

South Carolina Civil Rights Committee Meeting Minutes for October 12th 2011

Those Attending

Amy Maxwell
Antron Williams
Tria Yang
Bobbie McQueen
Myra Jones
Daniel Cabaniss
Brad Poston
Staci Henry

Those Not Attending

Dennis Mobley
Jayson Mas
Kellee Melton
Kim Johnson

- I. Call to Order
- II. NRCS ASTC (O)-Not Present
- III. Chair's Report
- IV. Ongoing Activities

- 2012 Election of officers

Amy reported that Mrs. English wants to see a very detailed budget, wants to see a detail plan of work and wants nominations for officers. She will pick a chair for the committee. Everyone will have a budget to Tria by October 26th. Myra will email her format to everyone and we will use that format. Tria will condense it and send it to Antron. Antron will send it to Dennis.

- i. Nominations for officers suggested to Mrs. English from the Committee:

1. Vice Chair- Jayson Mas or Myra Jones
 2. Secretary-Staci Henry
 3. Treasurer-Tria Yang

- AEP FY 2012

- i. Grammatical errors have been corrected. Antron sent it to Dennis October 11th 2011 we are awaiting response from ASTC (O) Mobley for any changes or discussion.

- 2012 Cultural Awareness day

Anyone can come forward and spearhead the cultural awareness day committee. We need someone who will be willing to head it up. There was much discussion on who could possibly do this and how much work was involved. Amy mentioned to the committee that there can only be one employee meeting a year that exceeds \$10,000 a year. Due to budget constraints and new national guidelines regarding all employees meetings the civil rights committee agreed to not pursue an all employees cultural awareness event this year. In light of USDA's cultural transformation training that will begin this year for all employees we feel like this will be sufficient to take the place of this all employees meeting since the purpose of these new trainings is to provide all employees with cultural awareness type training.

- **Plan of work FY 2012**

Everyone will look at the state plan of work for 2010 and they will send their updates to Staci by October 26th, 2011. Staci will modify the plan of work and send a voting email on whether to accept or deny the State Plan of Work. When everyone is in agreement the final draft will be sent to Antron so that he can send it forward to Dennis.

Everyone will submit their digital plan of works to Staci by October 26th, 2011 and

- Jackson Lewis Civil Rights Assessment--discussions

- Myra said that some of the things seem to be upper management issues. Amy said on pg 3 there was suggestion to the states and national to have a chief diversity officer at the national and state level. We discussed this position being created at the state level and discussed this position having a dual purpose to serve internal and external customers.
- Daniel thought that there should not be a program specifically for Native American land. Native American lands are eligible for funding from other federal agencies such as the BIA and Rural Development; they just don't meet the eligible lands requirement for NRCS and FSA. They are eligible for grants and other federal monies that others are not eligible for. Some tribes do not want to disclose their financial standings and this prevents meeting the AGI requirement. They can't do FRPP, WRP, CSP because the federal government owns the land.
- NRCS-1 There is a lot of things in the plan that are out of the states control, but the diversity officer is something that the state can control.
- NRCS-8 We discussed how our programs are so complex and that people have questions on "when are we going to get paid when we take a loan out for a high tunnel"
- NRCS-9 If we were to fund the SDGs continuously then other groups may be upset about this. Also it would be hard to get the funding by congress.
- NRCS-10 the chief has recently come out with a video saying that some of the initiatives are going to be handled on a regional level.
- NRCS-16 Before programs are rolled out a few days before send out a fact sheets to ALL employees, have a teleconference. Implement a couple of the contracts and have another question and answer session if necessary. See NRCS-17.

- NRCS-18 SC NRCS does weekend and evening workshops but no one ever comes.
- Reasonable Accommodations
 - i. Antron passed out a Memo from September 12, 1996. It is a reminder that according to the Rehabilitation Act of 1973, it ensures that qualified individuals with disabilities are afforded equal participation. The individual needing accommodation must have a method to inform the provider of his/her needs. Secondly, the provider of the activity has the obligation of providing appropriate accommodation to qualified individuals with disabilities.

V. Federal Women's Program Manager

- Working on creating a library (budget dependent) for the Federal Women's Program
- Working on coming up with a pamphlet/document to guide new and seasoned employees on accomplishing career goals

VI. Black Emphasis Program Manager

VII. Hispanic Emphasis Program

VIII. Asian Pacific Emphasis Program Manager

- Shared brochure and flyer information with Jennifer Colson, AA/PI EPM in Washington state, to outreach to the Asian community
- Will be attending the Hmong Festival in Spartanburg/Greenville, SC in November to do outreach. May need to set up a booth for day there.
- Will be having a quarterly teleconference on November 16, 2011

IX. Native American Emphasis Program Manager

- Working to set up meeting with new Catawba Chief
- Participated in national SEPM teleconference and Southeast American Indian
- Workgroup teleconference
- Working on updated business plan
- Will submit FY 12 Budget to Tria

X. GLBT Emphasis Program Manager

- Attended Trainings in Atlanta
- Completed Quarterly Report
- Met with other LGBT SEPM's in other states to discuss barriers they're running into
- Has obtained power points with educational LGBT information
- Staying current with presidential administration accomplishments

XI. Members at Large Report

- No Report

XII. Outreach Report

XIII. Title VI Advisor Report

- No Report

XIV. Title VII & Employment Report

- No Report

XV. Next Meeting-January 11, 2012