

Minutes of the SC NRCS Civil Rights Advisory Committee

10:00 AM June 13, 2007

Members/Advisors Present

Lynette Savereno-Chairperson & MAL (Member at Large)

Sabrenna Bryant-Vice-Chairperson & MAL

Cliff Eaddy-Treasurer & AIANPM

Charlie Ogg-Secretary & MAL

LaKeisha Hill- BEPM

Rafael Mendez-HEPM/APIPM

Lisa Good-FWPM

Wayne Henderson-DEPM

Craig Ellis-Title VI Advisor

Dory Reeves-Title VII Advisor

Amy Maxwell-Outreach Advisor & 1890's Liaison Advisor

- I. Call to Order. Savereno called the Civil Rights Committee (CRC) meeting to order at 10:00 AM.
- II. Approval of minutes. Eaddy made a motion to approve the minutes from the April 2007 meeting. Henderson seconded the motion. Motion passed.
- III. Budget Report. Eaddy submitted the FY07 CRC budget for everyone to review. He requested all those who need to submit their expenses to do so. Several updates were made to the budget.
 - Henderson may attend a conference in West Virginia. Eaddy will leave his budget as is and shift some money to Travel Training.
 - Eaddy moved \$500 from his AIANPM budget to Hill's BEPM budget.
 - Mendez plans to attend the National Hispanic Conference and training in Bloomington, MN. Eaddy will move Regular Travel to Travel Training. Mendez does not plan to use allocated APIPM money this fiscal year.
 - Bryant says the total budget for Cultural Awareness Training (CAT) will be used.
 - Good plans to attend two federal women's conferences; one in Washington, DC and one in Atlanta. Eaddy will move Workshop money and Regular travel to Travel Training.
 - MAL budget will be left as it is.
 - Maxwell said the FFA and United Farmers money can be used elsewhere. She will consult Wilfred Pace to find out if he can use the United Farmers money for Outreach projects. Maxwell proposed the CRC set a two week deadline to allocate all budget dollars and notify Eaddy when the money is allocated. All CRC members accepted the proposal.

Savereno commended Eaddy for restructuring the budget spreadsheet into a more readable format.

- IV. Nomination for Civil Rights Award. Savereno submitted the names and general information about each individual to Mr. Douglas. Comments were received that the CRC should rank their recommendations and provide details on accomplishments for each recommendation. Specific recommendations were discussed and the nominations were ranked. Savereno will resubmit the nominations through the appropriate AST(O) to Mr. Douglas.
- V. Ongoing activities with approaching deadlines.
- a. *Current Development Articles.*
- Maxwell submitted a Small Farmers article and an 1890's article to the last issue of *Current Developments*.
 - Reeves will submit an EEO article to the next issue
 - Bryant will submit a CAT article to the next issue.
 - Mendez will submit a HEP article to the September issue.
 - Eaddy will submit an AIANP to the September issue.
- b. *Training for members.* No Report.
- c. *Civil Rights Reviews & Reports.* Mendez attended the East Piedmont RC&D office review. There were some concerns about the facilities; however, the office is scheduled to move to another location. Savereno attended the Marion office review. Savereno and Ellis recommended field offices contact Curtis Hall to assist with purging files.
- d. *Plan of Work.* Savereno asked members to send completed items to her via email and she will update the plan electronically.
- e. *SC Civil Rights Committee website.* Bryant said photos of members are being added to the website. She also requested CRC members submit other information to her for posting.
- VI. AIANPM Report. Eaddy said it is still not known who will replace Chief Gilbert Blue as Chief of the Catawba Indian Nation following his resignation.
- VII. BEPM Report. Hill attended a week-long EEO\SEPM training in Arlington, VA last month. She said it was good training for a new SEPM to attend to fully understand why SEPMs exist and what their roles are. She is preparing an article for *Current Developments* on the roles of the SEPMs in the federal workforce.
- VIII. DEPM Report. Henderson said a teleconference was held June 7th concerning workforce recruitment of disabled college students. Most of the students, however, are not enrolled in natural resource curricula.
- IX. FWPM Report. Good reported sitting in on teleconferences with other states that are asking for CAT ideas regarding booths specific to federal women. Also, she will complete the report concerning the status of female employment. Good also reported she is developing a list of books and CD's

for female employees who need assistance with family issues or health concerns.

- X. HEPM/APIPM Report. Mendez has contacted NRCS in Puerto Rico requesting their material explaining conservation practices written in Spanish. The materials will be distributed to Hispanic producers. Also, he will attend the APIPM teleconference at Lander.
- XI. MAL Report. No report.
- XII. Outreach Report. No report.
- XIII. Title VI Report. Ellis reported the new farm bill may hold some new items regarding Title VI but deferred comment until more is known.
- XIV. Title VII Report. Reeves distributed the Affirmative Employment Program Plan for Minorities, Women, and Persons with Disabilities. The report shows how South Carolina ranks compared to the national statistics.
- XV. Cultural Awareness Training. Bryant said a meeting of the CAT committee was held June 12 and plans are proceeding. Speakers are being booked and the format of CAT will include breakout sessions. Bryant made a motion to move available money in the CRC budget to the CAT budget. Hill seconded. Motion passed.
- XVI. Other Business. Savereno said at the next meeting in August the CRC will need to consider recommendations for replacing members who are rotating off the committee.
- XVII. Next Meeting. **The next meeting of the CRC is 10:00 AM August 8th 2007.**
- XVIII. Adjourn. Savereno called for a motion to adjourn the meeting. Henderson made the motion to adjourn. Maxwell seconded. Motion passed. The CRC adjourned at 11:45 AM.