



STADIUM COMMUNITY OVERSIGHT COMMITTEE

JANUARY 26, 2026





NOTICE OF PUBLIC MEETING AND AGENDA

LAS VEGAS STADIUM AUTHORITY
STADIUM COMMUNITY OVERSIGHT COMMITTEE
MONDAY, JANUARY 26, 2026
10:00 A.M.

Las Vegas Convention Center – South Hall Board Room
3150 Paradise Road
Las Vegas, Nevada 89109

STADIUM COMMUNITY OVERSIGHT COMMITTEE:

Dr. Lawrence Weekly, Chair
Rose Davis
Monica Ford

Rebecca Fountain
Peter Guzman
Christopher Sotiropoulos

THIS PUBLIC MEETING IS PROPERLY NOTICED AND POSTED AT THE FOLLOWING LOCATIONS:

Las Vegas Convention and Visitors Authority (LVCVA) – 2nd Floor Administration Offices, South Hall
3150 Paradise Road, Las Vegas, NV 89109

Stadium Authority Website: <https://www.lvstadiumauthority.com/allegiant/community/meetings.php>
Nevada Public Notice Website: <https://notice.nv.gov/>

THE STADIUM COMMUNITY OVERSIGHT COMMITTEE (COMMITTEE) MAY:
CONSIDER AGENDA ITEMS OUT OF ORDER;
COMBINE TWO OR MORE AGENDA ITEMS FOR CONSIDERATION; AND
REMOVE OR DELAY DISCUSSION ON ANY AGENDA ITEM AT ANY TIME.

AGENDA

OPENING CEREMONIES

Call to Order

Roll Call

COMMENTS FROM THE FLOOR BY THE PUBLIC

The first public comment period is limited to comments on items on the agenda. Items raised under this portion of the agenda cannot be deliberated or acted upon until the notice provisions of the Nevada Open Meeting Law have been met. If you wish to speak to the Committee at this time, please step up to the podium and clearly state your name and spell your first and last name for the record. COMMENTS ARE LIMITED TO THREE (3) MINUTES IN LENGTH.

APPROVAL OF AGENDA AND MINUTES

Approval of the Agenda.
For possible action.

Approval of the Minutes from the January 28, 2025, Committee Meeting.
For possible action.

COMMENTS BY CHAIR, COMMITTEE MEMBERS, AND STAFF

The Chair, Committee Members, and staff will provide comments or updates.

This is an informational item and does not require Committee action.

STAFF REPORTS AND REQUESTED ACTIONS

1. Community Benefits Plan Report

Stadium Authority staff and LV Stadium Events Company (StadCo) representatives will provide a presentation on Community Benefits Plan (Plan) programs.

This is an informational item and does not require Committee action.

COMMENTS FROM THE FLOOR BY THE PUBLIC

This public comment period is for any matter that is within the jurisdiction of the Board. Items raised under this portion of the agenda cannot be deliberated or acted upon until the notice provisions of the Nevada Open Meeting Law have been met. If you wish to speak to the Committee at this time, please step up to the podium and clearly state your name and spell your first and last name for the record. COMMENTS ARE LIMITED TO THREE (3) MINUTES IN LENGTH.

ADJOURNMENT

Persons are invited to submit written remarks for all matters, both on and off the agenda. Written remarks presented for inclusion in the Committee's minutes must be flat, unfolded, on paper of standard quality, and 8½ by 11 inches in size. Written remarks shall not exceed five (5) pages in length. The LVSA Community Benefits Plan Oversight Committee will not accept for filing any submission that does not comply with this rule. On a case-by-case basis, the Board may permit the filing of noncomplying [sic] written remarks, documents, and related exhibits pursuant to NRS 241.035(1)(e).

To submit ideas to the LVSA, please visit <http://www.lvstadiumauthority.com/meetings/>

The Committee's meeting rooms are accessible to persons with disabilities. If special arrangements are required, please contact the Customer Safety Department at: 702-892-7400, which is a 24-hour Dispatch Control Center, or contact Silvia Perez in the LVCVA Board Office at: 702-892-2802 or sperez@lvcva.com

Members of the Committee may participate in this meeting via telephone conference call.

For information or questions regarding this agenda please contact:
Silvia Perez, Executive Assistant to the LVCVA Board
3150 Paradise Road, Las Vegas, Nevada 89109
702-892-2802 or sperez@lvcva.com

Supporting materials for this meeting are available at 3150 Paradise Road, Las Vegas, NV 89109 or by contacting Silvia Perez at 702-892-2802 or sperez@lvcva.com

MINUTES
Stadium Community Oversight Committee Meeting
January 28, 2025



Stadium Community Oversight Committee Meeting January 28, 2025 Minutes

The Las Vegas Stadium Authority (LVSA) Stadium Community Oversight Committee Meeting was held on January 28, 2025, at the Las Vegas Convention Center, 3150 Paradise Road, Las Vegas, Nevada 89109. This meeting was properly noticed and posted in compliance with the Nevada Open Meeting Law.

Stadium Community Oversight Committee (Committee) *Present unless otherwise noted*

Lawrence Weekly, Chair

| | | |
|-----------------------|---------------|--------------------------|
| Rose Davis..... | <i>absent</i> | Peter Guzman |
| Monica Ford..... | <i>absent</i> | Zahir Rahman |
| Rebecca Fountain..... | <i>absent</i> | Christopher Sotiropoulos |

OPENING CEREMONIES

Chair Lawrence Weekly called the meeting to order at 10:01 a.m.

Caroline Bateman, Board Counsel for the LVSA, acknowledged that all members of the Committee were present, except for Members Rose Davis, Monica Ford, and Rebecca Fountain.

COMMENTS FROM THE FLOOR BY THE PUBLIC

Rachel Skidmore, Director for the Las Vegas Metropolitan Police Department's (LVMPD) Office of Community Engagement, expressed gratitude for the Las Vegas Raiders' (Raiders) support of LVMPD's initiatives. She highlighted the Raiders' partnership on LVMPD's recent Dream Program graduation and thanked them for providing participants with a tour of Allegiant Stadium and for providing other event items.

Member Peter Guzman commended Ms. Skidmore and the LVMPD for their community engagement efforts.

Yvette Williams, Chair of the Clark County Black Caucus and Executive Director of its sponsored Black Student Union (BSU) Network, provided information on BSU's history, purpose, events, and programs. She noted that support from the Raiders Foundation enabled BSU program expansion, and improved student behavior and attendance while fostering leadership and life skills. Ms. Williams highlighted the Raiders' sponsorship of BSU's end-of-year meal honoring advisors' accomplishments and commitments. She provided that the Raiders are currently sponsoring BSU's annual Black History Challenge in partnership with the Clark County School District, Las Vegas PBS, and the City of Las Vegas, and expressed enthusiasm for the continuation of BSU's partnership with the Raiders.

Christina Aldan, Board Member of the Avery Burton Foundation (Foundation), provided information on the Foundation and discussed the Raiders' partnership and its support of the Foundation's community outreach initiatives including awarding scholarships, mental health and first aid training, and educational programs. She commended Raiders staff for its responsiveness in connecting the Foundation with other community resources, expressed support for the Raiders, and thanked them for their efforts for the advancement of cultural competency and mental wellness.

Chris Salas, Founder of the Ability Center of Southern Nevada (Center), provided information on his gym that is dedicated to serving individuals with special needs including autism, Down syndrome, cerebral palsy, and other developmental disabilities. He detailed the Center's partnership with the Raiders to support the Center's adaptive fitness programs. Mr. Salas highlighted the Raiders' collaboration on the first-of-its-kind special needs Monday Night Football tailgate viewing party and on a panel interview and brunch dedicated to strengthening the Las Vegas community through partnerships. He thanked Raiders staff for its accessibility and the opportunities it provides to nonprofit organizations.

Shalimar Cabrera, Executive Director of U.S. VETS, outlined her organization's mission and its partnership with the Raiders', which includes support of U.S. VETS through funding, sponsorships, volunteering, and hosting events. She thanked the Raiders for its partnership.

Gabriella Sandoval of the American Cancer Society (ACS) described the Raiders' support for fundraising at the ACS's inaugural Las Vegas Game Changer Gala, cancer screening initiatives and events, and the Road to Recovery program. She thanked the Raiders for its partnership.

Jenny Fay, Community Engagement and Development Director for Olive Crest, described her nonprofit organization's work to address child abuse and neglect and to provide safe homes for foster children. She expressed gratitude for the Raiders' partnership, including staff and player support through holiday toy collection and fund donations.

Quinn Weathers, Senior Director of Mission Delivery and Operations at Make-A-Wish Nevada described the organization's mission to grant life-changing wishes for children with critical illnesses. She highlighted the Raiders' fulfillment of numerous Make-A-Wish requests through the creation of unique experiences for children and their families. Ms. Weathers commended the Raiders' dedication, preparedness, accommodations, and personalized touches. She encouraged the audience to watch the latest Make-A-Wish video shared by the Raiders and thanked the Raiders for its efforts.

APPROVAL OF AGENDA AND MINUTES

**APPROVAL OF
THE AGENDA
AND MINUTES**

Member Peter Guzman moved, seconded by Member Chris Sotiropoulos, and it was carried by unanimous vote of the voting members, to approve the January 28, 2025 Committee agenda, and to approve the minutes of the April 9, 2024 Committee meeting.

COMMENTS BY CHAIR, COMMITTEE MEMBERS, AND STAFF

Chair Weekly thanked Public Comment speakers for sharing their successes in partnership with the Raiders and thanked Raiders Senior Vice President of Government & Community Relations Piper Overstreet-White for her work.

Member Zahir Rahman praised Raiders staff for its commitment to diverse Las Vegas community organizations.

Member Sotiropoulos highlighted the Raiders staff's dedication to community service and improvement efforts.

Member Guzman recalled initial criticism for his support of Allegiant Stadium's construction and commented on the fulfillment of seeing the Community Benefits Plan come to fruition as well as the successes of the Raiders partnerships with diverse community groups. He congratulated Ms. Overstreet-White and her team on the accomplishments reported in the Raiders 2024 Impact Playbook.

This was an informational item and did not require Committee action.

STAFF REPORTS AND REQUESTED ACTIONS**1. Community Benefits Plan Report**

Ms. Overstreet-White thanked Raiders staff and highlighted its collective efforts with ASM Global and Silver & Black Hospitality to serve the Las Vegas community and exceed community benefits goals. She referenced the second edition of the Raiders Impact Playbook (Playbook) and noted that it is publicly available at raiders.com/community. Ms. Overstreet-White noted that her presentation would expand on the high-level information related to the Raiders' programs, partnerships and outreach efforts contained in the Playbook. She acknowledged colleagues in attendance, reaffirmed the Raiders' continuing commitment to Diversity, Equity, and Inclusion (DEI) amid current public discourse, and shared a sizzle reel highlighting the Raiders' 2024 community outreach efforts.

Devin Lewis-Buchanan, Director of Diversity, Equity & Inclusion, presented a graph detailing internal diversity across Raiders' leadership, business operations, and full-time staff. He reported that the Raiders ranked in the 90th percentile for workforce diversity among the 32 National Football League (NFL) organizations.

Mr. Lewis-Buchanan discussed the Raiders' employee-led Employee Resource Groups (ERGs) including the following: B.A.S.E.D. In Sports, supporting Black employees' professional development; P.A.C.E., honoring Asian American and Pacific Islander traditions; FIERCE, enhancing female employees' pursuit of excellence; and FAMILIA, celebrating the Raiders' Hispanic and Latino community. He noted that the ERGs are governed by the Raiders' DEI Advisory Council that is comprised of executive leadership.

Mr. Lewis-Buchanan highlighted the ERGs' 2024 cultural celebrations, including FAMILIA Fest during Hispanic Heritage Month that included local vendors and community partners. He described the FIERCE ERG's Women's Wellness event that featured local women-owned vendors, corporate partners, and a pet adoption opportunity. Mr. Lewis-Buchanan detailed the Raiders-sponsored Pathways to Partnership: Diverse Contractor Fair, supporting the Nevada Contractors Association's initiatives to provide business opportunities to local diverse and disadvantaged businesses.

Andy Gorchov, General Manager for ASM Global at Allegiant Stadium, discussed the company's workforce diversity at Allegiant Stadium, noting that workforce diversity is 81% with 50% female representation in executive leadership positions.

Karina Durante, Senior Human Resources Manager at Silver & Black Hospitality (Levy), reported that 58% of its vendor concessionaires qualify as woman- or minority-owned businesses. She noted that 73% of hours worked come from self-identified minorities and 50% of hours come from women.

Mr. Gorchov discussed ASM Global's employment and supplier diversity outreach efforts, including participation in local job fairs, regional career fairs, and site visits to encourage utilization of local small and diverse businesses.

Ms. Durante highlighted Silver & Black Hospitality's Keys to the Future program, designed to cross-train individuals across several facets of the food and beverage industry, with four graduating from the program in 2024. She noted that Silver & Black Hospitality hosted four power walks in partnership with the University of Las Vegas (UNLV) School of Hospitality, participated in three on-site information sessions at UNLV, and hosted a tour with UNLV and the University of Tianjin.

Ebere Arum, Director of Community Relations for the Raiders, acknowledged members of the Raiders Community Relations department in the audience. She outlined the team's community engagement commitments, including programs and events supporting health & wellness, youth development, military support, civic engagement, and other causes. Ms. Arum detailed contributions such as holiday meal packing, back-to-school haircuts and hairstyling, youth holiday party, Raiders Holiday Salute, NFL Votes, and naturalization ceremony events.

Ms. Arum summarized charitable giving by the Raiders in terms of corporate and in-kind donations, and fan packs and letters of support provided. She detailed that more than \$1.5 million was donated to 118 nonprofit events and memberships, 241 instances of in-kind donations were provided, and more than 3,500 fan packs and letters of support were mailed during 2024.

Ms. Arum discussed the distribution of more than 166,000 tickets by the Community Relations and Football Development departments and the Raiders Foundation for Raiders home games, training camps, Allegiant Stadium tours, and other sporting events and concerts at Allegiant Stadium.

Ms. Arum emphasized the importance of employee community service to the Raiders organization and detailed support and volunteering contributions made by Raiders employees for 48 organizations at events including Super Kids – Super Sharing, Nevada Reading Week, Feed the Funnel, school career fairs, and several celebratory parades throughout the Las Vegas community.

Kari Uyehara, Executive Director of the Raiders Foundation, outlined the Raiders Foundation's focus on grant-making and funding programs for key areas including military and veterans, health and wellness, and youth development. She presented the Raiders Foundation's 2024 highlights including the provision of \$500,000 in grant cycle awards to 40 Nevada nonprofit organizations, \$500,000 to Legal Aid of Nevada's Advocacy and Justice Center, \$190,000 for football development in Nevada, and \$1.4 million to other nonprofit organizations. Ms. Uyehara described fundraising efforts including 50/50 raffles during Raiders home games, Raiders license plate sales, and legacy brick sales.

Myles Hayes, Director of Football Development, introduced the Football Development department and shared a video what football means to various individuals. He described the Football Development department's mission to gain, train, and retain student athletes, coaches, parents, officials, and Raider Nation through impactful programs. Mr. Hayes highlighted 2024 achievements including the following: hosting 70 Raiders Junior Training Camps, providing uniforms, equipment, and Raiders gameday experiences to eight recreational flag football leagues; donating more than 1,000 tickets to the football community; hosting four Nevada Interscholastic Activities Association (NIAA) Championship games at Allegiant Stadium; and underwriting certification costs for 400 Nevada youth and high school football coaches.

Mr. Hayes outlined the Football Development department's strategy of dividing its football program into four quarters of development to impact individuals at various life stages. He detailed the goals of each of the four programs titled as follows: 1st Quarter – Play Football, 2nd Quarter – Team Play, 3rd Quarter – High School, and 4th Quarter – Growing the Game.

Crystal Johnson, sustainability consultant for the Raiders and Allegiant Stadium, outlined the sustainability pillars including waste diversion, energy & emissions, water efficiency, green purchasing, eco-education, and local innovation.

Ms. Johnson detailed waste diversion highlights including the following: recycling rubber turf pellets; donating artificial turf to local animal shelters; delivering sod to local livestock farms, donating food to local food banks; donating Lost and Found items to local women's shelters; donating unclaimed electronics to LVMPD; and a bag donation program for local youth nonprofits.

Ms. Johnson highlighted the Raiders and Allegiant Stadium's sustainable innovation initiatives including an ongoing 100% renewable energy program, a cooling tower meter project, electrical vehicle charging stations, and a Microsoft partnership for a Raiders Dashboard to analyze data trends and optimize operations. She commented on Green Purchasing program highlights including organic and local purchasing, sourcing meat from regenerative farms, and sustainable serviceware.

Ms. Johnson detailed Raiders and Allegiant Stadium eco-education efforts, including collaboration with the National Park Service to clean more than 1,500 planter containers, and collaboration with the Clark County Sustainability department for an America Recycles Day game-day activation.

Ms. Johnson highlighted 2024 awards received by the Raiders and Allegiant Stadium at the Green Sports Alliance Summit including the Green Sports Energy Champion and Play to Zero Waste Energy Leader awards.

Ms. Overstreet-White invited the Committee and audience to follow @RaidersImpact on Instagram and X, and the Raiders channels on Facebook and LinkedIn, and thanked LVCVA staff. She addressed Chair Weekly's prior inquiry related to a College of Southern Nevada (CSN) partnership and confirmed that the Raiders partner with CSN on the SCORE program for game officials. Ms. Overstreet-White referenced Chair Weekly's prior comments regarding increasing youth access to Allegiant Stadium and noted that more than 100,000 tickets including open practice tickets, were distributed.

Chair Weekly thanked presenters for their participation and asked how the current DEI climate affects the Raiders' mission, to which Ms. Overstreet-White confirmed that the Raiders would continue with DEI efforts. Mr. Lewis-Buchanan noted the NFL's commitment to advancing DEI with increased awareness of the continuous need for progress. Chair Weekly echoed Ms. Overstreet-White's comments about DEI being part of who the Raiders and Las Vegas are. He expressed appreciation for the Raiders ERGs' focus on diversity and women and emphasized the importance of inclusion. Chair Weekly thanked Mr. Lewis-Buchanan and commented on Chief Diversity Officers' responsibilities to uphold original intents amid federal, local, and state mandates.

Member Guzman commented on the example set for the business community by the Raiders and its playbook and congratulated the Raiders on its achievements.

Member Sotiropoulos commended Raiders' staff for its efforts beyond the regular football season. He inquired about the process for small businesses seeking involvement at Allegiant Stadium, to which Julia Lombardi, Vice President of Hospitality and Strategy at Silver & Black Hospitality, encouraged local businesses to submit vendor requests via the Community page at allegiantstadium.com.

Chair Weekly recalled early challenges in the concept of Allegiant Stadium and expressed contentment from listening to the impacts and results from the Raiders community benefits programs. Chair Weekly encouraged Ms. Overstreet-White to share the sizzle reel and accomplishments presented during the meeting with the Las Vegas community.

Member Rahman discussed the impact of the Raiders' commitment to underrepresented and diverse businesses in the creation of economic opportunities for diverse Las Vegas families. He summarized data presented on the support provided to nonprofit organizations, the donation of funds and memorabilia, and volunteer efforts. Member Rahman applauded the Raiders' support of various nonprofit organizations and expressed appreciation for its continuing DEI efforts.

Member Sotiropoulos highlighted the value of the experiences created by the Raiders in building its fan base, providing lifelong memories, and allowing children rare opportunities to experience Allegiant Stadium.

Ms. Overstreet-White thanked the Committee for its feedback and compliments.

Chair Weekly thanked Mr. Gorchov, and Stadium Authority and LVCVA staff for their work. He reiterated Mr. Sotiropoulos' comments on initial challenges and skepticism surrounding Allegiant Stadium and expressed satisfaction for the resulting "greater good" of Nevada.

This was an informational item and did not require Committee action.

COMMENTS FROM THE FLOOR BY THE PUBLIC

Alena Evans, Interim Director of Clubhouse Operations at The Boys and Girls Clubs of Southern Nevada (Clubs), provided information on the Raiders' collaboration with the Clubs. She detailed the Raiders' collaboration including the following: providing opportunities for 200 youth to participate in the Raiders' trunk-or-treat event, hosting football clinics, allowing Clubs children to attend Raiders open practices, and participation in several Clubs events. Ms. Evans thanked Ms. Overstreet-White and Ms. Arum for being judges for the Clubs' Youth of the Year program, commented on personal experiences delivered to Clubs children by Raiders players, expressed gratitude to the Raiders for its support and collaboration, and thanked Chair Weekly for his work.

Robert Pina, owner of Buddies Golden Munchies, provided background on his company's partnership with the Raiders and commented on the exposure opportunities provided to his business by that partnership.

Yvette Williams provided that she was impressed by the presentations and public comments on the Raiders' community outreach. She noted the BSU network's growth to 1,500 students and highlighted the Raiders' impact on the students.

ADJOURNMENT

Chair Weekly adjourned the meeting at 11:35 a.m.

Respectfully submitted,

Date Approved: January 26, 2026

Silvia Perez
Executive Assistant to the LVCVA Board

Lawrence Weekly
Chair



**LAS VEGAS STADIUM AUTHORITY
STADIUM COMMUNITY OVERSIGHT COMMITTEE MEETING
AGENDA DOCUMENTATION**

| | |
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| MEETING DATE: JANUARY 26, 2026 | ITEM NUMBER: 1 |
| TO: STADIUM COMMUNITY OVERSIGHT COMMITTEE | |
| SUBJECT: COMMUNITY BENEFITS PLAN REPORT | |

RECOMMENDATION

Stadium Authority staff and LV Stadium Events Company (StadCo) representatives will provide a presentation on Community Benefits Plan (Plan) programs.

This is an informational item and does not require Committee action.

FISCAL IMPACT

None

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| COMMITTEE ACTION: | |
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ED FINGER, LVSA ADMINISTRATOR

PURPOSE AND BACKGROUND

Senate Bill 1 of the 30th Special Session of the Nevada Legislature (SB1), the Southern Nevada Tourism Improvement Act (Act), was signed into law in October 2016. The Act provided for the financing and development of Allegiant Stadium.

Section 29.5 of SB1 required the developer partner (DevCo) of the Las Vegas Raiders and StadCo to develop a Community Benefits Plan to ensure the greatest possible participation by all segments of the local community in the economic opportunities available in connection with the design, construction and operation of the National Football League stadium project developed by the developer partner and operated by StadCo.

SB1 established the Stadium Community Oversight Committee (Committee) to carry out the Plan and to enforce the Plan's provisions. Pursuant to the Plan, the Committee is charged with monitoring, oversight, and accountability in connection with the performance of the Plan. The Plan requires public reporting identifying StadCo's operational compliance with the Plan.