have time for.

21 The questionnaire was sent by the
22 Media Bureau back in November asking for

1 responses by December. And then in mid-January
2 actually we did send it through the Media Bureau
3 to one additional company, AT&T.

4 We received responses in December from
5 5 of the 6 companies, a subset of DI Working
6 Group members have talked to Google already, in
7 early November, around the same time. So we
8 didn't necessarily ask them for written responses
9 because we had gotten that through the
10 conversation.

11 The responses from the companies
12 ranged from three to five pages and Shellie
13 Blakeney will discuss the responses that the
14 Working Group received in its conversation with
15 Google. Shellie?

16 MS. BLAKENEY: Thank you, Roy.

17 Based on the survey responses we
18 received from providers about their initiatives,
19 some of the overarching themes that we observed
20 involved providing free or reduced cost
21 connectivity and devices to students, school
22 districts, and individuals left behind by the

1 digital divide. Providing additional deployment
2 support for school district, providing free
3 hotspot Internet access at safe spaces or to the
4 broader public, and providing or supporting
5 programs that focus on digital literacy and
6 employment skills.

7 In addition, many of these efforts are
8 done through partnerships with community
9 organizations and public institutions such as
10 libraries.

11 These providers committed to the FCC's
12 Keep Americans Connected pledge while it was in
13 effect and some providers made similar pledges
14 beyond this initiative.

15 Many of the initiatives included in
16 the survey responses actually predated the
17 pandemic, but in response to the pandemic,
18 several of these providers bolstered their
19 existing initiatives and implemented new ones.

20 Our Survey Respondents, which Roy
21 mentioned earlier, are doing great work and while
22 we cannot share all of their endeavors on today's

1 call, I'll mention a single program from each to
2 give you a sense of their work.

3 So going in alphabetical order,
4 starting with Charter, Charter has a program
5 called the Spectrum Digital Education Program,
6 where they award grants to not-for-profit
7 community organizations that educate people on
8 the benefits of broadband and how to use it to
9 improve their lives.

10 Grants provide laptops and computers,
11 digital education classes, and technology labs
12 that they have helped increase digital literacy
13 for thousands across Charter's footprint.

14 Comcast. Comcast's Internet
15 Essentials program is structured as a partnership
16 between Comcast and tens of thousands of school
17 districts, libraries, and elected officials, as
18 well as nonprofit community organizations.

19 Launched in 2011, Internet Essentials
20 is structured to make broadband Internet service
21 available to low-income families, as well as
22 provide low-cost computers and free digital

1 training.

2 Since the program's inception in 2011,
3 Internet Essentials has connected more than 2
4 million U.S. households, serving approximately 8
5 million people to the Internet.

6 Google you heard mentioned you heard
7 earlier, Google has as program, Grow with Google,
8 which offers free training and tools to help
9 people grow their skills for their career or
10 business.

11 Microsoft's U.S. Air Band program
12 allows the company to partner with rural Internet
13 service providers lending technical expertise and
14 other support to get more rural Americans
15 connected faster.

16 Through partnerships, Microsoft
17 committed to extending broadband access to at
18 least 3 million Americans living in rural areas
19 by July 2022.

20 T-Mobile, T-Mobile launched an
21 unprecedented \$10.7 billion initiative called
22 Project 10Million, aimed at delivering Internet

1 connectivity to millions of underserved student
2 households at no cost to them.

3 Partnering with various school
4 districts across the country, the program offers
5 free wireless hotspots, free high-speed data, and
6 access to laptops and tablets at cost.

7 And finally, Verizon. Verizon's
8 innovative learning program provides free
9 technology, free Internet access, teacher
10 training, and a technology-infused learning
11 curriculum to under-resourced Title 1 middle
12 schools across the country.

13 To date, close to 265 schools have
14 participated in the program since 2014 and
15 Verizon has plans to reach 350 schools by the end
16 of 2021.

17 In addition, Verizon, through its
18 digital literacy and skills training recently
19 committed to provide 10 million youth with
20 digital access and skills training by the year or
21 2030.

22 This concludes my discussion and now

1 I'd like to turn it back over to Laura.

2 Thank you.

3 MS. BERROCAL: Thank you, Shellie and
4 Roy, I appreciate the comments.

5 I'd like to take some time now to walk
6 through next steps related to the Digital
7 Inclusion Subgroup's work plans from now to the
8 end of the current charter, which I believe is
9 July 5th.

10 So, we heard from Shellie and Roy
11 regarding the industry survey results and our
12 plans to incorporate our findings in our Working
13 Groups final broadband paper.

14 In additional step, actually, in our
15 work plan includes compiling additional research
16 findings of the work that's being done to advance
17 around adoption in tribal communities.

18 Our interest in exploring tribal
19 libraries is really to learn more about the
20 capacity of tribal libraries to drive digital
21 inclusion activities for tribal communities.

22 To date our research efforts have

1 revealed a range of challenges, as well as a few
2 bright spots. So, I think now is a good time to
3 just walk through some of our key observations
4 related to tribal libraries.

5 So, I'll start just by, I guess,
6 mentioning the obvious, the impact of the
7 COVID-19 pandemic has certainly had a
8 disproportionate impact on tribal communities and
9 it's really made recovery efforts for libraries
10 more difficult, as it has done for the rest of
11 the country as well.

12 Last year, Arizona State University's
13 American Indian Policy Institute actually
14 released a COVID-19 report addressing broadband
15 availability and adoption challenges that exist
16 in tribal areas, noting that, quote, Indian
17 Country continues to lag behind the rest of the
18 U.S. in terms of access to high-speed home
19 internet service, end quote.

20 So, while tribal libraries are part of
21 the U.S. library ecosystem, they function very
22 differently than public libraries and as a result

1 face different challenges, particularly in
2 today's COVID environment.

3 So, one thing is that tribes must be
4 federally recognized in order to qualify for
5 federal programs like E-rate.

6 So, in some cases there can be
7 confusion among tribal libraries regarding their
8 federally recognized status, which can obviously
9 cause confusion about program eligibility.

10 For tribal libraries that are eligible
11 for programs like E-rate, the goal that we see is
12 to find the best path and process for securing
13 good outcomes for them.

14 So, we found that strong state E-rate
15 coordination is critical to achieve this.
16 Tribal-heavy states that have strong E-rate
17 coordinators tend to be more successful at
18 securing positive incomes for tribal libraries
19 within their state.

20 So, in addition, strong partnerships
21 between organizations, for example, USAC, ONAP,
22 and E-rate administrators also tend to yield

1 better outcomes for tribal communities and
2 successful enrollment in E-rate and other USAC
3 programs.

4 However, the makeup of tribal
5 libraries also plays a critical factor in program
6 eligibility and success. Some of these tribal
7 libraries deal with turnover.

8 High turnover is a problem for some of
9 these libraries, as is unfamiliarity with E-rate
10 and other USAC programs, which also result in low
11 interest and program participation.

12 So, opportunities to enhance
13 relationship building and trust within tribal
14 communities can go a long way. For example,
15 having USAC work more closely alongside tribal
16 community partners to build more support,
17 cultivate tribal voices and advocates.

18 And these individuals can then help
19 advocate on behalf of USAC among tribal
20 libraries, which may help in increasing interest
21 in the E-rate program.

22 Additional barriers can include tribal

1 challenges in securing broadband connectivity,
2 which may impact program availability for some
3 tribal libraries, for example for a community
4 that's completely unserved.

5 There's so much information to go
6 through so this is my super compressed version of
7 our Working Group's initial observations related
8 to tribal libraries.

9 During the remainder of our charter,
10 our Working Group's goal is to help create a
11 glide path and identify areas that can enhance
12 the role that tribal libraries play in supporting
13 and meeting the digital needs of tribal
14 communities.

15 So, through additional discussions
16 with tribal experts, over the next couple of
17 months, we plan to secure additional perspectives
18 regarding how broadband adoption plays into the
19 work of tribal libraries.

20 So, with that said, I'd like to hand
21 it off to my fellow Working Group member, Ian
22 Skorodin, to discuss some positive use cases

1 related to the work of tribal libraries and
2 efforts that we have found to be successful in
3 better supporting technology access and adoption
4 in tribal communities.

5 So, Ian, I hand it off to you.

6 MR. SKORODIN: Thank you, Laura. To
7 put some specificity on the need for greater
8 tribal adoption, I can provide insight based on
9 personal experience.

10 Our organization, the Barcid
11 Foundation, works closely with the Ute Mountain
12 Ute Tribe, tucked in the corner of southwest
13 Colorado and southeastern Utah.

14 Having worked with them since 2015, I
15 have seen their access to Internet increase in
16 increments over the past few years.

17 They recently built a new tower in
18 their area, they boosted their signal, just in
19 time, as the pandemic shut down their employees'
20 ability to go to work, their students' ability to
21 go to school, and the tribe's ability to function
22 normally.

1 But having grown their Wi-Fi
2 capability, they managed to keep operations
3 running and kids maintain their lessons. This is
4 one of the many examples across tribal
5 communities that have benefitted from the
6 expansion of broadband.

7 However, there is always room for
8 improvement. On the Ute Mountain Reservation,
9 many homes in the area are still considered
10 underserved with less-than-minimum speeds.

11 And they continue to seek additional
12 aid to increase broadband as people continue to
13 work from home due to the pandemic.

14 This includes tribal entrepreneurs,
15 tribal educators, and day-to-day tribal business.
16 Everyone is using the current broadband
17 available, leaving little available.

18 So, just like everyone else, as has
19 been mentioned, the COVID-19 pandemic has
20 definitely made it more challenging for tribal
21 nations.

22 But looking at what can work, New

1 Mexico is a state containing tribal areas that
2 have found avenues to overcome access issues and
3 has been able to move forward with fostering
4 greater digital inclusion and adoption efforts.

5 One example of success of adoption is
6 with a consortium of New Mexico tribal schools
7 and tribal communities that came together to
8 acquire broadband services.

9 One aspect that makes New Mexico
10 unique is the state and federal legislators'
11 familiarity with their constituencies' needs and
12 at the same time, manageable programs like E-
13 rate.

14 Specifically, Senator Ben Ray Lujan
15 has been an advocate and has made a difference
16 for tribes in New Mexico.

17 The importance of Congressional
18 advocacy and support to advance broadband
19 adoption objectives and goals is paramount to
20 moving the needle forward for tribal communities,
21 giving them a voice where they normally just
22 wouldn't have one.

1 Beyond that, drivers for adoption can
2 arise from other tribal needs, for example,
3 distance learning opportunities for communities
4 that are isolated. Typically, tribal communities
5 are located in rural and remote areas.

6 Another driver for adoption is
7 language preservation efforts.

8 The last fluent speakers of tribal
9 languages within Native communities are passing
10 away at a high rate currently, leaving tribes
11 without a large piece of their history.

12 So, tribal broadband adoption is and
13 will remain a very important topic going forward
14 to address within the Native American community.
15 So, thank you, Laura.

16 MS. BERROCAL: Thank you, Ian.

17 I think that we might be a little
18 tired of talking so I'd like to turn the
19 conversation over to my esteemed Co-Lead, Harin
20 Contractor to discuss next steps associated with
21 deadlines related to our Working Group's final
22 broadband adoption report, as well as some of our

1 Working Group's preliminary report findings and
2 observations.

3 Harin?

4 MR. CONTRACTOR: Thanks, Laura, it's
5 been a pleasure working with you in particular
6 and, Rudy.

7 For those of you who don't know, Laura
8 is balancing three children at home while working
9 a full day job, while leading this effort, and
10 she does a phenomenal job. A lot of people are
11 facing a lot of challenges.

12 She's no different but she's handling
13 it very well so thank you for all your hard work.
14 So, I'm going to touch upon a little bit of where
15 we're going in our objectives.

16 So, a previously stated, we set out to
17 explore the importance of libraries and the role
18 they play as an anchor institution in
19 communities. We all know libraries are a gateway
20 for many things for people, whether it's
21 literacy, length of access, training, and career
22 services.

1 Libraries are a driver of digital
2 inclusion adoption and have been, but for a lot
3 of reasons structurally, market failures, they're
4 not meeting their potential.

5 And our work is trying to explore how
6 we can amplify their work and connect to the work
7 of the vital institution. That's what we started
8 off doing, and then COVID happened, right at the
9 beginning of our efforts.

10 Libraries had to shut down, they had
11 to adapt how they provide access during a time of
12 social distancing where millions lacked access
13 when they needed it more than ever.

14 And so what did they do?

15 They adapt, they shifted their
16 operations, but they're still facing the
17 challenge of additional budget cuts from state
18 and local governments right now because their
19 revenues have collapsed in the recession.

20 But libraries try to find a way but
21 they need a little help so our work is that much
22 more important. It was clear from our

1 discussions at the symposium, the panels, and the
2 interviews how important these library
3 communities are to local communities and
4 opportunity communities.

5 The bottom line here is libraries want
6 someone else to figure out the access piece so
7 they can focus on the adoption piece.

8 That's one thing we heard time and
9 time again and you'll find that in our final
10 recommendation report. That is their competitive
11 advantage. They want to focus on adoption.

12 And while we will go into more detail
13 and recommendations for the Commission in our
14 final report, there are some areas of focus that
15 revolve around the need for better interagency
16 coordination of the digital skills lifecycle.

17 So, from build-out to training.
18 Because it's not just about providing access,
19 it's about what you do with it after it's done.
20 So, coordination of public-private partnerships
21 is something else we're going to talk about.

22 You heard a lot about that today,

1 we're going to further go into that.

2 Using the bully pulpit of the FCC, I'm
3 glad we're building efforts to make websites and
4 create awareness, but the full power of the FCC
5 to encourage NGOs, telecom, state and local
6 governments to better coordinate their efforts to
7 encourage libraries to share and amplify their
8 resources is extremely important.

9 Potentially organizing and convening
10 along with IMLS to encourage E-rate take-up for
11 libraries or better coordination is something
12 that is essential.

13 So, as we start to rebuild from this
14 pandemic that's raged particularly communities of
15 color, many students, workers, and families are
16 hurting that are on the sidelines.

17 Mothers, in particular, and women have
18 dropped out of the labor force at record numbers.
19 How are we going to get them back? How are we
20 going to get communities of color who have been
21 ravaged to come back?

22 My son, this morning he does virtual

1 kindergarten.

2 A lot of his fellow classmates,
3 six-year-olds, they're home by themselves because
4 their parents are essential workers and they're
5 trying to balance how to do homework while trying
6 to balance what is available to them virtually.
7 It's a tough situation.

8 I'm fortunate and privileged enough to
9 be there with him and so is my wife but others
10 are not in the same situation. Libraries are an
11 outlet for support but they're facing dire
12 financial situations.

13 Pooling and channeling resources
14 together is more important than ever. It is
15 imperative that we uplift and amplify the work of
16 these vital anchor institutions.

17 Our Committee will continue to monitor
18 and support successful roll-outs of the emergency
19 broadband benefit and monitor other potential
20 legislation and stimulus efforts that impact
21 digital adoption.

22 So, you'll see and hear more from us

1 in the coming months.

2 My fellow Working Group members are
3 going to get their hands dirty on this report and
4 we hope to provide something that's important,
5 concrete, and actionable when we deliver our
6 final report in July.

7 So, thank you for your time and back
8 to our esteemed leader, Rudy.

9 MR. BRIOCHE: Harin, thank you so
10 much. As everyone can see, there's a lot of work
11 that's been going into this and the presentation
12 from the Working Group.

13 There are many aspects to this. So,
14 just a quick recap, I'd like to open it up for
15 questions. But we are examining broadband
16 adoption from the standpoint --

17 Can you please mute your microphones?

18 Thank you. We are looking at this
19 from the standpoint of using libraries as our
20 focal point but we are examining the broader
21 public-private partnerships and the broadband
22 lifecycle that Harin referenced.

1 We're also looking at the private
2 sector to see specifically the type of programs
3 that they're doing because that is an area of
4 importance.

5 But as we actually are building this,
6 we recognized that things are shifting. Not only
7 are we in a pandemic, we're also, as I mentioned
8 earlier, dealing with racial equity matters as
9 well.

10 That's having an impact as far as how
11 companies respond in terms of expectations as
12 well. And the government, the government's
13 activities are very important.

14 Not only is there increased funding,
15 particularly COVID funding from the Federal
16 Government, but also the FCC as far as how we're
17 going to operationalize that.

18 And NTIA, both of those agencies are
19 having workshops, the FCC's having their workshop
20 on the DCB broadband benefits program tomorrow.

21 NTIA is having a workshop on the
22 tribal broadband adoption component as well, so

1 we're continuing to monitor these areas.

2 In many ways we're building this
3 particular vehicle, recognizing that it's moving
4 and things are changing and expectations are
5 shifting as well. And we want to deliver on the
6 point that is responsive but is also timely.

7 So, with that, I'd like to open it up
8 for questions. But before we didn't that, any
9 other comments from any members of the Working
10 Group?

11 Because as much as we've had our
12 leaders who have talked about this, this is
13 really an all-hands affair.

14 So, if there are any other who would
15 like to make comments, please make comments now,
16 and if there aren't any additional comments,
17 we'll turn to a Q&A session.

18 So, please, any questions? Or any
19 additional remarks?

20 DR. WILSON: This is Fallon.

21 I just wanted to say I'm very excited
22 that one of your recommendations is likely to be

1 that libraries should not have to focus on the
2 affordability piece and really just focus on
3 adoption.

4 I think that would take additional
5 weight of the work. We have many multi-services
6 that many of our libraries are engaged in,
7 especially when it comes to communities of color.

8 So, I'm really excited about that
9 finding.

10 MR. BRIOCHE: Thank you very much, Dr.
11 Wilson. I appreciate that. Any other comments?

12 Just to build on that, that was
13 actually one of the dominant themes of the
14 symposium we had during the summer, where there
15 was a lot of concern around libraries that are
16 forced to focus on access issues, while instead,
17 they truly want to work and develop innovative
18 programs.

19 One of the more innovative programs
20 that we heard about was a program to actually
21 help families archive their digital lives.

22 We develop so much information, so

1 many pictures and we have pictures gathered on
2 multiple devices, different forms of media
3 platforms including tapes, DVDs, et cetera.

4 And I imagine many of us still have
5 some mix tapes from back in the day as well, and
6 photo albums. How do you actually archive your
7 digital life, is really a challenge.

8 But as people get interested in that,
9 that's the way they actually adopt various forms
10 of broadband and advanced technologies as well.
11 So, I thought that was one of the more innovative
12 programs that libraries would just love to
13 develop.

14 And there are other things, whether
15 it's cooking shows or it's English-as-a-second-
16 language courses, these are programs that are
17 responding to a specific need.

18 And in addressing that need, that
19 helps that particular community adopt advanced
20 technology, adopt broadband at home in a
21 meaningful way.

22 So, we think libraries have great

1 potential and they should focus on that and not
2 get distracted with the other little broader
3 issues around access, which, again, that's a
4 narrative which they would prefer to not have to
5 be involved in.

6 Any other comments or questions before
7 we turn to the next Working Group to stay on
8 schedule? Okay, well, thank you very much.

9 We'll continue this and if there's any
10 official questions or comments from people,
11 please do let us know so we can continue to work
12 in that area.

13 The next group is our Diversity
14 Supplier initiative. We view digital empowerment
15 in the form of how are we going to empower
16 diverse communities?

17 And one way to empower diverse
18 communities is economic development and as we
19 know, the greatest source of economic development
20 are small businesses.

21 And at the same time, small businesses
22 experience, especially small businesses that are

1 owned by diverse and women owners, as we call
2 them, diverse communication businesses, those
3 businesses are, again, dealing with real-time
4 matters.

5 They too are dealing with racial
6 equity issues, access to capital. They're also
7 experiencing the COVID pandemic and that impact
8 on their lives.

9 And as Acting Chairwoman Rosenworcel
10 said, finding ways to mitigate that impact is
11 important and we think we're actually helping in
12 that regard.

13 So, the two Co-Leads who are leading
14 this effort, our two dynamic Co-Leads, I should
15 say, who are leading this effort are S. Jenell
16 Trigg and Susan Allen, who actually need no
17 introduction at all.

18 So, Jenell, take it away.

19 MS. TRIGG: Thank you, Rudy, for that
20 lovely introduction. I personally and
21 professionally appreciate your leadership so
22 thank you.

1 As Rudy said, my name is S. Jenell
2 Trigg and I'm a member of Lehman Center with the
3 Washington-based communications law boutique.
4 And I'm proud to represent the Wireless Internet
5 Service Providers Association on this Committee.

6 It's my pleasure to introduce my
7 incomparable Co-Lead, Susan Allen. Susan is the
8 National President and CEO of the U.S. Pan Asian
9 American Chamber of Commerce.

10 So, on behalf of the digital
11 empowerment subgroup and our great Planning
12 Committee, Susan and I proudly present our work
13 completed since our last public meeting and a
14 summary for our upcoming FCC Technology Supplier
15 Diversity Opportunity Symposium on Wednesday,
16 April 28th.

17 Please mark that date, April 28th,
18 that's a Wednesday.

19 Now, the spring symposium builds on
20 the success of the FCC Technology Supplier
21 Diversity Opportunity Showcase, held on October
22 23rd.

1 And that success was only possible
2 with the support of our great Planning Committee,
3 which includes members of both our Digital
4 Empowerment and Inclusion Working Group, as well
5 as the Diversity and Tech Sector Working Group,
6 led by Dr. Nicole Turner-Lee, my dear friend.

7 Our partnership with the Diversity and
8 Tech Working Group has been simply wonderful.
9 Our missions have great synergy and we share
10 dedication to helping, as we said, DCBs succeed.

11 I'd like to acknowledge the members of
12 our Planning Committee, Rudy Brioche, of course,
13 Sindy Benavides with LULAC, Shellie Blakeney, T-
14 Mobile U.S.A., Roy Litland with Verizon, Ian
15 Skorodin with Barcid Foundation, and the members
16 of the Diversity and Tech Planning Committee
17 members are Dr. Ronald Johnson with the Wireless
18 Infrastructure Association.

19 He's also the Lead for the Supplier
20 Diversity Subgroup for the Diversity and Tech
21 Working Group.

22 Clint Odom, National Urban League, and

1 Sean Perryman with the Internet Association. I'm
2 especially grateful for Sean's continued support
3 and of course the Internet Association's gracious
4 hospitality.

5 They hosted our October showcase and
6 they will host our upcoming spring symposium.

7 So, thank you, thank you very much.

8 And last but certainly not least, I
9 want to acknowledge the work in our partnership
10 with the FCC Communications Office of
11 Communications Business Opportunities, led by
12 Director Sanford Williams.

13 We're delighted that Sanford and
14 Celeste McCray of OCBO join our Planning
15 Committee every week. Their insight is just
16 tremendous and, of course, very helpful as we
17 fulfill our mission.

18 And speaking of mission, supplier
19 diversity as well as empowering DCBs, which we
20 define as any business or entrepreneur at every
21 stage of development or growth that would include
22 small businesses, no matter how they're defined,

1 women-owned businesses, minority-ethnic-owned
2 businesses, LGBTQ, veteran-owned and disability-
3 owned businesses.

4 DCB empowerment fulfills the statutory
5 obligations of the FCC. Their success and legacy
6 as well as new communications and technology
7 industries fulfill certain statutory obligations
8 that are critically important to making America
9 better.

10 This includes promoting the diversity
11 of media voices, vigorous economic competition,
12 and technological advancement.

13 And our work to facilitate diversity
14 and increased competition in the communications
15 sectors and to identify and eliminate not just
16 market entry barriers, but also barriers to
17 growth for small businesses and diverse
18 communications businesses.

19 These are all consistent with the
20 FCC's statutory obligations. So, I'm very
21 pleased that when this Committee voted in 2019 to
22 approve are proposal to two related supplier

1 diversity events presented by the FCC, we've been
2 able to meet not just those proposals but go
3 beyond.

4 Our initial proposal was to do one
5 smaller event first and then a more substantive
6 event to follow.

7 But little did we know, in less than
8 nine months, the country would be facing a
9 pandemic with unprecedented health and economic
10 crises. During this pandemic, we have lost
11 hundreds of thousands of small businesses that
12 have closed their doors for good.

13 A recent report says that we're losing
14 800 small businesses a day. As Rudy mentioned,
15 small businesses are the engine of this nation's
16 economy. In fact, small businesses have
17 represented 99.9 percent of all U.S. businesses.

18 They've provided 50 percent of private
19 sector jobs and 64 percent of new jobs in the
20 U.S. So, when we lose small businesses,
21 particularly minority-owned businesses, it hurts
22 all of us.

1 Particularly, minority-owned
2 businesses and black, brown, and beige
3 communities and owned businesses fare worse.

4 In fact, it's reported that black-
5 owned small businesses of those that are still
6 standing, 43 percent will be PPE stimulus funds
7 and programs available today.

8 So, it was evident that we needed to
9 pivot to make the October showcase even more
10 substantive and relevant for diverse
11 communications businesses.

12 Now, although supplier diversity is
13 critically important as a means for DCBs to grow
14 their business by securing lucrative government
15 and corporate contracts, we recognize that the
16 October showcase had to be more than just
17 supplier diversity since there's so much economic
18 harm and suffering of businesses overall.

19 So, our overall objectives for both
20 the showcase in October and the spring symposium,
21 we identified that there was a need to help DCBs
22 to do business with major tech or communications

1 companies as vendor suppliers and partners to
2 find investors in their businesses, or any
3 financial support to help them sustain their
4 business.

5 For DCBs that wish to upgrade or help
6 sustain their businesses using current and/or
7 future advancements in technology and to find
8 skilled employees.

9 And for those DCBs that wish to
10 transition to technology or communications
11 industries or to receive additional training,
12 apprenticeship, mentorship for continuing
13 education, we felt a need to make this showcase
14 broader.

15 So, in short, the October showcase
16 helped to empower DCBs as well as future DCBs.

17 So, in summary of our Working Group
18 actions since September 18th, as I noted, we
19 hosted the FCC Tech Supplier Diversity
20 Opportunity Showcase in cooperation with the
21 diversity and tech sector.

22 And we had 166 registrations on a

1 Friday afternoon. We identified and recruited
2 moderators and speakers to participate in two
3 substantive sessions and we were delighted that
4 our very own Clint Odom was the moderator for
5 Session 1, which was Show Me The Money,
6 Traditional and Alternative Sources of Capital.

7 Dr. Ron Johnson, again our very own,
8 was the moderator for Session 2, How to Pivot in
9 a Covid-19 World, Opportunities and Reinvention
10 Strategies for Diverse Communications Businesses.

11 We had two accomplished speakers to
12 provide opening remarks for each of the two
13 substantive sessions, William M. Manger, Chief of
14 Staff and Associate Administrator for the Office
15 of Capital Access.

16 United States Small Business
17 Administration provided wonderful remarks for our
18 first session, Show Me The Money, and the
19 honorable Marc Morial, who's President and CEO of
20 the National Urban League presented inspiring
21 remarks.

22 In fact, very much like going to

1 church, I recommended to you the video so you can
2 review Marc's remarks and provided comments prior
3 to session 2.

4 We had excellent speakers, high-
5 caliber speakers, five to six on each session,
6 representing corporate, government, and
7 nonprofits. I refer you to the agenda as well,
8 which is on the ACDDE website.

9 We drafted introductory questions to
10 ascertain who was attending our registration and
11 we had two sets of attendee polling questions
12 asked during the showcase.

13 And this was the first time we had had
14 polling questions prior to the start of each
15 session to inform the moderators as well as the
16 speakers on area of importance and focus on those
17 that were attending.

18 For example, just prior to our access
19 to capital question session, we asked whether or
20 not registrants had an interest or need for
21 financial support, and if so what type.

22 78 percent of those registered said

1 they had an interest or need and we asked them
2 what their priorities were. Grants, venture
3 capital, private equity, loans, and/or Andro
4 capital.

5 And it was surprising to note that
6 more than 50 percent said that grants were a
7 priority. And that the second category was
8 venture capital and private equity.

9 So, it's not surprising that
10 President's Biden American Rescue Plan includes
11 \$15 billion in grants to help the hardest-hit
12 businesses, and \$35 billion for small business
13 financing programs.

14 And I'd like to think the Biden
15 administration was inspired by our October
16 showcase, but I think that's just wishful
17 thinking.

18 We also conducted a post-analysis of
19 our showcase to assess whether the event met our
20 objectives and to help us in planning and
21 implementing the spring symposium.

22 The results of that post-analysis were

1 that we needed to retain providing a broad range
2 of information resources, programs, and
3 initiatives.

4 While we anticipated we'd be out of
5 the pandemic by the time of our spring symposium,
6 that obviously is not the case.

7 So, we will continue to provide more
8 than just supplier diversity programs, we're
9 going to provide, again, a wide range of
10 resources, programs, initiatives.

11 We also want to give more advanced
12 notice for the public notice so that way there's
13 time for DCBs to schedule and to plan for
14 participating because we will have an opportunity
15 as we've done in previous symposiums hosted by
16 the FCC to have a networking session that DCBs
17 can meet with interested, corporate, government,
18 and organizational participations one on one,
19 sort of like speed-dating but for a business
20 purpose.

21 So, we want to provide advanced notice
22 hopefully a month in advance so DCBs can

1 coordinate and plan their schedule.

2 So, I'm going to transition to Susan
3 to talk about our actions moving forward until
4 the end of our charter. Susan?

5 MS. ALLEN: Thank you, Jenell, thank
6 you very much. Jenell has covered so much and
7 some of the things that I'm going to tell you
8 will be repetitive and I'm going to save you all
9 the time.

10 I'm Susan Allen, the National
11 President and CEO of the U.S. Pan Asian American
12 Chamber of Commerce here in Washington D.C.,
13 that's where we are headquartered.

14 We celebrated our 35th anniversary on
15 the J Jubilee last year. We went in with a big
16 bash except for you know who, COVID-19, but
17 nevertheless, as many of us have experienced
18 actually working from home, remote working has
19 actually caused us to work harder.

20 We have accomplished more and more in
21 the last ten months of 2020 than we have ever
22 done for three years. And we're very proud of

1 it.

2 Part of my work of enjoyment is
3 working with the FCC and I'm grateful for the
4 opportunity. This is my fourth year at the ACDDE
5 and it has been a tremendous experience and I've
6 learned a lot.

7 And I hope that my short term here
8 compared to many of you have contributed so much
9 to the conversation.

10 My organization worked with the U.S.
11 Black Chambers, whose president had a PBS
12 broadcast interview with the Vice President
13 Kamala Harris, and also the Secretary of the
14 Treasury just this last weekend.

15 And the U.S. Chambers is one of our
16 partners, together with the U.S. Hispanic Chamber
17 of Commerce and the National LGBTQ Chamber of
18 Commerce.

19 The four largest diverse Chambers of
20 Commerce have come together six years ago making
21 up the most diverse group that worked together at
22 least six times a year with all our members and

1 executives to collaborate and exchange best
2 practices and information to bring more diversity
3 and equal opportunity to the business ecosystem
4 of this place we call the United States of
5 America.

6 I'm pleased to be able to see all of
7 you again. The last time I saw you was in
8 September of last year.

9 My job here is to share with you what
10 we have done since the last meeting of the ACDDE
11 in September 2020 and also what we plan to do,
12 much of which Janell has already shared with you
13 as to our plan forthcoming.

14 But I will give you the nitty-gritty
15 details.

16 Since my joining the Committee, I have
17 worked with the Committee on reducing the June
18 2018 Supplier Diversity Program, which was
19 attended by over 160 people that registered and
20 an equal number of people had also attended.

21 We were very happy about that,
22 building on that experience with the FCC back in

1 June 2018. We moved on to work on the October
2 2020 Technology, Supplier Diversity,
3 Opportunities Showcase.

4 It was also well attended, reasonably
5 sized, and with the help of the Planning
6 Committee as well as the FCC Office of Business.

7 I would never be able to learn the
8 Ackaval and the Media Bureau and the Designated
9 Officers there. We were able to pull a very
10 successful event together.

11 Since the October 23, 2020 event we
12 have moved forward and planned for our spring
13 Technology, Supplier Diversity Symposium. And
14 this upcoming event will be made up of two parts.

15 Part 1 will be a substantive panel
16 discussion. Part 2 will be a networking one on
17 one, as Janell called it, speed-dating business
18 matchmaking meeting.

19 Both of them will have the clear
20 objective to talk about the procurement
21 opportunity and trends.

22 The policies regularly occurring

1 requirements and best practices in providing
2 diversity and inclusion opportunities for our
3 diverse businesses.

4 That includes women, because they're
5 made up of all diversities, minority, disability,
6 disabled veterans and LGBTQ community, including
7 also of course the historically underutilized
8 business zones.

9 We're going to talk about training,
10 education, consulting opportunities, mentoring,
11 incubation, apprenticeship programs and others
12 that will help to bring the diverse suppliers up
13 to a higher level of competency, knowledge, and
14 access to decision-makers, opportunity, and
15 networking which put them in front of the face of
16 folks who actually could help them, extend to
17 them a helping hand so they can get up on that
18 extra rung on the ladder to prosperity and
19 success.

20 We're going to also talk about some
21 new and recent developments in funding
22 opportunities and funding sources, particularly

1 with COVID-19 still at our back.

2 Now, both panels will have
3 corporations, agencies, organizations that
4 represent businesses, civil rights, and other
5 civic groups attending. And for this, our work
6 on supplier diversity is really our niche.

7 And for this, I want to take a moment
8 to talk to you about here too. Many in this
9 Committee might heard about it and are already
10 familiar with the concept of Tier 2.

11 You see, procurement in the age of
12 digital evolution has put a lot of pressure on
13 cost savings, efficiency, and that is detrimental
14 to small and diverse businesses.

15 In the name of cost saving, many
16 government and corporate contracting practices
17 have gravitated towards and for many years
18 bundling, consolidation, and for the Federal
19 Government category management.

20 That is devastatingly detrimental to
21 the ability of small and diverse businesses to
22 enter into what Rudy called lucrative government

1 and corporate contracting.

2 And if we were to lift up this
3 community that we care so much about, the diverse
4 business community who have been so devastated,
5 so hurt by COVID-19, taking a good look at this
6 concept of Tier 2, an efficient Tier 2 concept
7 will be very, very helpful.

8 And I want all of us at this Committee
9 to dig deep into Tier 2 and make sure that
10 corporations and government contracting have
11 meaningful Tier 2 contracts.

12 Tier 2 consists of small and diverse
13 businesses who tend to be flexible, nimble,
14 they're customer-oriented, they will all walk the
15 extra mile. Not so much.

16 This is not a general statement but
17 not so much for many of the large corporations,
18 large companies.

19 They also have their own mandate as
20 well but it is up to us, who volunteer for the
21 government, who are in government, who are in
22 civil rights organizations, who are in business

1 organizations goal is to build and grow small and
2 diverse businesses.

3 Because they are the heart and soul of
4 America, they are the backbone of the country.
5 They create the most jobs more than Fortune 1000
6 companies combined and they have more innovation
7 and patents filed and created than Fortune 1000
8 companies.

9 So, I have my spin on Tier 2 but for
10 today using minority and other diverse businesses
11 also demonstrated their value, the true value to
12 government, corporate, and largely nonprofit
13 contracting.

14 Largely nonprofit means what? It
15 means the ARP, it means American Red Cross, it
16 means a lot of other organizations which spends
17 billions of dollars every year in order to keep
18 their operations running.

19 So, let's not forget large nonprofit
20 organizations too. We need to put pressure on
21 them. And that, in a nutshell, is what supplier
22 diversity is all about.

1 And that is, in a nutshell, what we
2 are here all about.

3 And that is why we spend so much time
4 on supplier diversity, not just in corporate
5 contracting but also now we're moving into using
6 technology to help our small and diverse
7 suppliers to get up to that level of competency
8 so the corporation cannot tell us you don't have
9 the bandwidth, you don't have the capacity, you
10 don't have the knowledge.

11 No, sir, no, ma'am, we do have it.
12 All we need to do is for you to open that door of
13 opportunity for us.

14 For our panel discussion and also our
15 one on one matchmaking meetings, which I
16 mentioned earlier, we will have corporations
17 already committed to come and talk.

18 And I had mentioned AT&T is going to
19 come and talk about their first opportunity.
20 They're going to bring the team to come and talk
21 and meet with the DCBs one on one.

22 We will have the North Virginia

1 Technology Council and their veteran employment
2 initiative and we'll talk about how veterans
3 transition into civilian life.

4 Many of them can bring with them what
5 they have acquired and learned in trenches while
6 in the military and they can add tremendous value
7 to the supplier diversity and government
8 corporate contracting arena.

9 We have a lot more which we'll get
10 into a little later to share with you the details
11 but really, we want you to stay tuned for April
12 28th and watch our announcements and register and
13 be with us because this is an opportunity you and
14 your constituents should not miss.

15 And I now turn it over to Janell and
16 she will continue with this discussion.

17 Janell?

18 MS. TRIGG: Thank you, Susan. I'd
19 like to just list the full scope of the
20 companies, organizations that have already
21 committed to our networking one on one sessions.

22 Susan mentioned AT&T and the Northern

1 Virginia Technology Council.

2 I also want to recognize Comcast, the
3 District of Columbia Department of Small and
4 Local Business Development, Verizon, T-Mobile,
5 Charter Communications, the Nab Leadership
6 Foundation, and the Wireless Infrastructure
7 Association.

8 We still need more volunteers to
9 participate in our networking one on one session.
10 So I appeal to each one of the representatives
11 here on this Committee.

12 We're going to contact you to see if
13 your companies or people that you know within
14 your own network can also participate in our
15 networking sessions. The networking sessions we
16 first did offline back in, my goodness, June
17 2018.

18 In fact, it may have been the second
19 time we had the opportunities to have DCBs meet
20 one on one with corporate organizational
21 representatives. And of course, we're
22 transitioning to a virtual platform.

1 This is the first time this has ever
2 been done. We are breaking new ground in still
3 trying to provide networking opportunities for
4 DCBs but in a virtual world.

5 So, as you can imagine, there are a
6 lot of moving parts and complexities in our
7 planning steps. Many of these steps are
8 concurrent.

9 I'm just going to give you just a
10 brief overview of what they're working on right
11 now to make both the substantive part of the
12 spring symposium successful as well as the
13 networking 101 sessions.

14 In terms of our steps and timeline, we
15 are vigorously right now identifying and
16 recruiting moderators and speakers for our
17 substantive sessions and, of course,
18 representatives, corporate, organizational, as
19 well as government people to host a break-out
20 session for our one-on-one sessions.

21 We've also been working with our
22 wonderful, as we call it, J team, our Designated

1 Federal Officers, Jamila, Julie, and Jamile, who
2 have already met with the FCC's Office of the
3 General Counsel to review and support our efforts
4 in terms of how do we outreach, how do we collect
5 personal information, in terms of resumes or
6 whatever, how do we implement the networking
7 sessions?

8 And we're working on the Office of the
9 General Counsel's recommendations as we speak,
10 which means we need to draft the terms of service
11 and privacy disclosures.

12 We're also very much involved in the
13 public outreach for publicizing this symposium.
14 If you remember, one of our recommendations from
15 the showcase was to have more lead time.

16 So, where the FCC will also invited
17 DCBs to participate in the substantive and
18 networking sessions, we hope with a public
19 notice, by mid-March if not the latter part of
20 March.

21 We're counting on the Office of
22 Communications Business Opportunities' weekly

1 update. Celeste does a wonderful job in managing
2 the database of hundreds that we hope to be
3 thousands of DCBs or people who are interested in
4 what the FCC is doing regarding diversity.

5 That will go out weekly.

6 And we're also counting on our ACDDE
7 Committee and Working Group members to do
8 outreach within your network, industry trade
9 associations, civil rights and of course public
10 interest organizations.

11 That will be from March through April.
12 We will register, the FCC I should say, will
13 register and schedule all DCB participants for
14 both the substantive and networking sessions.

15 We have to notify DCBs of what their
16 scheduled interviews are, we will need to notify
17 the participating companies, organizations, and
18 government entities that will host break-out
19 sessions.

20 And we'll need to give the specifics
21 on what time and how to access individual
22 platforms. We also provide the opportunity for

1 those that are hosting a break-out session that
2 want to interview and meet one on one with DCBs
3 to host those interviews on their own platform.

4 So, we have a system in place with
5 notices and support that you can do that very
6 easily and we can help you in terms of contacting
7 DCBs as well as collecting their resume
8 information.

9 We need to draft introductory
10 questions and polling questions. We think the
11 polling questions from the showcase were very
12 probative of what DCBs really need.

13 And of course, we look at just
14 implementing the symposium on April 28th, which
15 was a Wednesday and after that, we will conduct
16 our analysis, both analyses, to determine whether
17 our objectives were met, our successes, and
18 hopefully no failures but areas that we may want
19 to improve.

20 And we also want that post-analysis to
21 guide our recommendations moving forward.

22 Susan?

1 MS. ALLEN: Well, that's it. Our goal
2 for the Digital Empowerment and Inclusion Working
3 Group is to deliver a report and recommendations.

4 We will report on the outcome and
5 impact of the October event last year and also
6 the forthcoming April symposium. And also to
7 report whether these two events have met or did
8 not meet our objectives that we set out to
9 fulfill.

10 We will provide the recommendation for
11 the FCC and Future Diversity Advocacy Advisory
12 Committee for continued supplier diversity
13 efforts that would be consistent with the overall
14 objectives we stated today.

15 And to that end, we will conduct our
16 post-event analyses of these two events in
17 consultation with the diversity and tech Working
18 Group.

19 Participants from all those who have
20 been a part of our life for the last two years
21 and that Jenell talked about. And then we will
22 draft up our point, we will make the presentation

1 to you all, and that will be presented at the
2 last ACDDE meeting in June.

3 I am just following my Co-Lead,
4 Janell, who's been such a groundbreaker in
5 learning new styles and new things and taught me
6 so much.

7 And I want to thank Janell for all
8 that opportunity and we have, what, this is
9 February, March, April, May, June, July, we have
10 five more months to climb.

11 And then we get our Ph.D. in working
12 on this and the next group will have a hard act
13 to follow.

14 MS. TRIGG: Susan, thank you, my
15 friend. You've been an inspiration.

16 So, in short, ladies and gentlemen and
17 members of our Committee, Diversity Committee, we
18 have an obligation and a duty to help bridge not
19 only the digital divide but the opportunity
20 divide. And the April spring symposium is an
21 opportunity to do that.

22 It's our means to give information and

1 resources. Supplier diversity is critically
2 important, as Susan noted, but so many other
3 things we're going to bring to the table. DCBs
4 need everything right now.

5 So many are hurting, many are out of
6 business, and many are just hanging by a thread.
7 So, it's our effort and our obligation to help as
8 many DCBs in our communications, technologies
9 sectors to not just survive but also to thrive.

10 So, we invite each of you to join us,
11 either in attending the event or helping us bring
12 more networking participants to the table. So,
13 with that, I'll conclude our report and Rudy,
14 we're handing it over to you.

15 Thank you, everyone.

16 MR. BRIOCHE: Thank you so very much.
17 Based on the various chat, I am sure there are
18 some comments so I won't take much time here.

19 Let me open it up for any comments or
20 questions from other members of the Working Group
21 and from the Committee broadly.

22 Please, go ahead.

1 DR. WILSON: This is Fallon again, I'm
2 sorry. All the great presentations are happening
3 now. I'm just really excited about the fair that
4 you're going to do online virtually.

5 I think that is very nuanced and I
6 know it's probably a lot of work to coordinate it
7 but the idea that you all are investing time to
8 think through how to actually do it in this
9 moment where so many businesses are in need,
10 especially from communities that are
11 underconnected in so many ways, just is a really
12 great idea.

13 MR. BRIOCHE: Dr. Wilson, when we
14 first embarked on this, we looked at the work we
15 had done previously because this isn't our first
16 rodeo so to speak, and we said how do we actually
17 improve it?

18 Well, that was before COVID, which
19 actually raised the barrier for us. But I have
20 to tell you, with the amount of time and effort
21 and coordination that Susan and Janell have put
22 into this, we've been able to not only meet the

1 challenge but also to raise the bar.

2 And we're providing not just the
3 actual meet-and-greet for people to actually make
4 these actual connections, we're really adding
5 rigor to the process we're developing.

6 So, other Working Groups are going to
7 be able to actually build upon it because we're
8 actually gleaning information from these diverse
9 communication businesses as we go along.

10 And we're strengthening relationships
11 with the Small Business Administration, with the
12 Office of Communication Business Opportunity,
13 with the Internet Associations and with various
14 communication providers.

15 So, we're really bringing everyone
16 into this tent and strengthening certain
17 alliances that we think are going to pay real
18 dividends for the businesses that really need it,
19 especially at a time where they desperately need
20 it.

21 So, it's great that we're doing this
22 work at this particular time. And thank you,

1 Susan and Jenell, for the incredible work that
2 you're doing on this.

3 Okay, any other comments? Seeing that
4 it is 11:58 a.m., I think we've conducted
5 ourselves in our presentations pretty close to
6 precision.

7 We're scheduled to end at 11:55 a.m.,
8 we're only three minutes beyond our schedule so
9 in my book that's good for work. So, thank you
10 very much, let me turn it back to our
11 distinguished Chair, Anna Gomez.

12 CHAIR GOMEZ: Thank you very much,
13 Rudy, thank you, Karin, Laura, Shellie, Roy, S.
14 Jenell, and Susan.

15 As you can see, the Working Group has
16 been very hard at work in developing their work
17 plans and does not lack for passion in the work
18 they are doing.

19 I agree with all the members who have
20 been putting in the chat, this has been a very
21 good report and the work that you're doing is so
22 important.

1 As Rudy said, the Digital Inclusion
2 Subgroup has focused on adoption.

3 I'm so glad the Subgroup has been
4 working on libraries and tribal libraries in
5 particular. Libraries are such important
6 community resources yet they face challenges, as
7 highlighted by the Working Group's work.

8 And we're so lucky that Ian has joined
9 us as he gives his terrific expertise. I look
10 forward to working with the Working Group on
11 their final report and their recommendations to
12 the Commission.

13 In addition, I'm glad the Working
14 Group is highlighting the programs that companies
15 are providing to ensure broadband adoption.

16 One thing we have learned is that
17 those in the community that most can benefit from
18 these programs may not know about them.
19 Hopefully, our work highlighting the programs
20 will get more people connected.

21 And finally, thank you for your work
22 on putting together the Supplier Diversity

1 Showcase and the upcoming Supplier Diversity
2 Symposium.

3 As you noted, these efforts are
4 particularly important because small businesses
5 and DCBs in particular have suffered greatly in
6 the pandemic.

7 As S. Jenell said, we still need more
8 companies in our supplier diversity program to
9 participate in the symposium networking sessions.

10 So, I encourage all of our ACDDE
11 members to talk to their companies, talk to their
12 members about participating. I am very thankful
13 to those who have already done so.

14 So, since we already had our comment
15 sections, I think what we will do now is we will
16 break for lunch.

17 We will have 30 minutes for lunch and
18 when we return I'll take another roll call at the
19 beginning of our afternoon session.

20 Actually, Heather, I apologize, my
21 fantastic Vice Chair, is there anything you would
22 like to add?

1 VICE CHAIR GATE: Hi, Anna, I was busy
2 typing away in the comments section.

3 I just want to again thank the Digital
4 Empowerment and Inclusion Working Group and all
5 the subchairs for the presentation.

6 I'm often in awe of how much time and
7 effort they're all putting into it with more than
8 one meeting a week sometimes. So, I really
9 appreciate the presentations.

10 I just want to make sure that you all,
11 again, heed the call to action from Susan and S.
12 Jenell to help make the upcoming symposium a
13 success, particularly the networking session.

14 Because that's really the meat of
15 helping to move the needle for small, diverse,
16 and minority-led businesses.

17 So, again, thank you all, I really
18 enjoyed the discussion. I look forward to
19 continuing after lunch.

20 CHAIR GOMEZ: Okay, let's break for
21 lunch. Please remember to turn off your video
22 and your microphones, and we will reconvene, this

1 group will reconvene, at 12:20 p.m. and the
2 public meeting will begin at 12:30 p.m.

3 Thanks all.

4 (Whereupon, the above-entitled matter
5 went off the record at 12:02 p.m. and resumed at
6 12:35 p.m.)

7 CHAIR GOMEZ: Welcome back to the
8 meeting of the FCC Advisory Committee on
9 Diversity and Digital Empowerment. I will now
10 take roll call again. So please remember to
11 unmute yourself after I call your name, and let
12 us know that you are present. Raul Alarcon?
13 Susan Allen?

14 MS. ALLEN: Here.

15 CHAIR GOMEZ: Laura Berrocal?

16 MS. BERROCAL: Here.

17 CHAIR GOMEZ: Caroline Beasley?

18 MS. BEASLEY: Here.

19 CHAIR GOMEZ: Sindy Benavides?

20 Shellie Blakeney?

21 MS. BENAVIDES: Sorry, this is Sindy.
22 I'm here.

1 CHAIR GOMEZ: Hi, Sindy.

2 MS. BENAVIDES: Hi, everyone.

3 MS. BLAKENEY: Hi, Shellie Blakeney is
4 present as well.

5 CHAIR GOMEZ: Hi. Maria Brennan?
6 Rudy Brioche?

7 MR. BRIOCHE: Here.

8 CHAIR GOMEZ: Thanks, Rudy. Harin
9 Contractor? Did you make it back? He said he
10 may be a little late. Skip Dillard?

11 MR. DILLARD: I am here.

12 CHAIR GOMEZ: Michelle Duke? Deborah
13 Elam?

14 MS. ELAM: I'm here. Good afternoon.

15 CHAIR GOMEZ: Good afternoon. Maurita
16 Coley?

17 MS. COLEY: Here.

18 CHAIR GOMEZ: Dr. Harrison? Dr.
19 Dominique? Rashidi Hendrix?

20 MR. HENDRIX: Here, present.

21 CHAIR GOMEZ: Thank you. David Honig?

22 MR. HONIG: Here.

1 CHAIR GOMEZ: Dr. Ron Johnson? I
2 thought I saw him. Sherman Kizart? Roy Litland?

3 MR. LITLAND: Here.

4 CHAIR GOMEZ: DuJuan McCoy?

5 MR. MCCOY: Here.

6 CHAIR GOMEZ: Sean Perryman? Henry
7 Rivera?

8 MR. RIVERA: Here.

9 CHAIR GOMEZ: Steve Roberts?

10 MR. ROBERTS: Here.

11 CHAIR GOMEZ: Brian Scarpelli?

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

13 CHAIR GOMEZ: Hi. Dr. Shukla? S.
14 Jenell Trigg?

15 MS. TRIGG: Good afternoon. I'm here.

16 CHAIR GOMEZ: Dr. Nicol Turner Lee?

17 DR. TURNER LEE: Good afternoon, I'm
18 here.

19 CHAIR GOMEZ: Good afternoon.

20 Winston? And Chris Wood?

21 MR. WOOD: Good afternoon. I'm here.

22 CHAIR GOMEZ: Oh, hi. For our working

1 group members, Robert Brooks?

2 MR. BROOKS: Here.

3 CHAIR GOMEZ: Milton Clipper? Rosa
4 Mendoza?

5 MS. MENDOZA: Here.

6 CHAIR GOMEZ: Cecelia Gordon? Garret
7 Komjathy?

8 MR. KOMJATHY: Present.

9 CHAIR GOMEZ: Garret, how am I -- am
10 I saying your name correctly?

11 MR. KOMJATHY: Komjathy. It's a tough
12 one.

13 CHAIR GOMEZ: Komjathy. Thank you.
14 I'll make that phonetic. Aama Nahuja?

15 MS. NAHUJA: Present. Good afternoon.

16 CHAIR GOMEZ: Good afternoon. Dr.
17 Allison Scott?

18 DR. SCOTT: Present. Good afternoon.

19 CHAIR GOMEZ: Good afternoon. Ian
20 Skorodin? Felicia West?

21 MS. WEST: Present.

22 CHAIR GOMEZ: And Dr. Fallon Wilson?

1 DR. WILSON: Present.

2 CHAIR GOMEZ: And I see Dr. Ron
3 Johnson's present.

4 DR. JOHNSON: Yes. I'm here. Thank
5 you, Anna.

6 CHAIR GOMEZ: Thank you.

7 DR. JOHNSON: I was muted out and
8 pictured out, so I'm sorry. But I'm here. Thank
9 you so much.

10 CHAIR GOMEZ: Absolutely.

11 DR. JOHNSON: Yes.

12 CHAIR GOMEZ: So we've been getting
13 some questions from the public. We will address
14 those questions during the Q&A, the public Q&A
15 portion of this meeting, later on this afternoon
16 after the working group presentations.

17 So let's move on now to Caroline's
18 group, which is going to give us their
19 presentation on the activities of the Access to
20 Capital Working Group. And I'll pass it over to
21 you.

22 MS. BEASLEY: Okay. Thank you very

1 much. First of all, it's an honor to be here
2 today with the other members of the group. A
3 special thank you to FCC Chairwoman Rosenworcel,
4 as well as to Commissioner Starks, Carr, and
5 Simington, and Michelle Carey for their
6 participation in today's events.

7 And in addition, thank you Anna and
8 Heather for your ongoing support. And then last,
9 but not least, a big thank you to the three J's.
10 in addition, I'd like to welcome our newest
11 member of the working group, and that is Robert
12 Brooks, who is with WHUR in Washington. Robert,
13 welcome to our working group.

14 As a reminder, we have three subgroups
15 within the working group, and each has been hard
16 at work since our last meeting in September. As
17 you may know, we posted a virtual symposium on
18 November 6th, and I'm going to say, it was action
19 packed and very, very informative.

20 The subgroups are as follows: our
21 lending, finance subgroup is chaired by DuJuan
22 McCoy, our political subgroup is chaired by

1 Nahuja Aama, and our broadcast subgroup is
2 chaired by Skip Dillard.

3 Each of these subgroups have committed
4 a great deal of time and energy to their
5 respective goals, missions, within the subgroups.
6 And they will outline the highlights of the
7 symposium, as well as their planned actions
8 between now and the end of the charter.

9 So with that, we will start this
10 afternoon's comments from DuJuan McCoy, who is
11 President and CEO of Circle City Broadcasting and
12 our lending finance subgroup chair. DuJuan, I'm
13 going to hand it over to you now.

14 MR. MCCOY: Thank you, Caroline. Glad
15 to be here everybody, and hope you're having a
16 great afternoon so far. Caroline, thank you so
17 much for your leadership on our working group.
18 We also have two other members of our working
19 group, Garret Komjathy and Steve Roberts.

20 Why don't I take two minutes and have,
21 start with Steve, and have them introduce
22 themselves to you so you have a little bit of

1 background, then we'll go to Garret, then we'll
2 jump right into our short presentation. Okay,
3 Steve?

4 MR. ROBERTS: Good. Thank you very
5 much, DuJuan. It's an honor to serve with you on
6 this committee and those of you who don't know,
7 DuJuan, even though he looks young, he's really a
8 taskmaster, at whipping some of us together on
9 this. So thank you.

10 For many of you who are on this call,
11 you know the history of the Roberts Broadcasting
12 entities. We have been FCC licensees for over 30
13 years. Owning over 15 TV stations, radio
14 stations, and we're in the wireless
15 communications business. We're an affiliate of
16 Spring's, so our licenses came from the FCC.

17 So we know the FCC and the team there
18 very well. And I have to tell you, as someone
19 who was a part of the previous committee, I'm
20 just really encouraged by the support that the
21 Commission and the staff has given those of us
22 who are in the private sector, who every day are

1 employing people and creating opportunities for
2 families across this country.

3 And I will also have to say, since
4 I've known so many commissioners, and chairs, I
5 was really very encouraged by the words that I
6 heard today. All of the commissioners said they
7 believe in our mission. They believe in the
8 importance of creating opportunities for minority
9 and women-owned businesses. Not only in
10 ownership, but also in employment opportunities.

11 And for someone like DuJuan and I, who
12 every day are looking for talented people to come
13 into our industries, it means a lot to me. And I
14 hope that they will continue this vision beyond
15 the ending date of this particular timeline.

16 I would also like to say that toughest
17 thing -- and DuJuan and the other members of this
18 subcommittee have discussed time after time is
19 the difficulty of women and minorities to get
20 into the field of broadcasting media, and even
21 the wireless communications.

22 And so our task was to focus on how do

1 we get -- how do we partner people up, how do we
2 give them opportunities to go into this very
3 exciting field.

4 DuJuan is a very thorough chairman, so
5 he'll give you more detail. But I wanted the
6 rest of the Board to know that what you got with
7 DuJuan and I, DuJuan, who's probably one of our
8 most exciting young entrepreneurs in this field
9 and the Roberts Company, who have been in it for
10 a long time, how we are pooling our resources and
11 experience to make a difference in this country.
12 And we have that opportunity. Thank you, DuJuan.

13 MR. MCCOY: Thank you, Steve. Garret,
14 do you want to jump in and give a brief outline
15 of who you are and what you do?

16 MR. KOMJATHY: Of course, DuJuan.
17 Thank you. And again, thank you Caroline, one,
18 for giving me an opportunity to be on this
19 committee, and DuJuan, to work with you.

20 In terms of my background, I've been
21 a media lender for the better part of 25 years,
22 covering the entire spectrum of companies from

1 small radio and TV operators, all the up to large
2 corporate clients, such as Comcast, Walt Disney,
3 and people of that scope.

4 By way of background, I've had
5 professional and lending relationships, and
6 personal relationships with both Caroline and
7 DuJuan, for purposes of full disclosure.

8 So, US Bank is the nation's fifth
9 largest bank, long time media lender, and it's
10 been an honor to be on this committee. DuJuan?

11 MR. MCCOY: Thank you, Garret. So
12 what we want to do for the viewers today, and
13 listeners today is just give a quick, two-prong
14 recap of what we did since our September 18th
15 meeting. That'll be the first session, and
16 Garret will talk about that.

17 Then we're going to get into the plan
18 of workstream actions from February 11th all the
19 way up until the end of this session, which will
20 be right around July 5th. So Garret, you want to
21 just give a quick recap of what we did from
22 September 18th till now?

1 MR. KOMJATHY: Of course. Yes. And
2 just by way of maybe giving a little bit more
3 detail, our team met, it felt like it was every
4 Friday to get our presentation together. The
5 purpose of our presentation, again, everyone
6 acknowledges the challenges that minorities and
7 females face in, you know, ownership, and also at
8 the same time, providing, you know, diversity of
9 voice.

10 And in order to be an owner, one of
11 the most critical things is to be able to obtain
12 financing and capital to acquire stations. And
13 what we ended up doing as part of our
14 presentation in September, we used a real live
15 scenario, which actually involved my bank
16 financing DuJuan McCoy's prior company, and we
17 went through, in detail, what we typically
18 require from prospective owners with respect to
19 documentation requirements, financial
20 requirements, in order to get a deal done.

21 And it was a -- you know, a four
22 person panel, including myself, one of my

1 colleagues, Daniel Damon, who's in the loan
2 capital markets group for US Bank, and he gave --
3 the two of us gave our perspective on, you know,
4 what are the requirements, what are the things
5 that prospective owners should be looking for.

6 And then we used DuJuan and his CFO,
7 Ty Shea, and basically went through the series of
8 events that from, you know, my initial
9 introduction to DuJuan to every step through the
10 process, in an abbreviated fashion, and to the
11 successful conclusion of that financing and then
12 DuJuan's subsequent sale of that company.

13 As part of that dialog, there was Q&A
14 from prospective listeners and I received,
15 obviously, some follow up emails from
16 participants that listened in to follow up our
17 presentation. DuJuan, would you care to add to
18 that?

19 MR. MCCOY: Yes, yes. That pretty
20 much is a pretty good synopsis of it Garret.
21 What I'd like to add as well, the presentation
22 was named Obtaining Financing in Today's Changing

1 Environment. And what we tried to accomplish,
2 without going through the details of the
3 presentation again, but what we tried to
4 accomplish is give different scenarios, whether
5 it be small business lending where you're working
6 with the SBA, or you're working with a middle
7 market fund manager, or working with a senior
8 bank.

9 But we tried to lay out, in the
10 presentation, how to obtain financing through any
11 economic turn that we have; good times and bad
12 times. So what we try to do next to extend that
13 presentation, we presented that presentation on
14 November 6th, and we probably had a few thousand
15 people watching.

16 But for our goal as a committee, we
17 want to make this document and this presentation
18 public. Okay? We want to make it easily
19 accessible to the women, and people of color, and
20 minorities that are really, really sincere and
21 interested in obtaining financing for broadcast
22 properties or media properties.

1 So what we plan to do is, one, we're
2 going to recruit advocacy groups and stakeholders
3 within the industry that want to allow this
4 document to be on their site. Okay? And we'll
5 recruit those folks and those advocacy groups,
6 and help them put together a section on their
7 website, so that, again, people interested in
8 obtaining financing can go at their leisure to
9 those websites to read a, quote/unquote, how to
10 raise financing and what to do from a financing
11 standpoint.

12 I've been fortunate, and I've been
13 blessed to be one of the few current African
14 Americans to be able to obtain financing for
15 media properties. And again, I've been fortunate
16 to be able to do it at very different levels.
17 From a \$3 million acquisition all the way up to
18 \$165 million acquisition.

19 So part of my give-back is to give the
20 knowledge that I've learned along the way so that
21 we can help others try to get into the media. So
22 we feel that by putting this path to obtaining

1 financing in today's changing environment on
2 websites, we're going to be able to attract more
3 folks and educate more people into the space.

4 Then on our final meeting, which is
5 going to be around June 24th, we plan to present
6 and click through and show you the amount of
7 stakeholders and who was willing to participate
8 in this public forum, if you will, on obtaining
9 financing in today's environment.

10 Additionally, I failed to say, we are
11 also going to recruit stakeholders, financial
12 stakeholders like the Garret Komjathy's of the
13 world, and the US Banks of the world, so that
14 they can also lend a helping hand and educate
15 women and people of color on how to obtain
16 financing.

17 So Steve, did I miss anything? Is
18 there anything else that you'd like to chime in
19 on?

20 MR. ROBERTS: No, I think, DuJuan, you
21 hit it well. The important thing that I want our
22 listeners to be aware of is that, you know, the

1 problem that we're facing today is not one that
2 happened overnight. You know, we've been in the
3 business, like I said, for over three decades.

4 And when we initially bought our first
5 few TV stations, there were, you know, over 25
6 African-American women-owned broadcast groups in
7 the United States. Well, what I've seen over the
8 last 30 years is that, you know, that's down to
9 three or four basically.

10 So this problem has not come about
11 overnight, and it's not going to be fixed
12 overnight. But we think that why we may want to
13 talk about it with some of the legislative
14 initiatives that we're proposing, and a lot of
15 you know my background is politics, as well as
16 looking at legislation that can be changed, as
17 well as, I think, an environment today where
18 lenders understand that there's got to be a
19 greater social compact with our communities by
20 creating and supporting business that create and
21 support employment opportunities for those who
22 normally wouldn't have an opportunity.

1 So it's an exciting time, because we
2 clearly have an administration and Congress that
3 will listen to us. But we have to step through
4 the door as a group and make these changes occur.
5 Because the window can close very, very quickly
6 if we don't assert ourselves. Thank you.

7 MR. MCCOY: Thank you, Steve. Thank
8 you, Garret. I'll kick it back to you, Caroline.
9 Thank you, everybody.

10 MS. BEASLEY: Okay, thank you, DuJuan,
11 Garret, and Steve. Does anyone have any
12 questions from the group for this particular
13 subgroup?

14 Okay, hearing none, it is now my
15 pleasure to introduce to you Nahuja Aama. She's
16 legal counsel of A Wonder Media Company, and she
17 is our political subgroup chair. Nahuja?

18 MS. AAMA: Yes. Thank you, Caroline.
19 Good afternoon. Our subgroup would like to thank
20 you for this opportunity to share our work. Like
21 the other groups, we do want to thank our working
22 group chair, Caroline Beasley, the advisory

1 committee chair, Anna Gomez, and co-chair,
2 Heather Gate, and all the FCC commissioners who
3 participated today.

4 Finally, we also want to thank the FCC
5 deputy officers, Jamila Bess Johnson, Julie
6 Saulnier, and Jamile Kadre for all of their work
7 with our group.

8 Consistent with the subgroups that
9 preceded us, we will be reporting on our actions
10 since September 18th, 2020, and also give you an
11 update on our workstream plan and deliverables
12 through to the end of our term on June 24th,
13 2021.

14 Our subgroup chose to focus on
15 legislative proposals for policies that support
16 diversity of management and media ownership.
17 There were any number of such legislative
18 offerings in Congress. But we zeroed in on
19 reviewing two proposals.

20 Both of these proposals were presented
21 in our signature action, on which we worked from
22 September 18th until November 6th, 2020. For

1 November 6th, the political subgroup organized a
2 panel for the access to capital working group's
3 virtual symposium, entitled Path to Media
4 Ownership and Sustainability.

5 The first half of the panel, titled
6 Tax Certificate Policies to Increase Ownership
7 Diversity, Past, Present, and Future, featured a
8 summary of the history of the tax certificate
9 policy, which essentially, quadrupled the diverse
10 media ownership between its introduction in 1978
11 and its repeal in 1995.

12 This was presented by David Honig, a
13 member of the political subgroup. The first half
14 of the panel also included my presentation on the
15 potential for a new tax certificate policy to
16 increase media ownership diversity.
17 Specifically, the Butterfield Tax Certificate
18 Bill, or the Butterfield Bill.

19 In addition, a congressional staff
20 member provided an update on other pending
21 legislation intended to increase diverse media
22 ownership.

1 Now the second half of the panel on
2 November 6th featured a discussion moderated by
3 Henry Rivera of the Emma Bowen Foundation, Wiley
4 Rein, LLP. And Maurita Coley Flippin, president
5 of the multicultural media telecom and internet
6 council.

7 It included broadcasters who had
8 benefitted from the past certificate program, who
9 were desiring to take advantage of a reinstated
10 tax certificate program. The featured
11 broadcasters on the panel were Russell M. Perry,
12 CEO of Perry Broadcasting, Tomas Martinez, co-
13 owner of Solmart Media, Jeffrey Smulyah, Chairman
14 and CEO of Emmis Communication, and Sara Lomax-
15 Reese, President and CEO of WURD Radio.

16 The political subgroup has two planned
17 workstream actions and deliverables from today,
18 February 11th, to the end of the current advisory
19 committee charter. In the first workstream
20 action, the political subgroup would develop
21 recommendations to the working group on
22 enhancements to the Butterfield Bill. And also

1 maybe other federal tax incentive legislation
2 provisions that the advisory committee may wish
3 to recommend that the FCC support to increase
4 diverse media ownership and representation.

5 The political subgroup will research
6 and discuss with stakeholders the following
7 related provisions that could enhance the
8 Butterfield Bill's ability to increase diverse
9 media ownership. During our November 6th
10 symposium, one of the questions put to the
11 panelists regarded the ownership and control
12 percentage requirement under the Butterfield
13 Bill.

14 I have asked David Honig to share
15 information with us on two issues related to the
16 Butterfield Bill. David Honig is president,
17 emeritus, and special advisor to the
18 multicultural media telecom and internet council,
19 and a member of the political subgroup.

20 Specifically, he will give a short
21 discussion on reassessing ownership and control
22 percentage requirements for the diverse party

1 triggering the tax certificate, and whether the
2 FCC should participate in determining percentage
3 of equity that a socially-disadvantaged business
4 must hold to qualify for a tax benefit.

5 And then, second, he will assess
6 whether the donor giving a broadcast station to a
7 training institute should receive a tax credit as
8 an incentive. David, I'm going to hand it over
9 to you.

10 MR. HONIG: Yes. Thank you so much.
11 Can you hear me okay?

12 MS. AAMA: Yes. You're loud and
13 clear.

14 MR. HONIG: That's great. So as we
15 all agree and understand, the principal barrier
16 to minority and women ownership in media and
17 telecom has been access to capital for four or
18 five decades.

19 A very quick summary of, and refresher
20 on, kind of the tax certificate policy, and how
21 it came about, and what it would be, what would
22 happen to it, I can provide that in about a

1 minute to refresh everyone's memory.

2 It actually was created in 1970 to
3 take some of the responsibility of easing the
4 financial impact of an involuntary assignment of
5 license, or transfer of control, to break up a
6 local combination when it wasn't grandfathered
7 like a newspaper and a TV station, or a TV
8 station and an FM station.

9 Subsequently, it was amended to
10 include voluntary breakups of local media
11 combinations, and proved to be pretty successful.
12 The basic premise of the policy was that the
13 seller of one of these entities that would be by
14 its sale, have diversity be enhanced, diversity
15 with a small d, would receive a deferral of
16 payment of capital gains taxes on the sale,
17 assuming that there were capital gains, upon
18 reinvestment in comparable property.

19 So this, of course, its' always better
20 to pay taxes with tomorrow's dollars than today's
21 dollars, so this really took advantage of time
22 value of money in creating an incentive that

1 didn't raid the treasury.

2 In 1977, Chairman Dick Wiley created
3 the first of what became five, our group being
4 the fifth one, ACDDE, diversity-related advisory
5 committees, and Chairman Ferris, Chairman Wiley,
6 and then subsequent to him, Chairman Ferris in
7 1977 and '78, charged that group with coming up
8 with a truly dramatic way to enhance minority
9 ownership.

10 The recommendation ultimately became
11 a commission policy in the statement of policy on
12 minority ownership of broadcast stations. For
13 those who want to look it up, 68 FCC 2d 979,
14 1978, basically taking the policy as it existed
15 previously and extending it to situations where a
16 cable system, or a broadcast station were sold to
17 a minority-controlled company.

18 The original definition of what would
19 qualify as a minority-controlled company was left
20 somewhat muddled. It was assumed, I think, at
21 the time that that would mean 51 percent of the
22 votes, and 51 percent of the equity, but

1 subsequently, the development of tools like LLP's
2 and LLC's allowed someone who did not have, who
3 was not cash rich, but still had access to some
4 capital, some skin in the game, to come in with
5 20 percent of the equity, but 51 percent of the
6 vote.

7 That was the recommendation of the
8 advisory committee in 1982, chaired by former, at
9 that time, current FCC commissioner, Henry
10 Rivera. And it has basically been the law and
11 the Commission's policy ever since.

12 Before the policy was repealed in
13 1995, it had quintupled the number of minority-
14 owned broadcast stations, probably the less said
15 about the repeal, the better. Let's pick it up
16 in 2000, when John McCain introduced the first of
17 several bills to get the policy restored.

18 Other bills had been introduced in the
19 next few years after that by Congressman Charlie
20 Rangel, Congressman Bobby Rush, Senator Menendez,
21 and now this one starting in 2017 and
22 reintroduced the last couple years from

1 Congressman G.K. Butterfield of North Carolina.

2 Of course, because it is a tax bill,
3 it must go through review both at the Commerce
4 Committee and the Ways and Means Committee.

5 There has never been a hearing on any of these
6 bills before Ways and Means, and what sometimes
7 happens is it's necessary to bundle together
8 several tax-related provisions in an omnibus tax
9 bill.

10 Standalone tax provisions very seldom
11 get enacted. But if there are five, or six, or
12 seven tax provisions, each with its own sponsor,
13 and its own constituency of support, then that
14 gains critical mass and that passes.

15 So one question that we therefore turn
16 to is, well, what else could be done besides
17 through the classic tax certificate route to
18 advance diversity in our industries, and is
19 there, as Nahuja mentions, anything in the
20 Butterfield last draft, the 2020 draft, that
21 could be improved, if necessary.

22 We came up with a list of some five

1 different things and have narrowed it throughout
2 consultations with one another and with experts
3 to three. First, we originally thought perhaps a
4 tax incentive-based incubator program might be a
5 way to get that off the ground after more than 30
6 years.

7 But it appears that that would be
8 fought vigorously by those who feel that the
9 incentive to incubate should be a reduction in --
10 an additional -- rather, an additional station
11 that you could acquire under the local ownership
12 rules. So rather than provoke a fight, this
13 isn't the right place, we decided to recommend
14 that an incubator provision be included.

15 We did feel that there was one
16 sentence in the Butterfield Bill which we would
17 hope that his office would be -- would consider
18 changing. And that is the sentence that provides
19 that the definition of a qualified buyer would be
20 51 percent ownership, 51 percent equity, and that
21 instead, the Commission, as the expert agency, be
22 authorized to decide what the standard should be.

1 Maybe it's, and probably should, be around 20
2 percent of the equity and 51 percent of the vote,
3 as the Rivera Commission in 1982 provided.

4 But it could be something else. So
5 simply saying 51 percent or such other number as
6 the Commission through a rule making would
7 decide, and that phrase would be the only thing
8 that we think probably should be changed.

9 We also considered whether this was
10 the right time and place to propose the extension
11 of this legislation to telecom, but scoring,
12 especially given the state of the economy is
13 going to be an issue, a threshold issue at Ways
14 and Means, and if telecom were included now in
15 one deal, given the multiple sizes -- the
16 multiplier, the size of these deals, it could
17 blow up the whole program. So this probably
18 isn't the time and place either.

19 Two additional provisions that could
20 go in simultaneously, or in separate legislation,
21 at the will and desire of both of the House
22 committees. One would be to give a small

1 broadcaster a tax credit upon the donation of a
2 station to a training institution. And in that
3 way, have them be able to honorably exit a family
4 business, and also do some good for the next
5 generation of broadcasters. That's been proposed
6 about ten years ago. No opposition to it has
7 surfaced.

8 The other is a proposal that Condista
9 has floated as a way to ameliorate some of the
10 controversy that always arises in this question
11 of transmission consent, retransmission consent,
12 carriage of channels, and so forth.

13 A fair point that's been made by many
14 over the years is that there aren't very many
15 opportunities for qualified independent
16 programmers to get on an MBPD. So they came up
17 with the idea of having an MBPD tax credit for
18 the carriage of qualified independent
19 programmers, and they made a presentation. And
20 it does seem that it has legs, and is worthy of
21 inclusion and consideration by the two
22 committees.

1 So between now and the end of the
2 term, July 5th, we hope to kind of move these
3 things along through the Commissions' Office of
4 Legislative Affairs, which of course, should take
5 the lead and has been engaged on this issue for
6 five years, since the Commission endorsed it in
7 the 257 -- the Section 257 report that they
8 issued that year.

9 So that concludes my report. And I'd
10 love to take any questions anyone might have.

11 MS. AAMA: We'll see if people have
12 questions at the end. Thank you, David.

13 MR. HONIG: You're welcome. Thank
14 you.

15 MS. AAMA: Let me move on with our
16 planned steps and deadline dates for completion
17 of our workstream action. You know, we're
18 planning during February -- this is really just
19 related to the Butterfield Bill. During
20 February, we're going to reach out to associates
21 and other public and private stakeholders to
22 discuss and assess the possible impacts of

1 diverse media ownership of the above possible
2 additions, or related provisions to the
3 Butterfield Bill.

4 And in March, we'll report on those
5 discussions at our meeting, so that our subgroup
6 members will be better informed about the status
7 of interest in these possible enhancements.

8 In mid-April, the subgroup will
9 prepare a draft of a possible tax incentive
10 enhancements to the Butterfield Bill that we want
11 to recommend to the working group. And during
12 that first subgroup meeting, members will discuss
13 and develop a consensus on the draft, and prepare
14 final recommendations to make to the working
15 group.

16 By mid-May, the subgroup will forward
17 its final recommendations to the working group
18 and the advisory committee, and then on June
19 24th, any final recommendations related to
20 enhancements to the Butterfield Bill that have
21 been approved by the working group at the final
22 meeting, we will review them.

1 So our second workstream action is
2 other possible tax incentive legislative
3 provisions that could contribute to increasing
4 diverse media ownership and representation, apart
5 from the Butterfield Bill. And David spoke about
6 it when he was talking about the Condista
7 proposal, which is, you know, more in the line of
8 a programming initiative.

9 So I'm not going to have him come on
10 and explain it again, but that's kind of what
11 we're going to look at in our workstream action.

12 And then the deadline dates for that,
13 basically, coincide with what we're going to be
14 doing with the Butterfield Bill. That is, you
15 know, to reach out to associates and the public
16 and private stakeholders to discuss this
17 additional programming that could be included but
18 it would have to -- would probably be a separate
19 bill.

20 And, you know, so we'll follow up on
21 that, and then we'll report on any discussions
22 that we have in April, and we'll do the draft

1 summary, like I mentioned before. And then by
2 the end of April, we'll come up with a consensus
3 to decide whether this is an additional tax
4 incentive legislation provision that we want to
5 recommend for further study, or possible support
6 by the working group, or the advisory committee.

7 And then finalize, you know, the
8 summary and recommendations, and then forward it
9 onto the working group, of course.

10 CHAIR GOMEZ: Nahuja, I think we lost
11 your sound. I think you're muted.

12 MS. AAMA: Lost it?

13 MS. GORDON: Now you're back.

14 MS. AAMA: I'm back? Okay.

15 CHAIR GOMEZ: The last you said was
16 and then forward our recommendations, and then
17 you went, you went mute.

18 MS. AAMA: Went mute. Okay. All
19 right. So I was just -- I just was moving onto
20 the deliverables, which our subgroups
21 deliverables for our final advisory council
22 meeting, will be based on our committee work, the

1 November 6th symposium tax certificate, and also
2 polling of various stakeholders, which you know,
3 we pretty much concluded that the Butterfield
4 Bill is valuable legislation, that if passed, it
5 will increase diversity of broadcast ownership.

6 So the political subgroup will focus
7 on the need for the Butterfield Bill to remain
8 front of mind among the public, Congress, and
9 other stakeholders. And we'll plan on delivering
10 a recommendation that the working group, if they
11 approve it, and the advisory committee urge the
12 FCC through its Office of Legislative Affairs to
13 support passage of the Butterfield Bill by the
14 current Congress.

15 The steps for this deliverable in
16 terms of the Butterfield Bill, and the steps for
17 the second deliverable, which is related to the
18 other tax incentives that are not enhancements to
19 the Butterfield Bill, the timeline goes from
20 April to June and in that regard, we plan to, by
21 mid-April, decide upon a draft and a summary of a
22 possible tax incentive enhancements to the

1 Butterfield Bill, and also anything that is not
2 an enhancement to the Butterfield Bill, if it's
3 approved.

4 By the end of May, prepare, finalize,
5 and obtain approval by the working group for any
6 desired presentation for our June final meeting.
7 And then, of course, in June, make the final
8 presentation and seek the advisory council
9 approval to recommend that the FCC support the
10 Butterfield Bill, and if there are any other
11 provision, legislative provisions that are proven
12 supported by the working group and the advisory
13 council, that the FCC support those as well.

14 And that pretty much concludes our
15 presentation. I know our -- like the other
16 subgroups, we have a lot of work cut out for us,
17 but we believe this is important to our mission,
18 and will increase diversity ownership. So thank
19 you, and I'll turn this back over to Caroline.

20 CHAIR GOMEZ: Okay. Thank you,
21 Nahuja. We'd like to open it up for questions
22 for this particular subgroup. Does anyone have

1 questions?

2 Okay. Well, hearing or seeing none,
3 we will move onto the last subgroup that we have,
4 and that is our broadcast subgroup. And this
5 subgroup is chaired by Skip Dillard, who is VP of
6 National and Community Partnerships with WBLS and
7 WLID in New York. Skip, it's my pleasure to hand
8 this over to you.

9 MR. DILLARD: All right. Thank you so
10 much, Caroline. I would like to first take the
11 time to recognize our broadcast subgroup members.
12 Just an incredible group of people I've learned
13 so much from. Our newest member, Robert Brooks,
14 who is a sales executive with WHUR FM, Howard
15 University in Washington D.C. and I won't hold
16 that against him, since I attended Hampton. So
17 you know, it's our arch-nemesis there. But we're
18 all friends in this environment.

19 Also, I want to give special thanks to
20 Dr. Nimisha Shukla. She is a pediatrician and a
21 broadcast owner as well. Attorney James Winston,
22 who is president of the National Associated of

1 Black Owned Broadcasters, Sherman Kizart,
2 Managing Director of Kizart Media Partners, and
3 last but not least, Raul Alarcon, President, CEO,
4 and Chairman of Spanish Broadcasting Systems.

5 Our subgroup focuses on hopeful entry-
6 level broadcasters, new broadcasters, and
7 existing broadcaster owners in radio and TV,
8 looking not just to survive, but thrive. And we
9 worked on many activities and narrowed it down to
10 what was most important to our businesses.

11 To start off, our group worked on
12 planning. We accessed the capital on November
13 6th symposium, which was virtual, preparing
14 sessions with guests, representatives, covering
15 the following subjects of current interest to
16 broadcaster owners and operators.

17 We began our first panel with Nielsen
18 Ratings and Technology. This was led by Nielsen
19 officials, and Dr. Shukla, and Attorney James
20 Winston headed that panel for us.

21 Our Nielsen officials covered the
22 following questions and issues. First, what new

1 tools from Nielsen Ratings can assist
2 broadcasters in maximizing revenue, understanding
3 more about station performance and increasing
4 productivity; especially for new broadcasters,
5 this is crucial, as many wind up with stations
6 not fully understanding, not only how the ratings
7 methodology works, but how the data that comes
8 from the methodology and results can help them
9 greatly in their business.

10 Also, second, was how Nielsen's
11 technology has been updated to better incorporate
12 measurement of streaming, wireless headphone use,
13 and emerging broadcast technology. So one of
14 these would be the smart speaker. We also can
15 talk about the emergence of cars that are totally
16 connected with Wi-Fi and hot spots. How does
17 Nielsen continue to upgrade their measurement
18 abilities against the technology that is forever
19 quickly changing?

20 Also, what training programs are
21 available for broadcast content and sales by
22 Nielsen representatives. There are many training

1 resources, including virtual and once we get
2 through the pandemic, on-site visits. Education
3 is most important, not only for senior level, but
4 for staffers in general to consistently stay
5 ahead of the game.

6 We then had an advertising agency
7 roundtable moderated by Sherman Kizart and Raul
8 Alarcon. The executives discussion on this
9 roundtable for advertising included how
10 broadcasters pitched decision makers at top
11 advertising firms. We talked about recent
12 government agency actions to foster more spending
13 with small and minority-owned broadcasters.

14 Also resources that were available to
15 small minority operators to help grow advertising
16 dollars spent at radio and TV stations. I can
17 personally attest to the fact that government
18 spending helped us greatly during the pandemic
19 with the census advertising we were able to
20 receive through advertising agencies that were
21 spending government dollars to promote
22 participation in the U.S. Census. There were

1 many advertising buys that were so appreciated by
2 small and minority broadcasters.

3 Also, we wanted to explore contact
4 with government agencies that advertise to share
5 information with broadcasters on how to increase
6 their radio and TV ad spend.

7 As we move forward, our actions for
8 the near future to the end of our charter, we
9 know that small and minority broadcasters often
10 need more Nielsen training throughout their
11 organizations to maximize advertising revenue and
12 content performance through use of Nielsen
13 research.

14 Ratings and data are often overlooked
15 by small and potential broadcast owners, limiting
16 their opportunities for success.

17 The subgroup will request a follow up
18 session with Nielson, which is in the works. The
19 sessions will discuss a possible Nielson toolkit
20 that would be made available on both Nielsen and
21 if approved, FCC ACDDE websites.

22 Planned steps and deadline dates for

1 completion of workstream action one, in January,
2 we worked to set up a following Nielson session.
3 We have been in contact. And going on into
4 March. Discussing with the broadcast subgroup
5 the possibility for a Nielson ACDDE best
6 practices handbook for broadcasters.

7 Our workstream action, two, is the
8 broadcast subgroup has identified a need to
9 encourage diversity in advertising content
10 through further dialog with major advertising
11 agencies to increase multicultural spending in TV
12 and radio.

13 Nonprofit organizations including the
14 National Black Chamber of Commerce, Multicultural
15 Media, Telecom, and Internet Council, and the
16 National Association of Black Owned Broadcasters
17 could be enlisted to provide guidance and create
18 partnerships.

19 The goal will be to create
20 relationships with multicultural advertising
21 agencies to foster a better pipeline between
22 small, women, minority broadcasters in the

1 advertising industry.

2 Our planned steps here is that we have
3 had a subgroup meeting and determined our first
4 steps. We are working to follow up with
5 participating organizations. We are working to
6 execute in March through mid-April, a plan of
7 action including compelling tools and resources
8 for broadcasters seeking increased advertising
9 revenue. And in mid to late April, review a
10 draft of resource materials by the FCC and ACDDE
11 leaders.

12 Finally, for our working group
13 deliverables for Nielson, we do want to develop a
14 Nielson toolkit to help small and diverse
15 broadcasters maximize advertising revenue and
16 content performance through the use of Nielson
17 research.

18 Our planned steps include an agreement
19 from Nielson to draft a template, also ACDDE
20 Nielson meetings to outline information that
21 would be provided in this toolkit. Our goal is
22 to have that done by the end of March.

1 Our next step would be to draft the
2 FCC ACDDE leadership review and approval of
3 toolkits during April and May, and the adoption
4 of the toolkit by the ACDDE by June 24th, and to
5 post on a Nielson and FCC websites, if approved
6 by the FCC by the end of our charter.

7 Our working group deliverable two will
8 involve compiling tools and resource materials
9 for broadcasters seeking increased advertising
10 revenue, share materials with broadcasters, and
11 post on the ACDDE page and FCC websites.

12 Our planned steps to accomplish our
13 advertising deliverable two, that will be to
14 contact advertising agency representatives who
15 participated in the November 6th symposium by the
16 end of this month, identify and seek
17 participation of nonprofit broadcast advertising
18 support agencies, and government agencies, by the
19 end of March.

20 Draft of best practices to be
21 delivered to the FCC by April 15th, and ACDDE
22 leadership by April the 22nd.

1 And the fourth step, approval and
2 adoption of resource materials by the ACDDE and
3 posting on the ACDDE webpage of the FCC website
4 by the end of our charter.

5 This is a pretty ambitious and busy
6 time for us and we definitely look forward to
7 completing these tasks which, you know, we are in
8 agreement, could help make a difference for a
9 small and minority broadcasters, as well as those
10 in the broadcast business that are small and
11 large.

12 We feel like they're, you know,
13 definitely steps that can improve life for our
14 broadcasters as we start to move out of the
15 pandemic and look forward to better times.

16 Thank you, and if are there any
17 questions?

18 DR. WILSON: I do have one. First and
19 foremost, I find the broadcast subgroup to be
20 really exciting. Primarily because you sit at
21 the intersections of now, not only traditional
22 ways in which we think about broadcasting, but

1 looking specifically at platforms and how they do
2 streaming.

3 So when you started talking about
4 streaming, and like some of the tools that have
5 been created by black and brown, and minority
6 entrepreneurs to get into this space, like
7 Listener from like Rodney Williams, to stream
8 content right, just effortlessly through cars and
9 through -- it is an exciting time to think about
10 how the intersections of platforms, right?
11 Apple, Apple TV, right? Media content creators
12 from YouTube, and thinking about how we really
13 can broaden the scope of broadcasting to really
14 look at these new, engaging entrepreneurs from
15 minority communities to get into this space.

16 And so really broadening the
17 definition of broadcasting is exciting for me.
18 The other thing that's really exciting is
19 thinking about Nielson, and making sure that
20 they're collecting data that really reflects,
21 once again, these broad, emerging categories
22 where we find so many people of color,

1 minorities, engaging in space, right? Creating
2 their own streaming content, and then trying to
3 figure out what is the best procurement processes
4 to get to be on HBO Max versus being on Apple TV,
5 versus Roku, which creates their own TV's, and
6 then they also gave it a rank based on what
7 you're able to pay to get on, to be able to be
8 seen as a prime streaming network.

9 Oh, this is Fallon, I'm sorry. You
10 know, I'm just excited that it is -- it creates a
11 great opportunity to really broaden all the
12 things that we're talking about on this full
13 committee. It deals with internet, it deals with
14 entrepreneurship, it deals with streaming, it
15 deals with platforms, and yeah, really exciting
16 content that you just gave.

17 I was just happy you said streaming
18 because I was like, I know streaming is important
19 to this because there are so many young people of
20 color creating content and trying to figure out
21 their way and trying to figure out how to get
22 access there.

1 MR. DILLARD: Well, you know, I
2 totally agree and thank you so much for your
3 comment. We all know, as broadcasters, we're far
4 bigger today than our towers. And so while the
5 terrestrial, you know, was always a focus and
6 continues to be, we do know that, you know, the
7 future is through being able to make use of all
8 the technology tools, as well as the data, the
9 increased data that is provided to us from
10 Nielson and so many of its partners.

11 And the better we can use that data,
12 the better we can broaden our definition of what
13 radio and television is, and live well in the
14 mobile universe that we're in, the better off and
15 healthier our industry will be.

16 MS. BEASLEY: Great. Are there any
17 more questions for Skip? So, thank you, Skip.
18 And thanks to everyone within our working group
19 and the subgroups. And I hope that you are as
20 pleased with their accomplishments to date and
21 their very aggressive goals through the end of
22 June, as I am.

1 So this concludes the Access to
2 Working Capital Group Report, and Anna, I'm now
3 going to hand it back over to you.

4 CHAIR GOMEZ: Thank you, very much,
5 Caroline, DuJuan, Robert, Garret, Nahuja, David,
6 and Skip. I am very impressed. The working
7 group has put in a lot of work. As we've said,
8 all the working groups are doing meeting after
9 meeting and continuing to work on advancing their
10 individual group's projects.

11 This working group, of course, has
12 really thought about ways to improve access to
13 capital for women and minorities, and has delved
14 into the challenges for getting financing. Your
15 goal of sharing your lessons learned on how to
16 obtain financing is laudable and I support your
17 efforts to share it widely.

18 And the political subgroup continues
19 its committees efforts for providing
20 recommendations to the commission on tax
21 certificate and other tax incentives legislation.
22 I really appreciated David Honig's history of FCC

1 actions on minority ownership and tax certificate
2 policies, as well as his detailed presentation on
3 the recommendations to the commission,
4 Congressman Butterfield's tax certificate bill,
5 and other incentives.

6 We do need to do whatever we can to
7 enhance diverse media ownership and
8 representation, and this subgroup's work in this
9 area is very important. Just hearing David give
10 us the statistics on the results of the earlier
11 FCC policies shows you how important this work
12 is.

13 So I look forward to the subgroup's
14 draft recommendations to the ACDDE for
15 consideration. And thanks as well to the
16 broadcast subgroup for your work on the
17 symposium. It's fascinating to hear about the
18 business side of television and radio. It's not
19 something I have a lot of access to so having
20 these tremendous experts starting with Caroline
21 and all the way down the line, has been
22 educational and very interesting.

1 I learned a great deal about Nielson.
2 And I appreciate the work you're doing to help
3 broadcasters leverage Nielson data for their
4 business plans. And I also look forward to this
5 subgroup's best practices report for increasing
6 multicultural TV and radio advertising.

7 So all around great presentation. And
8 I'd like to give the opportunity, I know that
9 Caroline already asked, and Dr. Fallon Wilson,
10 thank you for your fabulous input. Does anyone
11 else have anything that they would like to share
12 with regard to this working groups presentation?
13 If so, please raise your hand, and I will try to
14 find where you look for that.

15 Hearing nothing -- wait, I see
16 somebody. I was going to go to you next,
17 Heather.

18 VICE CHAIR GATE: I was ahead of time.

19 CHAIR GOMEZ: Okay. Let me turn off
20 my video.

21 VICE CHAIR GATE: Thank you, Anna, and
22 thank you to the Access to Capital Working Group.

1 I am very intrigued and impressed by this working
2 group, particularly because it consists of
3 experts in broadcasting with hundreds of years of
4 experience combined, and one thing that should
5 not be lost on us is they're also business owners
6 who have experienced some challenges as well,
7 over the last year with COVID and the related
8 challenge.

9 So I really appreciate you taking your
10 time and treasured expertise to share information
11 with entry level broadcasters and women, and
12 diverse individuals, looking for opportunities in
13 this sector.

14 I also appreciate just looking at the
15 whole Access to Capital, all the subgroups, the
16 comprehensive approach to helping that you all
17 have taken, looking at financing, just helping
18 small businesses overcome the barriers that they
19 experience, that they've experienced for a very
20 long time, as David talked about.

21 So just addressing issues related to
22 financing, having the Butterfield Bill come

1 through, and offer incentives, and also just, you
2 know, offering advice, best practices, around the
3 Nielson ratings and producing toolkits. I'm
4 really impressed and I'm excited to see the final
5 products too, that you all produce.

6 But then again, I just want to take
7 this opportunity again to thank you all for the
8 time and the effort that you're putting into
9 really bringing more people into your industry,
10 and for the sake of diversity and giving voice to
11 diverse communities across the country.

12 So thank you again. Anna?

13 CHAIR GOMEZ: Thank you, Heather. And
14 with that, we are going to take a break. We are
15 actually running a little ahead of time. Jamila,
16 should I add time to the break? Or should we
17 come back in 15 minutes?

18 MS. JOHNSON: Oh, hi, Anna. I think
19 15 minutes would be super.

20 CHAIR GOMEZ: Great. So, we will
21 reconvene at 1:51 on the dot. I will see you
22 soon.

1 (Whereupon, the above-entitled matter
2 went off the record at 1:36 p.m. and resumed at
3 1:54 p.m.)

4 CHAIR GOMEZ: Hi everybody. Welcome
5 back to the meeting of the Advisory Committee on
6 Diversity and Digital Empowerment. Our next
7 presenter will be the wonderful Dr. Nicol Turner-
8 Lee, who will lead the Diversity in the Tech
9 Sector Working Group presentation. Dr. Nicol?

10 DR. TURNER-LEE: I am here. Thank
11 you, Chairwoman. And thank you to everybody for
12 your patience, and honestly, sticking around as
13 we have our monthly meeting for this committee.

14 First and foremost, I just want to say
15 thank you to the acting Chairwoman Rosenworcel
16 for greeting us today. I also want to make sure
17 that we acknowledge formally, the commissioners
18 that were able to join us as well. And our co-
19 chairs, Anna Gomez, and Heather Gate for just
20 their diligence in making sure that this
21 committee runs smoothly and stays, you know,
22 connected to the product deliverables, even

1 during the course of this horrible pandemic.

2 I want to also just say to the
3 previous presenters, good job, kudos, it's a hard
4 act to follow. And to our working group members
5 who will present in just a moment, I want to also
6 say thank you to them publicly for the hard work
7 that they've actually engaged.

8 I'm going to read through the list of
9 members for this particular committee, which is
10 Diversity in Tech committee, and I'm going to
11 also welcome three new members before we actually
12 shift to our actual presentations.

13 And in our group, we're going to do
14 just something a little different. We're
15 actually going to have you hear from the
16 presenters in terms of the progress that we made
17 on our particular deliverables, but we're going
18 to end up with some questions that we'd like to
19 ask of this committee, as we think about how to
20 deploy and disseminate these findings.

21 But first, before I do that, let me
22 first acknowledge by name the members of this

1 esteemed committee, which is the Diversity in
2 Tech committee that was a charge from the FCC for
3 us to really take a look at how we explore and
4 examine the potential of technology as it relates
5 to the Federal Communications Commission.

6 And let us be clear that there is not
7 a lot of directures diction of tech companies by
8 the Federal Communications Commission, but if you
9 look at the world in which you're thrust in
10 today, everybody is a tech company. So this is
11 not one of those things which is an anomaly,
12 actually, it's an opportunity for the FCC.

13 And I'm so proud, having been a person
14 who's worked with the FCC on a variety of careers
15 that I've held, that we've actually seen more
16 people from the tech community directly come and
17 participate in a lot of these conversations.

18 So there is a purpose for this
19 committee and the purpose of this committee is, I
20 think it was represented by the Acting Chairwoman
21 earlier today, is that we have to get this right
22 when it comes to diversity and inclusion, not

1 just in closing the digital divide, but also
2 ensuring that we have people who work in this
3 space, people who supply products and services to
4 this space, and people from diverse backgrounds
5 who are also part of the startup and
6 entrepreneurial aspects of this space.

7 And so this committee started this
8 work in 2019 with a signature report, and we're
9 just following up and making sure that the work
10 that we do compliments the initial inquiry of
11 that convening group.

12 But before we go into our
13 presentations, let me please recognize members of
14 the committee. Maybe they can turn their cameras
15 on. But I will call them by name so you know who
16 they are. Maria Brennan, who is in Women in
17 Cable Telecommunications, Rosa Mendoza Davila,
18 who will actually present is a lead on our
19 workforce development subgroup, Deborah Elam who
20 is from the Corporate Playbook, Maurita Coley-
21 Flippin, who is part of the Multicultural Media
22 Telecom and Internet Council. Both Deb and

1 Maurita sit on the same committee as Ms. Rosa.

2 Cecelia Gordon, who is new, who I will
3 have greet in just a moment, who comes to us from
4 Starz. Dr. Dominique Harrison, who is a fellow
5 at the Joint Center for Political and Economic
6 Studies. Rashidi Hendrix from Metallic
7 Entertainment. Dr. Ronald Johnson, who is also a
8 sub-lead and he leads our supply diversity
9 stream.

10 Sean Perryman from the Internet
11 Association. Brian Scarpelli from ACT the
12 Application Association. Dr. Allison Scott,
13 another new member who you will hear from shortly
14 from the Kapor Foundation. Dr. Fallon Wilson
15 from the Tennessee Higher Education Commission,
16 as well as MMTC. And Christopher Wood, who's
17 LGBT Tech Partnership and Institute.

18 And I just want to say, again, I could
19 not do this work, as Dr. Turner-Lee, I think you
20 all know me but I'm going to say it again,
21 without the help of these folks really going into
22 the deep dive as to how we solve these problems.

1 Now, before I begin to turn it over to
2 our presenters, I do want to give our new members
3 an opportunity to physically greet the membership
4 of the full committee and have you also, for
5 those of you who are watching, just get to see
6 their face.

7 So I first would like to bring on
8 Cecelia Gordon. I was about to give her a doctor
9 title. From Starz. So Cecelia, if you're here,
10 if you can turn on your camera just to say hello.

11 MS. GORDON: Hello, good afternoon.
12 Cecelia Gordon with Starz, Vice President of
13 Distribution.

14 DR. TURNER-LEE: Thank you. Dr.
15 Dominique Harrison, who's at the Joint Center for
16 Political and Economic Studies.

17 DR. HARRISON: I apologize. Hi there.
18 I'm so happy to be a part of this illustrious
19 committee. I am the director of technology
20 policy at the Joint Center for Political and
21 Economic Studies. And I'm also excited to hear
22 the recommendations from other parts of the

1 group, and I look forward to the readout in the
2 summer.

3 DR. TURNER-LEE: Thank you, Dominique.
4 And Dr. Allison Scott from the Kapor Foundation.

5 DR. SCOTT: Hello there. I'm turning
6 my camera on right now. Hi everyone. My name is
7 Allison Scott. It's wonderful to be here with
8 you today. It's been a fantastic meeting thus
9 far, and I am eager to participate on this
10 wonderful subgroup, and thank you all for
11 welcoming me.

12 DR. TURNER-LEE: Well, we appreciate
13 your involvement, all three ladies jumped right
14 into the work that we were actually doing. And
15 we look forward to just having their input based
16 on their particular sectors of the work that they
17 do, contribute to our work when we come back to
18 our June meeting.

19 So with that being said, I don't want
20 to take too much more time, and I know we're
21 running early, and I don't want to be the group
22 that actually puts us behind. But let me just

1 say this. As you listen to our presentations
2 today, what is so important is that as with the
3 other groups, we've actually done a lot of work.
4 We've done a lot of work during a time where some
5 of you who are listening might think that there's
6 just not a lot of time to do a lot of work
7 because we have so many other challenges.

8 But as I suggested before, the FCC
9 charged us to come out and really think about
10 diversity in tech. Without diversity in tech, we
11 have these silent oceans where the evolving
12 economies of tomorrow will not have people who
13 have a seat at the table.

14 And that's particularly important.
15 Not just to close the digital divide, like I
16 said, but also as you look at emerging
17 technologies, that come straight with bias, or
18 exclude communities based on the fact that there
19 are no front line decision makers, or discourage
20 students from wanting to actually pursue that.

21 So as you listen to our presentations
22 today, and again, I told my group I wasn't going

1 to give them too much intro, because they can
2 speak for themselves. I think over the course of
3 the last few months, we've had workshops that
4 have just been really provocative and different.

5 This next, first group that will be up
6 on workforce development, I actually had my son
7 participate and listen, and he's a freshman in
8 his first year of college. There was an
9 incredible, incredible speaker, keynote speaker
10 under the age of 25 that blew my mind, just how
11 important it is for kids to continue to think
12 about their role in the ecosystem.

13 But we cannot invite in their vision
14 and their imagination if we don't let them in,
15 and I think that's going to be the purpose of the
16 next, first up group presentation by Rosa Mendoza
17 on workforce development. She will be followed
18 by Dr. Fallon Wilson, who I think again --

19 CHAIR GOMEZ: Nicol, we lost your
20 sound.

21 DR. TURNER-LEE: Okay, you got it now?

22 CHAIR GOMEZ: Yes.

1 DR. TURNER-LEE: Okay. You'll hear
2 from Dr. Fallon Wilson who will speak about how
3 do we actually invest in businesses that allow
4 those dreams to be imagined, and then Dr. Ron
5 Johnson will end up talking about how do we get
6 more suppliers of color and suppliers of diverse
7 backgrounds, LGBTQ communities, et cetera, into
8 the pipeline so that they can be part of the
9 conversation.

10 So with that, I'm going to stop
11 talking. And again, I will come back at end of
12 our presentations and we have provided some
13 framework of some general questions that we'd
14 like to ask of you. But please, please, feel
15 free to, at the end of the presentation, jump in
16 with any questions that you may have to my fellow
17 committee members of that particular subgroup
18 before we go into these large scale, broad
19 questions that we'd like to ask of you.

20 So I'm going to bring on Rosa Mendoza,
21 who will actually start, and then we will pass
22 the baton.

1 MS. MENDOZA: Good afternoon,
2 everyone. Thank you Dr. Turner-Lee, and thank
3 you to our Chair Anna Gomez, and our Vice Chair
4 Heather Gate, for your exceptional leadership. I
5 also want to that the FCC's acting Chairwoman
6 Jessica Rosenworcel, and all the commissioners
7 for greeting us this morning.

8 My team and I planned and executed a
9 very successful virtual summit. It was titled A
10 Roadmap to Tech Jobs. It took place on January
11 15th, 2021. The goal was for a summit to
12 directly promote diversity and inclusion in tech
13 companies by providing information to underserved
14 communities. Informational resources to
15 underserved communities about how to obtain tech
16 jobs.

17 And by helping to create a pipeline of
18 diverse candidates for the tech industry. Some
19 speakers included executives from AT&T, Motion
20 Pictures Association, Charter, Intel, and
21 nonprofit organizations including Connect the
22 Nations, among others.

1 Some participants included high school
2 and college students, key influencers, such as
3 guidance counselors, placement officers, and
4 parents.

5 The panelists provided information and
6 resources to the summit participants on the
7 following: Career opportunities in the tech
8 sector, education, skills and experience needed
9 to get a job in tech, how to build a strong
10 competitive resume, how to build a strong
11 professional network within the tech and telecom
12 realm, and how to leverage that network, tips on
13 communication skills, how to interview, and how
14 to land the job, and other things to do along the
15 way to get a job in the tech sector.

16 Speakers also fully conveyed the wide
17 scope of career opportunities in the tech sector.
18 And ensured the participants understand that
19 advances in technology are not limited to the
20 tech industry, and conveyed that innovation and
21 advancement are transforming every sector, from
22 media and entertainment, to pharmaceuticals and

1 communications. So they also talked about the
2 importance of STEM.

3 More than 400 people attended our
4 summit and the invite was widely distributed
5 through national and local organizations,
6 including Alavanca Joint Center, an MTP partner
7 network, The Link, Inc., STEM NOLA, The
8 University of the District of Columbia, and the
9 D.C. Public Schools Network, among others.

10 My team and I were actively involved
11 in the planning and execution of the summit and
12 worked closely with the FCC designated federal
13 officers, Jamila, Jamile, and Julie to ensure a
14 successful convening.

15 The information and insight gained
16 from the summit will be used to create a final
17 report where we will provide guidance and advice
18 to the FCC on areas that need the most attention
19 when it comes to increasing diversity in the
20 technology sector. And on building a pipeline of
21 diverse candidates for the tech industry.

22 And now, I would like to ask my team

1 members to chime in. Deb, Maurita, Dominique,
2 would you like to add anything?

3 MS. ELAM: Sure. Rosa, this is Deb.
4 Thank you. Great job in giving a very accurate
5 summary. And very exciting. And thank you for
6 the opportunity. The only thing I would add is
7 we were able to garner materials from the various
8 presenters, which were uploaded to the FCC
9 website so that people who may not have been able
10 to participate in the whole session, or couldn't,
11 you know, make it at all, could glean information
12 on how to interview, where to interview, and
13 programs that were available.

14 So we feel like we tried to provide
15 not only a videotaped three hour content, but
16 additional content that people could get as a
17 takeaway. Thank you.

18 MS. MENDOZA: Thank you, Deb.

19 MS. COLEY: Hi, yes. And Rosa, thank
20 you so much for summarizing our presentation. It
21 was a wonderful event. I don't know if you were
22 able to mention that we actually had more people,

1 we had over 400 people who actually showed up,
2 and we had 300 who registered. So that let you
3 know what the interest was.

4 But what I really appreciate about my
5 committee and about the FCC giving us the
6 flexibility to reach outside of the beltway and
7 to actually, you know, look at this from the
8 standpoint of young people who are in high
9 school, or out of high school, but who are
10 looking at careers in tech, and helping them to
11 demystify and broaden what is tech.

12 Everything is tech. And so I
13 appreciated that so much. I appreciated our
14 panelists. I really appreciated the young lady,
15 Keiana Cave, who Deb Elam introduced us to
16 because her experience as a student at University
17 of Michigan, and then going into this sector and
18 getting, you know, a couple million dollars in
19 funding to develop her idea is something that any
20 young person can identify with.

21 So just wanted to thank the FCC and my
22 colleagues for allowing us to do something a

1 little outside of the box.

2 MS. MENDOZA: Thank you, Maurita.

3 Dominique?

4 MS. COLEY: Yes, I think Dominique is,
5 she's on mute. She's not going to be speaking.

6 Okay.

7 MS. MENDOZA: We can move onto
8 questions. Any questions from the committee? If
9 there are no questions, Nicol, I hand it back to
10 you.

11 DR. TURNER-LEE: Yes, no, thank you,
12 Rosa and again, if you want to speak for my team,
13 unmute. Because I wanted to make sure we hear
14 you.

15 But I do want to echo what this
16 committee said. With all of my years of
17 experience with the FCC, being able to tap into
18 the pipeline, the young people sort of
19 contradicted what we often hear when it comes to
20 tech jobs, which is there is no pipeline.

21 And I believe that this committee
22 really changed that paradigm by having, during

1 the middle of the day, students want to come
2 attend and to listen to what these professionals
3 who volunteered their time and service to this
4 workshop, had to say.

5 And that, to me, is sort of paired
6 with what we heard Acting Chairwoman Rosenworcel
7 was to talk about when it came to the homework
8 gap. We have deficiencies when it comes to
9 broadband access, as my colleagues in the first
10 group talked about. But we also have opportunity
11 gaps.

12 And those opportunity gaps come
13 because our children do not understand just what
14 we do, and how we do it. And I think it was very
15 important and I would love to see more of this
16 going forward, as our group continues to look at
17 this, and our subgroup in particular. If there
18 are some things that have happened at the FCC
19 that we can actually latch onto to
20 institutionalize this type of a meeting.

21 So again, I want to say thank you to
22 Rosa, Deb, Dominique, Maurita, on this. I mean,

1 it was just fascinating. Like I said, I had to
2 pull the coattails of my son, who happened to be
3 sitting in the other room on his break from
4 college, and have him listen to many of the
5 sessions.

6 And to me, that was just one of the
7 reasons why we do the stuff that we do every day.
8 So with that, thank you and kudos to all of you.
9 If we were in person, we would clap our hands,
10 but we're not. So I'm just going to give you a
11 snap.

12 Now, the next group that we're
13 actually going to hear from is led by Dr. Fallon
14 Wilson. And her group is on startup
15 entrepreneurship and starts ups, as well as the
16 way that we develop an ecology, if I get it
17 right, Dr. Wilson, around these organizations.
18 So Dr. Wilson, do you want to join us?

19 DR. WILSON: Good afternoon everyone.
20 I'm so excited about all of the great discussions
21 that have been had this morning. I think my
22 camera is on. I think I'm on. I'm not sure.

1 I'm going to say I am.

2 I'm very excited about all the great
3 discussions that have -- thank you so much. I am
4 so excited about all the great discussions that
5 have been had across the committee because I feel
6 like it's a whole arc of coming to the point of
7 talking about what is -- how significant is the
8 support.

9 Entrepreneurs of color and of various
10 minorities, but specifically looking at how we
11 support the organizations that support tech
12 entrepreneurs. Right?

13 And so I just want to thank Nicol
14 first and foremost for allowing us to really
15 venture out and think about entrepreneur support
16 organizations, and the roles that they play in
17 cities ecologies. Right?

18 And also, I'd like to think of them,
19 as you think about libraries. Right? Libraries
20 are indeed tech institutions and tech anchors
21 within cities. I would also like to venture to
22 say that these types of support organizations are

1 what we can consider to be also an additional
2 tech anchor, to really help guide tech
3 entrepreneurs in this new pandemic space.

4 But also, all the intersections around
5 technology, and STEM, and pipeline development.

6 So I'm really excited to talk about the great
7 work that we've been doing. I know that there's
8 going to be a great slide that's going to come up
9 that'll allow me to be able to see the content of
10 what we're presenting on. Is there a good slide
11 there? Because I don't see it. Because I've had
12 printing issues and I couldn't print it off
13 myself.

14 DR. TURNER-LEE: It's coming
15 momentarily.

16 DR. WILSON: Thank you so much. And
17 because of that, I want to thank Jamile, Julie,
18 and -- Jamila, Julie, and Jamile because without
19 them, we would not be able to do all the amazing
20 work that we've done over the last couple of
21 months. And so, I want to say a special thank
22 you to them.

1 Well, I'll begin by saying that last
2 fall we had amazing conversations with amazing
3 tech support organizations. Tech entrepreneurship
4 support organizations from across the country.

5 We talked with them about the
6 challenges of the pandemic. They shared with us
7 how they're working with entrepreneurs in their
8 communities to find capital when capital was not
9 able to be found, and how they would like to make
10 recommendations on how capital should be debt
11 free, flexible, and patient. That's one of the
12 quotes from one of the interviews that we had.

13 And so we talked with organizations
14 that represented minority communities, women
15 communities, and small businesses. And they're
16 all trying to figure out how to really stop the
17 hemorrhaging that has come because of the
18 pandemic.

19 And so we started there and we wanted
20 to start there because when we framed our
21 upcoming approved, FCC approved workshop,
22 convening roundtable -- Jamila, I'm getting the

1 language together. We wanted to make sure that
2 we had some type of evidential basis to have some
3 great conversation on really how to support these
4 organizations that are supporting our
5 entrepreneurs. Right?

6 Because so often, we talk about
7 capital and entrepreneurs, but there's like a
8 middle ground, group of organizations that are
9 really on the ground trying to figure out these
10 issues for entrepreneurs in cities.

11 And so we were recently approved for
12 our March 24th workshop roundtable. And it's
13 going to be exciting because we're going to talk
14 with firsthand accounts with these organizational
15 leaders, about the challenges, and then we're
16 going to talk with them also about how government
17 really can help us think through how to address
18 some of the funding challenges that, in addition
19 to all the amazing CARES Act dollars that have
20 come down, how can we have sustainable engagement
21 and flexible patient capital. Right? For these
22 organizations moving forward, post-pandemic.

1 Because we will have a post-pandemic, I believe
2 in this.

3 And lastly, we are going to also,
4 after that convening, for one of our deliverables
5 for the end of the charter, is to take all the
6 amazing information we gained through our
7 interviews, and all the amazing information that
8 we gained during our roundtable discussions that
9 we're going to have, that we're going to roll
10 that into a type of resource guide, where we'll
11 be able to have a type of digital manifestation.

12 I'm not sure if that's going to be a
13 digital visualization, I don't know how FCC feels
14 about that, because we're not yet there. But I
15 do believe it's going to be a great resource
16 guide so that people across the country will be
17 able to identify where these organizations are
18 located within the country, know exactly what
19 they provide to support certain types of
20 entrepreneurship and tech, whether it's FinTech,
21 Adtech, VR, ALL RIGHT, emerging technologies, and
22 try to figure out how we can better connect

1 entrepreneurs to those organizations for
2 supporting them better.

3 I'm going to open it up to our -- to
4 my committee members to add anything that I may
5 have left out, or just to show -- add additional
6 comments to what has been shared. You can turn
7 your cameras on. Rashidi, Allison, Chris, there
8 you go.

9 MR. WOOD: Hello Fallon. Thank you so
10 much, and I think you most certainly covered, you
11 know, covered the broad scope of everything we've
12 been working on. I think most importantly, the
13 roundtable format is unique and different, and
14 also allows individuals to provide information
15 through a story-telling format that is free-
16 flowing and open for people to participate in.

17 So I'm really excited to hear from our
18 panel experts in ensuring that it's an inclusive
19 environment where we can really hear from not
20 only the community, but the people who have
21 really been on the ground helping during the
22 pandemic. Really over challenges and places of

1 opportunity.

2 And so please join us on March 24th,
3 because I'm really looking forward to this
4 conversation. I think it'll be very helpful for
5 those who are working every day in our
6 communities.

7 DR. WILSON: Rashidi?

8 MR. HENDRIX: Absolutely. Just to
9 piggyback off of Chris, you know, I feel like
10 it's going to be a, kind of an opportunity to see
11 where do we go from here. I think constantly, we
12 are always challenging ourselves to think about
13 what's next, and I think that this conversation
14 will be able to help really direct people.

15 We're going to have really great
16 conversations about capitalization. We're going
17 to have great conversations about really what is
18 the future of getting funding for your startup.
19 So I think the wide range of dialog is going to
20 really help. So again, thank you, and, you know,
21 look forward to seeing everybody.

22 DR. WILSON: And we will open it up

1 for -- are there any additional -- Brian?
2 Allison? Do you want to add anything before we
3 open it up for questions? Okay. We are open for
4 questions.

5 Well I guess silence is agreement.

6 And I will turn it back over to Nicol.

7 DR. TURNER-LEE: Thank you. That was
8 my fault. Thank you so much, Dr. Wilson, and the
9 members of your working group. I want our
10 committee members to realize that there's a trend
11 here, that we're actually creating when it comes
12 to diversity in tech.

13 You've heard from Rosa when it comes
14 to workforce development and opening the
15 pipeline, and now you're hearing from this group,
16 in addition to the March 24th workshop, which I
17 encourage you to attend, there's also the
18 development and compilation of findings as to
19 what gets in the way, of not just doing the
20 traditional investments in entrepreneurial
21 organizations, but what gets in the way when
22 you're trying to develop ecosystems. Ecosystems

1 that matter.

2 And when we think about, for example,
3 the number of businesses that have been, you
4 know, dissipated and brought apart because of the
5 pandemic, 100,000 small businesses permanently
6 closed due to this pandemic. Out of that, nearly
7 40 percent of them are owned by people of color.

8 We have to think about what are we
9 going to do to invest in new ecosystems that
10 allow us to either put people back to work, or
11 bring capital to communities that are going to
12 become economic deserts.

13 So with that, I just want to encourage
14 people who are part of this full advisory
15 committee to think about how that intersects with
16 your work as well, which is a question that I
17 hope to ask at the end of our presentation.

18 Because as we think about these
19 things, it's no longer just us in our silos, but
20 there's an intersectionality that exists between
21 the broadcast community and the types of
22 narratives that come out of these imagined ideas

1 from our startup community and our entrepreneurs.

2 So thank you, again, to that group for
3 your well done presentation. And I'm excited
4 about the interviews that you all have been
5 conducting over the last few months, and just
6 what that leads to in terms of the document to
7 present before the Federal Communications
8 Commission.

9 With that, I'm going to turn to our
10 third and final presenter of our subgroup, which
11 is Dr. Ron Johnson. This is also something near
12 and dear to our heart in our working group. This
13 is about supplier diversity. So you can teach
14 the pipeline, teach the babies, as they say, and
15 get the pipeline ready. You can invest in
16 startups, but where are the opportunities that
17 exist so that companies that have the business
18 products and services can be part of the
19 pipeline.

20 So Dr. Johnson, I'm going to turn it
21 over to you to share and give us an update on the
22 work that your committee has done, and then when

1 you're done, please open it up to your members,
2 the general community, and then I'll come back
3 and we'll open up for more questions. Thank you.

4 DR. JOHNSON: Okay. Thank you very
5 much, Nicol. Can you hear me?

6 DR. TURNER-LEE: We can hear you, Dr.
7 Johnson, and let's be prepared also to be able to
8 put up that slide deck.

9 DR. JOHNSON: Okay, good. Thank you
10 so much. Thank you, Nicol. We -- Nicol and I
11 have had a relationship for many years and I
12 think we enjoy one another because she is a very
13 acclaimed researcher, and as such, she is a very
14 exacting person. And so I'm similar to that, and
15 so we enjoy working with each other. And so I
16 certainly enjoy working with you on this project,
17 as I have on many others.

18 And so we really thank you for your
19 leadership and for your patience. And for all of
20 the intuitive insights that you've given to our
21 working group over the last few months.

22 If I could just take a moment of

1 privilege here to say something about WIA, the
2 Wireless Infrastructure Association. As all of
3 you all know, I represent WIA on the diversity
4 committee and have done so for the last, I
5 believe, six or eight years now. And our
6 organization, as you know, is a membership
7 association of over 100 members, and is led by
8 someone that all of you all know. He's with the
9 FCC and other places. Jonathan Adelstein who was
10 a former commissioner here, and served for two
11 terms as a commissioner here at the FCC.

12 He leads us and has been doing so for
13 the last six years now. We are very excited and
14 happy about what our association has done in the
15 area of supplier diversity. Each year at our
16 national conference, our Connect (X) conference
17 is what we call it now, we have a special day
18 that's centered around supplier diversity and
19 workforce, and we share new concepts and new
20 procurement best practices with our members and
21 those who come as guests to our conferences. And
22 we look very, you know, intimately at how can you

1 integrate all of these new concepts to increase
2 supplier diversity.

3 And we conclude each year, as we do
4 this year, with our virtual conference, about
5 five hours where we bring in members of our
6 association to meet and greet and interview
7 companies from diverse backgrounds.

8 And so this has been very successful,
9 and we juxtaposed this concept of workforce and
10 supplier diversity with HBCU's and other minority
11 serving institutions, where we try to find ways
12 and pathways to connect these universities who
13 have so much to offer in our 5G space, with
14 members in our association.

15 And that has been a very successful
16 relationship and we continue to do more of that
17 this year and in the years ago.

18 So with that said, you know, 5G right
19 now is what is the conversation that we all are
20 having. And we're just so excited that the FCC
21 agreed to allow our committee to stand up a
22 review. It's not a research in terms of how Dr.

1 Nicol Lee would want to characterize research.
2 It's more of an assessment. It's a review of,
3 you know, kind of where we are in the 5G
4 ecosystem right now.

5 Looking for ways to increase diverse
6 participation, and I tell you, it is a fairly
7 large area for us to look at in the limited time.
8 It would take more time, and more funding, and
9 more space than we have to do great justice to a
10 look at 5G innovation and deployment, and how
11 it's going to impact us going forward. How it's
12 going to impact on supplier diversity. How it's
13 going to impact on workforce. And are we
14 available as an association, and as a country, to
15 meet the great compelling need for ensuring that
16 5G reaches all of the corners and spaces of our
17 nation, be they urban, suburban, or rural.

18 5G is here. It's here to stay. And
19 people are thinking about 6G already, and we have
20 not fully deployed 5G yet. So we have a lot of
21 work to do going forward. I think the greater
22 news, in terms of what we are doing, is what the

1 administration is doing here, and rolling out
2 very significant ideas, and we see new programs.
3 We see the agency is rolling out opportunities
4 for grants and loans, and some new options coming
5 online, like the RBOF fund, and others.

6 These funding opportunities, we think,
7 offer great opportunity for MBE's and women owned
8 companies to participate as subcontractors, and
9 even prime contractors in some of these roll
10 outs.

11 And so what we are doing with our
12 committee is to, hopefully, at the end of the
13 day, we'll have made a compelling case that there
14 is a way to make a more targeted and strategic
15 investment in diversity in 5G. And as a result
16 of this, it would allow for more business
17 engagement with minority and women owned
18 businesses.

19 You know, there is a nexus, as you all
20 know, between supplier diversity and economic
21 growth for under-represented populations and
22 communities. And certainly, 5G in our

1 perspective, will be a very innovative pathway to
2 increase the number of suppliers in these
3 communities.

4 And so as we work toward completing
5 our work by the deadline, which is a pretty
6 aggressive deadline. But nonetheless, we intend
7 to, first of all, compile a list of the federal
8 opportunities at certain agencies for grants, and
9 loans, and auctions.

10 Now, we purposely decided not to have
11 a deep dive or review into contract
12 opportunities. I mean, that is a broad swept
13 research that would take us certainly beyond the
14 time and energy that we have right now. And so
15 we've limited our review to simply grants, and
16 loans, and auction related opportunities and see
17 if there are ways that minority and women owned
18 firms can participate in that process.

19 So what agencies have we decided to
20 look at. And we might have had others, but right
21 now, we will be looking at USDA and their rural
22 utility service, and you certainly can understand

1 that, why we're doing that.

2 We'll be looking at the Department of
3 Commerce, the NTIA, and given the new programs
4 that emanated out of there going forward with
5 this administration, we certainly think there
6 will probably be some tremendous opportunities to
7 engage diverse companies with those who are
8 winners of grants, and other procurements from
9 NTIA.

10 And of course, the Department of
11 Interior, we added the Department of Interior to
12 our group of companies, I'm sorry. Group of
13 federal agencies because of the Native American
14 initiatives that all of you, I'm sure, are very
15 aware of. I mean, this administration is making
16 a specific effort to look at how we can roll out
17 more effectively, broadband and to communities,
18 our Native American communities.

19 And certainly, we would like to look
20 at some of the grants and programs at the
21 Department of Interior to discern whether or not
22 there are opportunities for our minority firms.

1 Particularly those firms that are located in
2 Native American territories out in the Midwest
3 and the far west.

4 And the National Science Foundation is
5 one that we will probably look at because of
6 their new programs, and spectrum studies, and
7 innovation there that's directly related, as you
8 all well know, to 5G development as well as
9 deployment.

10 And if we have time, and we're not
11 sure, we would like to look at Housing and Urban
12 Development, and just, if we can only do a brief
13 review of their programs, one that you are very
14 familiar with, I'm sure, and that's their
15 Opportunity Zone Program, and see whether or not
16 there's a nexus between that and HBCU's, and
17 MSI's.

18 As they try to roll out 5G in those
19 communities, is there a way to put their major
20 programs in sync with what some of the other
21 federal agencies are doing. And of course, the
22 FCC. And so, in no special order, those are the

1 federal agencies that we will be looking at going
2 forward. And we've done tremendous work there
3 already.

4 And we've come away with some very
5 interesting findings, particularly as related to
6 the number of programs that these federal
7 agencies have right now, and with the
8 juxtaposition of new legislation coming out,
9 there will be even more programs at these federal
10 agencies.

11 So this is very exciting work for us.
12 And we really enjoy taking a very deep dive into
13 the work that we've been charged to do.

14 And so as we analyze supplier
15 diversity, you know, with the agencies, we
16 obviously will be looking at some of the major
17 companies, having some type of interviews with
18 them. We have not decided and of course, the FCC
19 will work with us to discern what would be the
20 better approach. And should we have
21 questionnaires, or should we have face-to-face
22 interviews. We have not started that process

1 yet. That will be the second phase of our
2 research and our reviews.

3 And then the question would probably
4 be, from your perspective is, as we look at the
5 industries, what specific type of industries will
6 we be looking at.

7 Well, primarily, if you're talking
8 about 5G, most of the research, as you probably
9 can well appreciate, has taken place. I know
10 there are some tweaks and some new innovations
11 going on right now as we speak, about improving
12 5G delivery from a technology perspective.

13 But what we are specifically looking
14 at, and this is where we think the opportunities
15 for diverse companies and women-owned business
16 might be, and that is in infrastructure. Who's
17 building out 5G cell networks? Who's laying
18 fiber when fiber is required? Who are the
19 original equipment manufacturers? Are there
20 opportunities for diverse companies, through a
21 grant process, to work with them? Those who are
22 in site acquisition and zoning, engineering, and

1 logistic. It is just a plethora of
2 opportunities, we think, for diverse companies to
3 participate as sub-grantees with these
4 organizations that support, embrace, and uplift
5 the 5G rollout.

6 And so we are excited about what we
7 think we're going to find, and we're certainly
8 excited about presenting those findings with you
9 all. And so we will share these recommendations
10 with all of you.

11 First of all, we will share them with
12 our chairs, and then the chairs will tee it up,
13 and get us ready for our final presentation to
14 the FCC at our June meeting.

15 And so our outcomes here are fairly
16 distinct, but at the same time, I think fairly
17 simplistic. We're trying just to get a better
18 understanding of grant, loans, and auctions, as
19 it relates to supplier diversity.

20 And if we can make the case through
21 our limited review and research that there are
22 pathways for diverse companies to participate as

1 sub-grantees in these programs, we think the long
2 term impact will be that we will increase
3 workforce capacity in communities of color, and
4 under-represented communities.

5 And if we do that, as well as increase
6 supplier diversity opportunities, then we think
7 we will have accomplished quite a bit during this
8 process, that you all have allowed us gracefully
9 to pursue on behalf of the FCC and the
10 commissioners.

11 And so we think one of the additional
12 outcomes, we think, hopefully will happen, is
13 that there might well be a consideration of some
14 new policies and some new regulatory reforms
15 around supplier diversity at all of these
16 agencies that we will be looking at.

17 And if we could accomplish that in
18 some small measure, we think it will have
19 tremendous impact as these new programs and
20 initiatives are being rolled out in the next four
21 or five months to come.

22 And so as we look for our schedule of

1 completion, we do have a fairly tight, tight
2 timeframe here with, you know, March 1, we'll be
3 getting our draft report over to the subgroup
4 leaders.

5 And then on April 1, we'll have our
6 draft report into the chair and the co-chair of
7 the ACDDE, and of course, get their response
8 back. And then make our final presentation,
9 along with our other leaders to the full
10 commission in June.

11 And so with that, Dr. Lee, that is our
12 report, and I would like to ask of my team
13 members, who are very supportive, and who are
14 very learned in this area, if they have any
15 further comments that they would like to make at
16 this time.

17 So with your permission, Dr. Lee, I
18 would want to call on them.

19 DR. TURNER-LEE: I know Sean Perryman
20 had trouble with his audio, but if there's any
21 other members. Okay. How about any other
22 questions, general questions? Dr. Johnson,

1 general questions --

2 Someone is not muted and so we're
3 hearing your whole conversation. Ron, do you
4 want to see if anybody from the general committee
5 has questions.

6 DR. JOHNSON: Yes. Thank you Dr. Lee.
7 If there are any questions from the general
8 audience, I mean, I certainly would be happy to
9 hear them, and hopefully I can give you a
10 response. Just bear in mind that the only thing
11 that's separating all of the audience members and
12 preparing their dinner, is this last session.

13 MS. COLEY: I have a quick question,
14 if I may. This is Maurita Coley from
15 Multicultural Media Telecom Internet Council.
16 I'd like to thank the committee for this
17 excellent report. Particularly, as supplier
18 diversity is one of the core areas of MMTC's
19 mission to promote equal opportunity.

20 So I wanted, this is fascinating
21 information. I can't wait to get the final
22 report. I wondered whether, Dr. Johnson, you can

1 share with us some of your insights about the
2 intersectionality of supplier diversity, and
3 jobs, and improvements in the workforce.

4 We know that we have a lot of people
5 who are unemployed, and lots and lots of people,
6 lots and lots of them are people who are people
7 of color. So can you talk to us a little bit
8 about your work, and what it's revealed about the
9 intersection between supplier diversity and jobs?

10 DR. JOHNSON: Yes. Well, thank you,
11 thank you very much Counsel, for that question.
12 I have to be careful as I answer this as Chair of
13 your Board, I'm sure you will call me later if I
14 don't answer this question appropriately. So I
15 will be very precise now in responding to your
16 question.

17 But there is an intersection. It's
18 one that you and I had talked about, I think, in
19 previous conversations as well as our Board and
20 others that we intersect with. As we think about
21 rolling out a more progressive and aggressive
22 platform to ensure that there are substantial and

1 increased level of diverse participation in 5G
2 rollout.

3 We anticipate that that process by and
4 of itself will provide opportunities for an
5 increased workforce of color that will work for
6 these companies that now have an increased, and
7 more impactful role in the rollout of 5G.

8 You know, most of the studies that
9 you've read, and I'm sure the ones that Dr. Lee
10 and others, and Dr. Fallon Wilson are aware of,
11 there is a nexus between economic growth in
12 under-represented populations, and the extent to
13 which organizations, and companies, and
14 businesses in those communities can hire and by
15 extension, increase the wealth, the generational
16 wealth, as well as the living conditions of those
17 in this under-represented populations.

18 So yes, my anticipation is, as we roll
19 out and give opportunities for companies that
20 erstwhile may not have had these opportunities,
21 as we grow, diverse companies who are already in
22 the 5G space -- And let me just say, we're

1 talking not only about new entrants into 5G,
2 we're talking about companies of color who are
3 already there and who are making significant
4 contributions already in those areas we talked
5 about. Infrastructure, logistics. One of the
6 largest logistics companies in the world is a \$4
7 billion company located out in the Midwest.

8 And so there are companies like that
9 now. While they may no longer be small, they are
10 diverse companies, and they are hiring, not just
11 people of color, but they are hiring and making a
12 significant difference in the complexion of the
13 work force in 5G.

14 And I'd just like to say anecdotal to
15 all of this is that when you think about 5G, and
16 the complexity, and the complicity of what it's
17 all about, it's hard to not imagine the
18 tremendous opportunity for all businesses to
19 participate.

20 And that is beyond the great service
21 that communities and individuals would benefit
22 because of what 5G has to offer. We were talking

1 earlier today about infrastructure and how you
2 could bring diverse companies to the fold. Well,
3 in regular infrastructure around towers and, you
4 know, towers are 100 to 500 feet. When you're
5 rolling out and identifying communities and urban
6 areas, even rural areas, a lot of this equipment
7 will be going on the sides of buildings, on
8 rooftops, on light posts.

9 And we have diverse companies right
10 now in our communities that are doing very
11 similar work. Now, perhaps, the work is not
12 germane to what we think about, the larger
13 carriers are doing right now in infrastructure
14 build-out. Non-5G work, I'm talking about. But
15 we believe that there is just a multiplicity of
16 companies that are diverse, that we're going to
17 be able to identify, not through our work, but
18 through some other venues like WIA and other
19 associations that are heavily invested in these
20 concepts and precepts.

21 And so I'm excited about it. And I
22 certainly would like to join with you and perhaps

1 Dr. Lee as we begin to think about pulling some
2 data together from other sources, and create some
3 reading material, that I think would be not only
4 informative, but also instructive around how do
5 we ensure the nexus will work for us, and
6 supplier development? How can we really make it
7 live for the benefit of our communities?

8 MS. COLEY: Thank you.

9 DR. JOHNSON: Yes. Well, thanks for
10 asking. That was a wonderful question, Maurita,
11 I appreciate that very much.

12 Is there anyone else that has a
13 question? Dr. Lee, it's only 2:41. How much
14 time do we have?

15 DR. TURNER-LEE: Oh, I got more stuff
16 to actually talk about, Ron. So you're okay.

17 DR. JOHNSON: Oh, good. I understand.
18 I'm sure you do and I'm looking forward to
19 hearing it. Thanks so much.

20 DR. TURNER-LEE: Well, thank you, Dr.
21 Johnson for that presentation, and also thank
22 you, Maurita, for that question.

1 I cannot help but to sort of jump in
2 and say, if there's a correlation between the
3 type of capital that can be infused through
4 stronger supplier diversity programs, and the
5 number of people that can be hired in this
6 ecosystem, it's no secret, right, that 5G has
7 been accelerated in terms of its potential to
8 help us really with all of the functions that
9 have moved from being inline to online.

10 And it's also no secret that there's
11 been a lot of money allocated, particularly from
12 the Federal Communications Commission when it
13 comes to 5G access. Whether it's through
14 auctions, or loans, or grants, you know, it has
15 been one of the drivers, I think, that has been
16 the glue to keep us all together.

17 And then companies that have run
18 applications have had to rely upon to ensure that
19 we actually move to an enterprise based networks
20 that can do remote healthcare and educational,
21 distance learning, et cetera.

22 So I'm right there with you. I'm

1 really excited about this project as well.
2 Because I do think accordingly, that Maurita
3 actually laid out is actually really important
4 for the purpose of this committee.

5 With that being said, I mean, I think
6 you all have heard from our three distinguished
7 leaders, who shepherd the fabulous expertise of
8 the people that are part of the subgroup, that we
9 have to do something about this. Right?

10 This is not something that we can just
11 sit back and sort of pontificate, and figure out
12 what's next. But under the guidance of our
13 designated offices of the FCC, in addition to our
14 wonderful chair folks, Anna Gomez and Heather
15 Gate, we've actually been able to figure out ways
16 that we can create some type of response.

17 So I'm really excited, actually, about
18 all the reports. And Dr. Johnson, you're a
19 doctor, you'll have to qualify. I think there
20 are more doctors on this subgroup than I have
21 seen in a long time. Between you, Dr. Fallon,
22 Dr. Scott, Dr. Harrison on this.

1 And then there's just great people,
2 like the folks that represented from our industry
3 partners to people like Chris Wood, who are out
4 there doing really important stuff.

5 With that, I do want to sort of change
6 it up from what done in the past. Our committee
7 would like your help. For those of you that are
8 distinguished friends on this committee, not to
9 take up more time, and obviously as Ron said, we
10 can actually end now and get people to dinner
11 faster.

12 But we do have some questions that we
13 wanted to ask you. And this is a committee
14 again, that the FCC doesn't have, necessarily
15 have direct jurisdiction, but as you saw on the
16 last report, everything that is part of this
17 ecosystem is going to matter. Even what you all
18 have talked about in the prior committee meeting.

19 From closing the digital divide, all
20 the way to expanding the ownership in broadcast.
21 With that being the case, we wanted to just throw
22 out to the general committee for just a quick

1 commentary, a couple of questions.

2 And I'm going to start with the first
3 one. This is open season for anyone that is
4 sitting on this call from the ACDDE. So not at
5 this point are we opening up to public, but for
6 folks that are on -- our colleagues here that we
7 don't often get a chance to talk to.

8 The first question that we actually
9 have for you is what audiences within or beyond
10 the FCC do you suggest that we share our findings
11 and final deliverables? We're trying to think
12 long game, as opposed to short game. So we had a
13 curious conversation, a curious interest in
14 whether or not you think from this committee that
15 there are other partners and stakeholders that
16 need to be aware of what we're actually working
17 on in this specific committee.

18 So I will stop there and open it up.
19 I know Jenell Trigg, she's on. I expect her to
20 actually say something, because we could actually
21 really benefit from the value that many of you
22 have on the larger.

1 MS. TRIGG: Thank you, Dr. Nic. Good
2 to see you. This is S. Jenell Trigg. I think
3 it's a great question. And one of the outside of
4 the beltway, I have to say several of the outside
5 of the beltway groups that we should reach out to
6 are the fraternal organizations. Particularly
7 black fraternities and sororities who are very
8 much engaged in public service.

9 And some who have training programs
10 for young people, for tech, for jobs, for code.
11 I think that that's a missed opportunity, because
12 those organizations are very involved in the
13 community. I happen to be a member of Delta
14 Sigma Theta Sorority, Inc. And I note that
15 Shirley Chisholm, who Rudy mentioned on his
16 opening is also a Delta, and we're very much
17 involved with youth and community.

18 I also suggest we reach out to some of
19 the other organizations, such as The Links, who
20 are just as active in training and information,
21 and trying to get information out to their
22 communities, as well as the 100 Black Men,

1 Coalition of 100 Black Men, and the Coalition of
2 100 Black Women, who I'm also a member of.

3 And I'd be happy to assist you in
4 reaching out to some of these organizations. So
5 thank you for the question and the opportunity.

6 DR. TURNER-LEE: Yeah, and before we go
7 to our next question. I don't know if Deb Elam
8 is still on. I know in the workforce development
9 group, that summit has the support of The Link.
10 Am I correct, Deb, and Maurita, and Rosa?

11 MS. ELAM: Yes.

12 MS. TRIGG: Yes, and Deb is also a --
13 (Simultaneous speaking.)

14 MS. TRIGG: -- Delta Sigma Theta.

15 DR. TURNER-LEE: Deb, can you talk
16 about how we engage them?

17 (Simultaneous speaking.)

18 MS. ELAM: Yes. And so that was very
19 much part of our strategy, to engage those
20 organizations and like a STEM NOLA, who are
21 already on the ground, who already have
22 relationships and tentacles that we could just

1 basically leverage.

2 So between leveraging the technology,
3 and the boots on the ground, if you will, that's
4 one reason, I think, we were able to get such a
5 large turnout for our summit.

6 DR. JOHNSON: Nicol, Nicol, may I
7 weigh in on --

8 DR. TURNER-LEE: Yes.

9 DR. JOHNSON: -- just for -- yes.
10 Great question, by the way. I think there is a
11 concept that's been floating around, specifically
12 in this administration, anchor institutions. And
13 so I think anchor institution would play a
14 significant role in assisting our, and the work
15 of others that will certainly come after us, to
16 get information out in our various communities.

17 Not just hospitals, and libraries, and
18 schools, but think about MSIs, historically black
19 colleges and universities, and just as
20 importantly, faith based organizations as well, I
21 think would play a role in getting information
22 out and getting our programs out into our

1 communities.

2 DR. TURNER-LEE: Yes, no -- go ahead.

3 MR. DILLARD: I'm sorry, Doctor, it's
4 Skip Dillard. If I may, I would definitely
5 recommend a lot of the major in our major cities,
6 the Chamber of Commerce. I'm on the board for
7 Greater Harlem Chamber of Commerce. I also have
8 relationships with Brooklyn Chamber, Long Island
9 Black Chamber of Commerce, and you know, from New
10 York to Los Angeles, those groups spur business,
11 especially small business, and work very closely
12 with broadcast groups.

13 DR. WILSON: And I just want to build
14 on what Skip said, even though I know I'm a part
15 of this committee, I think really, given the
16 outcomes of what our subgroup is working on, it
17 is really important to engage the chambers, the
18 national chamber, where not only do you get
19 African-American groups that are connected to it,
20 but also our other minority communities.

21 And I would even venture to say,
22 talking to the regional economic development

1 organizations within cities probably would be
2 helpful as well because of how these
3 recommendations will affect -- and then most
4 importantly, going back to what Dr. Johnson said
5 about anchor institutions, whether we were
6 talking about libraries, or in this case, in the
7 work that we're doing, with the work that we've
8 done with startup communities, is really looking
9 at smart cities, and looking at who are convening
10 those discussions within cities, right? About
11 how they're using five generation technologies.
12 Right?

13 How they're thinking about content
14 creation, how they're thinking about pipeline and
15 workforce development. They are designing the
16 new worlds in which people will live within their
17 municipalities.

18 And so the more local we can get it,
19 the stronger, I think, you can make the case for
20 a national beltway type of policy to support
21 these organizations and these recommendations.

22 DR. TURNER-LEE: Yes, no, I appreciate

1 all that. And I know, and we haven't said it on
2 record, but I'll publicly say this is Black
3 History Month, and we're really excited about the
4 fact that we have this month to celebrate the
5 achievements of African-Americans.

6 But I would be remiss if I didn't
7 point to people like Susan, Sindy, and Chris,
8 because this committee is an inclusive, holistic
9 committee. So just wanted your advice in terms
10 of civic life. Who should we be targeting our
11 recommendation on beyond the FCC and the beltway?

12 MS. ALLEN: Hi. This is Susan. Do
13 you mean me?

14 DR. TURNER-LEE: Yes, I do, Susan.

15 MS. ALLEN: If you do not mean, did
16 not mean me, count me in. Work with me and I
17 work, as I mentioned earlier in my remarks, we
18 work very closely with the U.S. Black Chamber,
19 Ron Busby, and he has an in row with Vice
20 President Kamala Harris' office. I just saw on
21 PBS, the program.

22 So he's all into that, about bringing

1 the, expanding the ecosystem or the circle of the
2 minority community. And that's happening soon.
3 A conversation with your leadership, and let's
4 see what we can do.

5 And don't forget about the Department
6 of Commerce's EDA, Economic Development
7 Administration, okay? I encourage you to take a
8 look at it. There are lots of resources there,
9 we just have to put our heads together and help
10 to bring a program together that Debbie included,
11 under-served and unserved community and nurture
12 new talents. Particularly, at this time when the
13 whole country is listening to the communities
14 that hurt the most and hardest hit.

15 DR. TURNER-LEE: Yes.

16 MS. ALLEN: Any committee, I'm going
17 to be -- I'll shine your shoes for you.

18 DR. TURNER-LEE: I know, I know. I
19 was just waiting for you to say that.

20 Chris or Cindy, would you guys like to
21 chime in?

22 MS. ALLEN: B, B, B.

1 DR. TURNER-LEE: Yes, right. What was
2 it? Black, brown, and beige.

3 MS. ALLEN: That's right.

4 DR. TURNER-LEE: Last committee --

5 MS. ALLEN: The beige is me, the
6 Asian.

7 MS. TRIGG: I think Sindy had to sign
8 off, but I'd like to add something else. I think
9 most cities and certainly just about every state
10 have small business or minority business
11 development departments, agencies, initiatives.
12 They, too, are involved in procurement and have
13 obligations that they want to spread the wealth
14 amongst our community. That would be another
15 ideal group, constituency that has a vested
16 interest in the work that we're doing.

17 DR. TURNER-LEE: That's right. That's
18 right. Chris, did you want to chime in, or are
19 you good?

20 MS. ALLEN: One more thing.

21 DR. TURNER-LEE: Oh. Go ahead.

22 MS. ALLEN: I worked at Howard

1 University's School of Business as well. So I
2 said count me in, I work with the Dean of the
3 School of Business. I work with him and we have
4 a very short line to the president's office, and
5 we can stop there. And I think Dr. Fallon
6 Wilson, as well, you're HBCU's success story.
7 Let's put our heads together and see what we can
8 do to create another success story in this
9 particular sector of the economy.

10 DR. TURNER-LEE: That's right. That's
11 right. Dr. Dominique Harrison is also a Howard
12 University grad, PhD. So, it's all throughout
13 this committee, we're actually seeing that.

14 MS. ALLEN: Did you Spellman? Okay,
15 never mind.

16 DR. TURNER-LEE: Oh, and Spellman. I
17 don't see Chris, but I want to be very mindful.
18 I had a powerful conversation this week with
19 members of, my friends in the LGBTQ community,
20 and I think as a committee, we're really there to
21 open the doors for all folks, to make this an
22 inclusive environment, regardless of who you are.

1 And it's important to be able to do
2 that. Chris, I see you now. I had to put that
3 out there because I think what we're talking
4 about also relates to groups that not necessarily
5 may fall into -- neatly into that protected
6 class, but they need the same types of human and
7 civil rights. Chris?

8 MR. WOOD: I completely agree and I
9 think we've been looking at it from several
10 different perspectives. One of the major
11 perspectives we've been looking at it is getting
12 more LGBTQ individuals into STEAM or STEM fields.

13 And really doing that through
14 storytelling, which is why LGBT Tech specifically
15 launched the PATHS Program late last year, which
16 is really getting LGBT, current LGBT
17 professionals to be able to tell their stories so
18 that upcoming LGBTQ professionals that want to
19 get into STEAM can go ahead and get involved in
20 that.

21 And we're seeing that across the
22 board. So you're absolutely right. There's many

1 different programs and facets to do that in and
2 we need to make sure that we're looking at the
3 entire environment, because LGBTQ individuals
4 face not only diversity, diversity or challenges,
5 but they may also identify with the African-
6 American community, and Hispanic community. So
7 it's important to think about those barriers and
8 challenges, as we're talking about expanding
9 these areas.

10 So thank you, so much.

11 DR. TURNER-LEE: Thank you. I want to
12 just kind of combine my last two questions, if
13 you all don't mind. Because I don't want to be
14 the group that started early and then just ends
15 on time, Heather and Anna. I want to make sure
16 that we're being mindful, even though I know
17 you're very generous with us.

18 The second question that we had on the
19 slide, if they could put the slide back up just
20 real briefly, was one question that our group
21 had, and I'll sort of combine the second
22 question, with the third question, which is how

1 can we ensure that the deliverables that we're
2 putting out here actually help us in this
3 pandemic response?

4 Dr. Wilson mentioned at our last
5 working group call that any of the work that we
6 do as this committee, it's really important to
7 not just empowering and emboldening our
8 individual areas, but also making sure that it's
9 coordinated.

10 I just recently put out, and I can put
11 it for reference, something called a Tech New
12 Deal, which is around really thinking about how
13 you prioritize tech as one of the pillars of how
14 we look at economic recovery in general.

15 And I think the FCC, just by having us
16 as a group come together, representing our
17 variety of constituent groups, from immigrants,
18 as someone put in the chat, to the LGBTQ
19 community, to people of color, that it's
20 recognizing that our voice does not just matter
21 on this committee, but we come from backgrounds
22 where our holistic experiences will actually be

1 the drivers for, you know, getting out of the
2 pandemic and essentially bringing back assets to
3 our community and capital.

4 So the last question, I would just
5 open up as we get ready to wrap up is do you see
6 in our particular group's deliverables, and you
7 could also reflect on it on your own, as you
8 think about this road to recovery, or this
9 pandemic response, any of these deliverables that
10 can have an immediate short gain, versus a longer
11 gain, when it comes to solving some of the
12 nation's pressing problems?

13 And I would also throw out, do you see
14 any overlap with some of the other groups that we
15 should immediately try to explore so we're not
16 doing this in a vacuum? So two part question.

17 Anything that you see that we should
18 immediately really focus on in terms of pandemic
19 response, and are there any of you in other
20 committees that you think we need to give you a
21 call as you're developing your products and
22 services?

1 And I know we're already doing it,
2 Jenell, with the supplier diversity empowerment
3 workshop. So I know that that's been discussed
4 so far. But we'd love to hear from the broadcast
5 team, as well as the digital divide team and
6 other members, if we should be reaching out to
7 you as well to coordinate our deliverables.

8 MS. COLEY: This is Maurita from the
9 workforce team, and what I was thinking is that,
10 if you could promote that, from our committee,
11 the video, because it's actually really great,
12 and even though we did have good live attendance,
13 it's evergreen, it's on the FCC's website, and we
14 can continue to share it, you know, throughout
15 the school year.

16 DR. TURNER-LEE: Yes. So maybe show
17 that video, for those of you who did not get a
18 chance to attend the summit, please take a look
19 at the video in your spare time. But also
20 promote it among your networks. Thank you,
21 Maurita, for that.

22 Chris, there was just a quick question

1 because we're using acronyms, could you actually
2 spell out LGBTQ for our audience?

3 MR. WOOD: Absolutely.

4 MS. ALLEN: LGBTQIA.

5 DR. TURNER-LEE: A -- go ahead Chris.

6 Yes.

7 MR. WOOD: Yes. So, lesbian, gay,
8 bisexual, transgender, queer or questioning,
9 intersex, asexual or ally, and then you also have
10 two spirited, which is -- two spirited or two
11 spirit, common with Native American cultures.

12 DR. TURNER-LEE: Perfect. Thank you.
13 Thank you. You just reminded me too, in that
14 question, I know the digital inclusion committee
15 has someone from -- representing Tribal Lands, if
16 there's also input or feedback that that new
17 member could give us as well.

18 So I'll just leave it silent for about
19 three minutes to see if there's any response to
20 the two questions that I posed, and then we'll
21 wrap up.

22 I don't know if someone's trying speak

1 because they're unmuted. Okay. Well I will not
2 stand between the end of this meeting -- oh, go
3 ahead Ron, go ahead, go ahead.

4 DR. JOHNSON: Yes. Thank you. Just
5 one last comment. I was just thinking about a
6 thought as we depart, before you give your final
7 words, I've been thinking about systemic racism
8 around procurement and supplier diversity as a
9 big elephant.

10 And you can't eat the elephant in one
11 sitting. It's impossible. And so what do you
12 eat first? I suggest we eat the trunk first so
13 that it does not suck up all of the business, and
14 then diversity firms don't have a chance, and
15 then secondly, we might want to eat the feet of
16 the elephant, so that that elephant doesn't stomp
17 out small, and diverse, and women owned
18 businesses, so that they don't have an
19 opportunity.

20 And so at the end of the day, the
21 elephant will be engulfed, but we have to have a
22 process to ensure that he goes away, or she goes

1 away.

2 DR. TURNER-LEE: That's an analogy for
3 the record Ron. I do actually like that, in
4 terms of the elephant analogy.

5 (Simultaneous speaking.)

6 MS. TRIGG: -- but for us Delta's, I
7 had to get my head around that a little bit.

8 DR. TURNER-LEE: Well, I would say
9 this, I mean, I think the elephant analogy is
10 powerful, but I think the conversation of the
11 FCC's diversity meeting about systemic racism is
12 even more powerful.

13 Because at the end of the day, I think
14 we do all of this on the basis of creating equity
15 and applying equity frameworks to all the work we
16 do, whether it's in digital divide work, whether
17 it's in the area of broadcast ownership, or
18 whether it's in the area of what we're trying
19 just to realize that with every company being a
20 tech company, that there has to be really
21 embedded in their practices and who they recruit,
22 as well as how they invest in new ideas.

1 I do like that. Thank you for that.

2 MS. TRIGG: Excuse me, Dr. Nic, just
3 one more group that I think would be of interest.
4 When we talk about the, I understand time is of
5 the essence, but we talked so much about young
6 people. We need to remember seniors --

7 DR. TURNER-LEE: Yes.

8 MS. TRIGG: -- in this capacity as
9 well. So particularly for those of us that are
10 heading into our senior years, or twilight years,
11 so the AARP, and other groups, because they too
12 bring so much wealth, and business, and wisdom to
13 the table, but can do STEM, and can do technology
14 as well.

15 DR. TURNER-LEE: Yes.

16 MS. TRIGG: So let's not forget on
17 both sides of the generational divide.

18 DR. TURNER-LEE: Yeah, I love that.
19 In fact, in the piece that I just published on
20 the Tech New Deal, what we're finding is, what
21 I'm proposing is that we need a national digital
22 service score, like a score where we could

1 actually engage seniors, not just in sitting on
2 the sidelines in technological development, but
3 also being part of the process, helping us to
4 steer our people.

5 As Harin actually said earlier in his
6 presentation when he referenced his child, who
7 was sitting online trying to do their homework, I
8 have one too. I have no idea what she's been
9 doing since 10:00 in the morning, Anna, thank
10 you. Because I put her on my computer.

11 But what I do know is whatever she is
12 doing, she is actually learning something about
13 this, this aggregated work environment in which
14 we live. And so it's important that we take that
15 inter-generationally and we're actually going to
16 make sense of this and create a pipeline for the
17 future work.

18 CHAIR GOMEZ: Thank you.

19 DR. TURNER-LEE: I am not one, Ms.
20 Gate, I'm about to wrap up and give you and Anna
21 back ten minutes, if you don't mind, I'll just
22 close with some reminders. Or did you want to

1 jump in as well, my dear?

2 VICE CHAIR GATE: Oh, no. I think we
3 can wrap it up. What I wanted to say, since I'm
4 here, is that --

5 DR. TURNER-LEE: Your face popped up,
6 so I figured you were trying to like --

7 (Simultaneous speaking.)

8 VICE CHAIR GATE: My clicking finger
9 is way too fast. I was just going to let it go.
10 But I just wanted to kind of amplify the
11 discussion that took place in the chat, and it
12 was about following what, as Jenell said,
13 seniors, connecting seniors and the digital
14 divide for seniors, just by not being able to
15 register for vaccines right now.

16 That's a current discussion, and I
17 believe Sindy mentioned that for the Latinx
18 community, there -- in some of the communities,
19 they're supposed to have an email address to sign
20 up for vaccines, yet one in three Latinos do not
21 have access to broadband.

22 DR. TURNER-LEE: Yes.

1 VICE CHAIR GATE: And so it's
2 literally, in real time, affecting our ability to
3 be effective in public health.

4 DR. TURNER-LEE: Yes.

5 VICE CHAIR GATE: That's all I wanted
6 to say.

7 DR. TURNER-LEE: Yes, I know. I've
8 been struggling over here, my friends. I mean, I
9 chair this esteemed committee but you all know
10 that I'm a digital divide person. So all these
11 issues resonate near and dear to my heart, as we
12 think about ways to solve the problem of having
13 people become digitally invisible in the society
14 in which you live.

15 So I'm actually not going to take up
16 more air time, because you see me in other
17 venues. But I will say this, thank you to our
18 committee, the Diversity in Tech Committee.
19 We're very excited about the deliverables that we
20 have coming out. If you missed the summit of the
21 Workforce Development Committee, please check it
22 out. It is on the FCC website.

1 If you are interested and you can
2 actually spare the time to participate in the
3 upcoming March 24th workshop with our
4 entrepreneurship group, please do so, as a member
5 of this esteemed working group, generally, but
6 also send the link the out to your colleagues
7 that may need to hear the type of information
8 that will be shared during that workshop.

9 And then I would say for the report,
10 please feel free to always reach out to Dr.
11 Johnson and other team members if you think there
12 is data that is publically available or some
13 questions that you may have after this
14 presentation.

15 We look forward to coming back to this
16 group with this set of recommendations and
17 potentially resolutions that point to the
18 importance of maintaining this conversation at
19 the FCC.

20 It's easy to say that other agencies
21 can actually look at it, like the FCC deals with
22 tech companies, but at the end of the day, as I

1 said earlier, everybody's a tech company.

2 And so as the advanced communication
3 systems actually evolved, it's imperative that we
4 keep this top of mind.

5 So with that, Madam Chairwoman, I will
6 turn it back over to you. And thank everybody
7 for just this engagement. Our exercise did work
8 a little bit, you know, in terms of just breaking
9 up the flow. But I'll turn it back to you and
10 say thank you for allowing us to actually steward
11 the work that you are guiding us on. Thank you.

12 CHAIR GOMEZ: Thank you, Dr. Nicol.
13 And thank you, Rosa, and Deborah, and Maurita,
14 and Rashidi, and Drs. Fallon and Johnson, very
15 much. I did particularly enjoy this last
16 conversation. It shows you what an amazing array
17 of experts we have with broad and diverse
18 experience throughout the committee, because
19 everyone brought something within their sphere of
20 knowledge and influence, that can help with the
21 work that your group is doing. So that's
22 fantastic.

1 As Dr. Turner-Lee also mentioned, we
2 have to get it right when it comes to diversity
3 and inclusion in hiring, and suppliers, and in
4 businesses. And I agree with Rosa that the
5 roadmap to tech jobs virtual summit was very
6 successful.

7 I love what Maurita said that
8 everything is tech. It's so true. And I heard
9 great feedback about the event. So
10 congratulations to the workforce diversity
11 subgroup on that.

12 And thanks as well to the start-up
13 diversity subgroup for all your work in
14 interviewing experts, and compiling resources for
15 minority women in small business tech
16 entrepreneurship support organizations. I look
17 forward to the March 24 roundtable, as well as
18 the draft resource guide.

19 And Dr. Johnson, I think you did a
20 great job answering Maurita's excellent question.
21 So thanks also to the supplier diversity
22 subgroup. I think focusing on supplier diversity

1 opportunities in 5G is a very timely discussion.
2 And shining a light on those opportunities, as
3 well as recommendations on how to increase those
4 opportunities, will be a very worthwhile
5 exercise. And I also look forward to the results
6 of your work.

7 And I should also take this
8 opportunity to thank you, Dr. Johnson, for your
9 support of the supplier diversity symposium as
10 well. So good work, Dr. Turner-Lee and team.

11 Heather, I don't know if you wanted to
12 say anything else at this point.

13 VICE CHAIR GATE: No, I really just
14 want to say hear, hear, I agree with everything
15 that you said, thanks to Dr. Nicol Turner-Lee,
16 and the rest of the Diversity in Tech working
17 group for excellent, excellent work. I look
18 forward to seeing the final products and
19 obviously, we have some work to do between now
20 and the deadline for the deliverables.

21 And I think we'll talk a little bit
22 about that. So again, thank you so much. I

1 really appreciate this discussion and again, back
2 to you.

3 CHAIR GOMEZ: Thanks, Heather. Yeah,
4 I agree with Dr. Johnson. There's a lot to do in
5 a small amount of time. So full speed ahead,
6 team.

7 Normally, this is the part where we
8 have comments from the whole committee. We've
9 actually had a lot of comments throughout the
10 meeting today. Is there anybody who wants to say
11 something now, to raise any comments? Otherwise,
12 I will open, well, I guess I should let people
13 respond. Am I seeing a hand up? Susan Allen?

14 MS. ALLEN: Yes. I just forgot
15 earlier. I wanted to take this time to market,
16 promote our April 28 symposium to the entire
17 committee, and ask the committee to participate,
18 as well as help to organize, help us with a more
19 -- very robust networking session.

20 We did not mention much about the
21 veterans, disabled veterans, especially. Do you
22 know that 27 percent or more of the veterans are

1 minority women, and 17 percent more of them are
2 minority men. And as they transition out into
3 civilian life, they are ready for the private
4 sector. And that's where we can also be of help
5 to them as they join civilian life.

6 So the August -- the April 28 event,
7 we will have folks from the disabled veterans
8 community coming to talk about opportunities
9 there as a part of the subcontracting process, as
10 well as employment opportunities, as we open the
11 economy to infrastructure, that includes
12 broadband expansion.

13 That's what I wanted to share with the
14 whole team. Please look at the FCC's website and
15 watch for an announcement about the April 28
16 event.

17 I know I'm trying to dominate the last
18 few seconds, but this is very important because
19 what we do touches all of what you do. Thank
20 you.

21 CHAIR GOMEZ: Thank you, Susan. So
22 any other comments from our ACDDE members, and

1 let me just make sure, I think I see a hand up --
2 oh, no, that's you, Susan.

3 I'd like to open the call for comments
4 from the public. We have live -- a live
5 questions email address to which the public may
6 submit questions. It's livequestions@fcc.gov,
7 livequestions, one word, @fcc.gov. I know we had
8 received a question earlier regarding, and I'm
9 going to paraphrase because it's -- I got it such
10 a long time ago I'm not sure I can find it.

11 Regarding whether the change in
12 administration has changed our approach as a
13 committee, what we're trying to achieve, or our
14 recommendations. I apologize. I really am
15 paraphrasing.

16 And I can tell you that our mission,
17 which is really bipartisan, continues to stay the
18 same. We were delighted today that we heard the
19 support that Acting Chairwoman Rosenworcel and
20 Commissioners Carr, Starts, and Simington all
21 showed for our mission. So that responds to that
22 question.

1 Do we have any other questions from
2 the public?

3 MS. JOHNSON: Anna, this is Jamila, we
4 did not have any additional questions during the
5 afternoon session.

6 CHAIR GOMEZ: Oh, okay. Great. In
7 that case, not hearing any additional questions,
8 I think we've reached the end of our very busy
9 agenda today. Thank you, as always, to the FCC
10 folks, to the three Js, to Michelle, and Sarah,
11 and Jeff, and the OMR staff for all the good work
12 that you do.

13 I thought Chairwoman Rosenworcel did a
14 great job highlighting all of the folks, so I
15 just want to underscore what she said today. But
16 as we close out today's meeting, I'd like to go
17 over the timeline for our final products to the
18 commission.

19 With regard to final reports, working
20 group draft reports will be due to the FCC
21 designated federal officers by May 7th. Now the
22 only exception to that is our digital inclusion

1 subgroup, which is having the April 28 event.

2 I'll talk to you separately, Jenell and Susan,
3 about the deadline for that report.

4 By May 14th, we'll expect the FCC to
5 return their edits, and then by May 21st, the
6 working group drafts will be due to myself and to
7 Heather.

8 And our goal will be to have the
9 working group reports finalized and submitted by
10 June 11th. With regard to final recommendations,
11 we'd like to see the draft recommendations by May
12 21, to the three Js. By May 28th, they will
13 return the edits, and the draft recommendations
14 should come to Heather and myself by June 4th.
15 We will return our edits by June 11th and our
16 final recommendations will be due to us by June
17 18th.

18 Again, I cannot thank you all enough
19 for the great work that you have done. This
20 conversation today was excellent. And everyone
21 prepared really very well. Their work plans,
22 their presentations, their timelines. I really

1 am just so impressed with every single one of
2 you.

3 And I know that you are going to do a
4 great job as we finalize our reports and
5 recommendations for the commission.

6 Heather, would you like to have any
7 last words before we close out the meeting?

8 VICE CHAIR GATE: No. I just want to
9 again express my appreciation for all the
10 committee members and the working group members,
11 again, a special shout out to the three Js, Julie
12 Saulnier, Jamile Kadre, and Jamila Bess-Johnson.
13 We wouldn't be as efficient as we are without
14 them, so I really want to express my appreciation
15 for all the work that they've led for us.

16 So other than that, I just wanted to
17 remind everybody about the emergency broadband
18 benefit roundtable tomorrow. I believe several
19 of our community members -- committee members and
20 community represented organizations will be
21 participating as our panelists on that in their
22 own respect.

1 So I hope you all can register and
2 join that, because that's also very important to
3 what we're doing as a committee to make sure that
4 this emergency broadband benefit is accessible to
5 the people that need it the most, in an efficient
6 manner, as soon as possible.

7 Other than that, thank you all. I
8 look forward to -- let's keep marching along and
9 getting things done. And I look forward to
10 joining you in the meetings starting Monday, I
11 believe. Have a good evening.

12 CHAIR GOMEZ: Thanks, Heather.
13 Jamila, do you have any final words for us?

14 MS. JOHNSON: I do, thank you. Thank
15 you, Anna. It's been great to see all of you
16 today. I miss meeting in person. We always have
17 such a great time together in addition to doing
18 this important work.

19 But I'm glad everyone is well. I'm
20 glad everyone is kind of toughing out this
21 pandemic superbly.

22 And since it's Black History Month, I

1 will encourage you in the way that my culture
2 encourages one another. We say keep on keeping
3 on and so I will say to all ACDDE members, you
4 all keep on keeping on. You're clearly on the
5 right track.

6 We definitely want to say, again, a
7 bit thank you to Acting Chairwoman Rosenworcel
8 for coming to the meeting today and just letting
9 us know that we have her support and
10 encouragement.

11 We also thank Commissioner Starks,
12 Commissioner Carr, and Commissioner Simington.
13 Thank you, of course, to my boss, our boss,
14 Michelle Carey, who is always there for us
15 whatever we need.

16 We also thank her leadership team,
17 Sarah Whitesell and Brendan Holland. Without
18 them helping us, we could not get the meeting
19 organized and get all of the approvals that are
20 needed for the work that you all want to do. So
21 we thank Sarah and Brendan tremendously.

22 Also want to say thank you to Jeff

1 Reardon, Steve Balderson, Greg Huff, and the
2 entire commission meeting room staff. You can
3 hear us and see us today because of their expert
4 work. So thank you, Jeff.

5 Thank you to Anna and Heather. As I
6 said earlier, they attend working group meetings,
7 and subgroup meetings, and that's dedication. So
8 thank you, ladies, so much.

9 Thank you to Caroline Beasley, Dr.
10 Nicol Turner-Lee, and to Rudy Brioche for leading
11 our working group teams.

12 And thank you to all the members who
13 devote so much of your time to make sure that
14 opportunities are available for all Americans.

15 And thank you to my colleagues, Julie
16 Saulnier, and Jamile Kadre for putting in many
17 hours, more than you might all expect, actually,
18 on doing this work and doing it so well.

19 And we invite everyone to please visit
20 our webpage at www.fcc.gov for a recording of
21 this meeting, for recordings of other workshops
22 and symposia, and just to see what this committee

1 is up to.

2 We appreciate your input and we want
3 you to be part of this work. So thank you again,
4 and Anna, I turn it back over to you to
5 officially close us out.

6 CHAIR GOMEZ: Great. Thank you,
7 Jamila. Can I have a motion to adjourn?

8 DR. TURNER-LEE: So moved. Motion to
9 adjourn.

10 CHAIR GOMEZ: Thank you so much.

11 Meeting adjourned.

12 (Whereupon, the above-entitled matter
13 went off the record at 3:19 p.m.)

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In the matter of: Diversity and Digital Empowerment
Advisory Committee Meeting

Before: U.S. FCC

Date: 02-11-21

Place: teleconference

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Neal R Gross

Court Reporter

NEAL R. GROSS

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