



South Carolina Civil Rights Advisory Committee FY 2008 Summary Report

2008 South Carolina Civil Rights Committee Members

Niles Glasgow—**Deputy EEO Officer**
Sabrenna Bryant—**Chair**
LaKeisha Hill—**Vice Chair and BEPM**
Antron Williams—**Treasurer**
Charlie Ogg—**Secretary**
Wayne Henderson—**DEPM**
Lisa Good—**FWPM**

Elyse Benson—**APIPM**
Cliff Eaddy—**AIANPM**
Rafael Mendez—**HEPM**
Craig Ellis—**Title VI Advisor**
Dory Reeves—**Title VII Employment Advisor**
Amy Maxwell—**Outreach & 1980's Liaison Advisor**

Purpose of the South Carolina Civil Rights Advisory Committee (CRAC)

- To assist management in achieving civil rights and equal opportunity objectives, goals and responsibilities.
- To support the affirmative action program, civil rights and program delivery in the State of South Carolina.
- To identify areas of weakness in civil rights program, current civil rights issues, and review the State's Affirmative Employment Program Report as it relates to federal employment, and make recommendations to State Conservationist to increase overall effectiveness of the CRAC in South Carolina.

Annual Summary of Accomplishments of CRAC members for FY2008:

Members At Large:

- CRAC Chair Sabrenna Bryant attended *National CRAC Chair Training* Dec 12-13, 2007 in Las Vegas, NV.
- New Members at Large Antron Williams and Elyse Benson attended *EEO Roles and Responsibilities Training* in August 2008, in Atlanta, GA.
- Member at Large Antron Williams attended 2007 National Organization for Professional Black NRCS Employees Training December 11-14, 2007 in New Orleans, LA.



Sabrenna Bryant, second row, second from left, and LaKeisha Hill, first row, second from left, at the National CRAC Chair Training in Las Vegas, NV.

- Member at Large Sabrenna Bryant designed and distributed SC CRAC EEO brochure statewide.

American Indian Alaskan Native Program Manager:

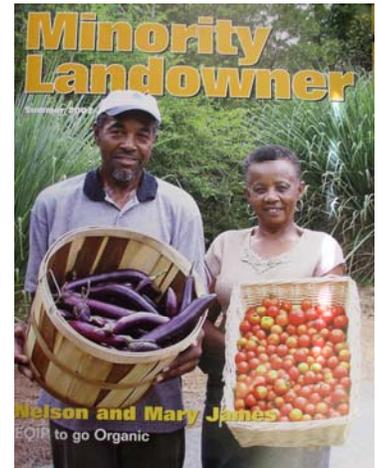
- Attended the 2008 American Indian Alaska Native Employee Association (AIANEA) Training Conference in Spokane, WA.
- Served as the Chair of the Southeast Region American Indian Workgroup and coordinated monthly teleconferences between 9 states.
- Through the Southeast Work Group, helped to complete a Work Group Plan, which is a 26-page document that contains the "Role of the NRCS in the Southeast American Indian Work Group; The Elders - A Southeast American Indian Advisory Council; Work Group Structure; Work Group Goals; Tribes, Groups Served, and NRCS staff; Success Stories; Background Material For Plan Development; History of Tribal Relations."
- Distributed information throughout the state during American Indian Heritage Month in November, including distribution of the 2007 American Indian History poster to field offices statewide.



Cliff Eaddy, center, at the 2008 American Indian Alaskan Native Employee Association Training Conference in Spokane, WA.

Black Emphasis Program Manager:

- Attended *National CRAC Chair Training* Dec 12-13, 2007 in Las Vegas, NV.
- Attended Civil Rights Compliance in Program Delivery in Harrisburg, PA, July 7-10, 2008.
- Served as the Chair of Cultural Awareness Day Committee for FY 2008.
- Distributed information throughout the state during African-American History Month in February.
- Submitted an article to Current Developments titled "What is Multiculturalism?"
- Subscribe to *Minority Landowner* Magazine and sent publication subscriptions to 38 field offices.



A subscription to Minority Landowner Magazine was ordered for 38 field offices.

Disabilities Emphasis Program Manager:

- Attended the Annual *Perspectives of Employment of Persons with Disabilities Conference* in December 2007, in Bethesda, Maryland.
- Submitted an article for Current Developments, titled "People First Before Disability, by Katie Snow", during National Disabilities Month in November 2007.
- Participated in a Rehab Business Applications Council meeting that was attended by private and public employers who hire from Vocational Rehab.
- Worked with contractors building a new service center to ensure that accessibility measures were being met.

Federal Women's Program Manager:

- Promoted poster contest with the theme "Women's Art, Women's Vision"
- Sent articles to all employees highlighting women farmers.
- Participated in the Civil Rights and EEO portions of a field office program appraisal.
- Distributed NRCS sexual harassment policy to all employees.
- Provided Literary Council with information on careers in NRCS.
- Contacted and discussed recruitment ideas with middle and high school teachers.

Hispanic Emphasis Program Manager:

- Attended National Organization of Professional Hispanic NRCS Employees (NOPHNRCSE) Conference Training in Madison, Wisconsin.
- Made a presentation of Hispanic Culture to FSA state office staff during luncheon celebrating Cinco de Mayo at Crooked Creek Park.
- Welcomed and offered assistance to the new Hispanic employee, Jayson Mas, located in the Lancaster field office.
- Distributed information during Hispanic Heritage Month on Hispanic culture, including food recipes, to all employees through e-mail.
- Organized and hosted a training session on Hispanic culture for RD and NRCS State Office employees. *Hispanic Cultural Competence Training* was given by guest speaker Ivan Segura, a Workforce Development Consultant for the WIA program.
- Participated in and narrated a video highlighting the Hispanic Farm Family of the Year in Edgefield, SC.



Rafael Mendez, left, presents Ivan Segura with a Certificate of Appreciation for conducting Hispanic Cultural Competence Training on October 8, 2008.

Asian Pacific Islander Program Manager:

- Attended EEO Civil Rights and Responsibilities training in Atlanta, Georgia.
- Attended the 2008 Asian/Pacific Islander Program Conference in Spokane, Washington.
- Distributed information throughout state via e-mail during Asian/Pacific Islander month in April.
- Contacted Tria Yang, a new employee in Saluda from Laos, a country in South East Asia, to offer support as his career develops with SC NRCS.
- Participated in Cultural Awareness Training as a guest speaker, discussing living in a commune.



Elyse Benson spoke at Cultural Awareness Training about life in a rural commune in Oregon.

Outreach and 1890's Liaison Advisor:

- Compiled and distributed 4 editions of SC NRCS' newsletter, *Current Developments*, which highlights conservation success stories and recognizes outstanding stewards of the land, in addition to informing existing and potential customers and partners about upcoming program sign ups/deadlines/program eligibility, etc.
- Maintained communications and networking with *United Farmers, USA*, to explore possible partnership opportunities which will ensure that small and limited resource producers are aware of program sign ups, eligibility requirements, etc.
- Wrote and distributed news releases regarding WRP 2009 call for applications, Indian Creek WHIP project, Conservation Security Program Little Pee Dee Watershed announcement, and EQIP/WHIP prioritized funding sign up deadlines.
- Prepared and finalized a cooperative agreement with Clemson University and the SC Department of Agriculture to initiate a *SC MarketMaker* website designed to assist small and niche farmers in promoting their produce via the Internet.
- Crafted a Cooperative Ecosystems Studies Unit (CESU) agreement with Clemson University, in cooperation with Penn Center, Inc. to create a *Small Farmers Wholesale Auction Market* in Jasper County, SC, whereby small and limited resource farmers can market fresh produce to vendors including supermarkets, restaurants, and other buyers who demand same day freshness and local products.
- Filmed and edited a video nomination (for submittal to the National HEPM committee) highlighting an outstanding Hispanic farm family from South Carolina.
- Selected and highlighted via video an outstanding limited resource farmer in Orangeburg County for nomination into the NOPBNRCSE Small Farmer of the Year competition.
- Formalized a cooperative partnership via a Memorandum of Understanding with the SC Forestry Commission which is the first formal agreement between the entities, and will ensure continued and strengthened cooperation, and will lay the groundwork for more detailed agreements to share staff and financial resources.
- Coordinated with Interagency Executive Council of the Gills Creek Watershed Association to develop outreach plan, materials, and action items for watershed protection.
- SC NRCS provided technical assistance, in the coordination of the soil's testing station, at the 12th annual *Envirothon* Competition which encourages and supports environmental education.
- Submitted a CESU proposal which would pair SC NRCS and USC-ESRI in a partnership to produce "Digital Media to Educate Private Landowners On Conservation Practices to Treat Resource Concerns," and would involve DVD/interactive media highlighting conservation practices in the Southern Piedmont
- Nominated an outstanding farm family from SC for the 2007 National Cattlemen's Beef Association Environmental Stewardship Award, which was selected as the Region IV winner and therefore highlighted in a professional video.
- Promoted SC Earth Team program, and encouraged NRCS and partners to utilize volunteers throughout the state. Public Affairs Assistant attended Earth Team training in Iowa.

Title VII Employment Advisor:

- Sixty (60) employees completed sexual harassment prevention training and the STC issued a letter to all employees on his sexual harassment policy.
- Three employees completed two courses; Equal Employment Opportunity Training and The American With Disabilities Act Training provided by the South Carolina Human Affairs Commission.
- Two employees completed the Equal Employment Opportunity for Managers and Supervisors training provided by the USDA Graduate School.