

South Carolina Civil Rights Committee Meeting Minutes for July 18, 2012

Those Attending

Amy Overstreet
Antron Williams
Tria Yang
Bobbie McQueen
Myra Jones
Brad Poston
Staci Henry
Reginald Hall
Margie Onstad
Jayson Mas
Ann English

Those Not Attending

Dennis Mobley
Daniel Cabaniss

I. Call to Order

- Reginald opened the meeting and the minutes were approved from April 19th.

II. State Conservationists Comments

- Mrs. English spoke about the Farm Bill. It's in the house. We could possibly have a Farm Bill by October 1st 2012 if not the process will have to start all over.
- Please remember that it is an election year and as a federal employee we have to be mindful about what we wear and how we use our email. Do not forward any political emails just delete them. Please be reminded of the Hatch Act.
<http://www.osc.gov/documents/hatchact/federal/HA%20Poster/HA%20Poster%20-%20The%20Hatch%20Act%20and%20Federal%20Employee.pdf>
- Jayson recruited two students. They are working now. Mrs. English has visited them and she thanked Jayson for his help.
- Not sure how the 2013 budget will work out. Super Committee came together but couldn't get an agreement. If an agreement wasn't reached sequestration would kick in and automatic cuts would commence. We may have to go into continuing resolution. There are positions that the State Office wants to fill but they're holding onto them because of budget. The State Office is aware that we need help but they are being cautious.
- She asked the committee where we saw ourselves in 5 years and asked us if we had anything to ask of her.

- Staci asked about Area Offices and she said that they are still waiting but are positive that we will be able to begin on this at some point.

III. **Chair's Report**

- Thanked everyone for donating their budget so that the state could have a Cultural Awareness Day Event. Amy has been working with Tria and Jayson.

IV. **Old Business**

- Minutes from April 19th meeting were approved. Usually they get around faster but no one hardly voted by email. Since a large number of members are coming off the remaining members decided to continue to use the vote button on email to approve minutes.
- SLT minutes were discussed from previous meeting
- The question came up again about SEPM's attending SLT meetings. Mrs. English said it would best benefit all if the SEPM's would come to the SLT yearly retreat.

V. **New Business**

- **2013 Budget**
 - i. Do a CAD budget and SEPM budget
 - ii. Have a draft for next year by October 1st.
- **Plan of work for FY 2013**
 - i. Reginald asked all the SEPM's to do a draft Plan of Work by October 1st. He realizes that people are coming off the board but it will give those coming in help in operating until they become familiar with processes.

VI. **Cultural Awareness Day August 23rd**

- A draft agenda was given out and a 2:15 time slot was open and there was much discussion on who and what would fill this slot.
- Glenn Conklin heads up Cultural Transformation in Washington, DC for NRCS and will be the guest speaker.
- For the meal we decided that Judy's at the market was good or any fast food restaurant around would meet the needs for all. Others have the option of bringing their lunch.

VII. **Federal Women's Program Manager**

- Myra said Women in NRCS (WIN) couldn't be advertized. They have a website and Facebook page. Mrs. Onstad said that it has now been accepted by USDA NRCS.
- Myra talked about her trip to Alabama and how she appreciated the opportunity to attend.
- She's going to set the library up when she gets back from maternity leave.

VIII. **Black Emphasis Program Manager**

- Attended Annual Black Cowboy festival in Rembert, SC on May 3rd and did presentation on Conservation Planning
- Have a teleconference on August 8th
- National organization for professional black NRCS employees will have a meeting this fall in Mississippi. Employees will have to attend at their own expense

IX. Disability Emphasis Program Manager

- Mr. William Brown is to be a temporary intern for the engineering department. He comes from the SC Vocational Rehabilitation Department to assist with scanning and digitizing requirements.
- During the third quarter teleconference, we were informed that a veteran's certificate of appreciation is to be drafted. The states VEMPs have reviewed different certificates and a final decision should be coming.
- Represented NRCS at the SCVRD Business Advisory Committee monthly meetings.

X. Hispanic Emphasis Program Manager

- Attended last HEPM Teleconference. Talked about NRCS documents translated into Spanish and post them on HEPM sharepoint site for everyone to have access. Discussed some issues and situations about summer intern students.
- Contacted Dr. Narendra P. Sharma as a possible speaker candidate for the Cultural Awareness Day. He is the Chair of the Board of Directors of the Neighborhood Outreach Connection (NOC) a nonprofit organization. Referred his information to Amy Overstreet to evaluate the possibility of selecting him as a speaker for CAD.
- Continue working with summer intern students (Krystel Navarro and Zulmarie Zayas). Maintain constant communication with them making sure they are comfortable and doing ok at the field office. Had a chance to work with Zulmarie and trained her for a day at the office and the field. Spent some time out of working hours during the weekend and showed them a little bit of SC and the coastal area in Charleston. Both students are excited of the opportunity and show a lot of interest in the agency and our mission by asking questions.
- Continue networking with other HEPMs and NHEPM.

XI. Asian Pacific Emphasis Program Manager

- Sent out the Presidential Proclamation for AA/PI Heritage Month. This year's theme is "Striving for Excellence in Leadership, Diversity and Inclusion"
- Sent out invitation to attend the Tri-Command 2012 Asian-Pacific American Heritage Month in Beaufort, SC. Event was held on May 18, 2012 in Parris Island.
- The event included: Karate, fashion show, food, dances from different AA/PI, and guest speaker Admiral Collin G. Chinn.
- I contacted Mr. Jong Gamboa, Chairman of the Tri-Command Asian Pacific American Heritage Committee, to be a guest speaker for NRCS Cultural Awareness Day (CAD). He has agreed to be a guest speaker for NRCS CAD and will be presenting about Philippino Cultures.
- Sent my AA/PI quarterly report to National AA/PI and will attend AA/PI teleconference on July 26, 2012.

XII. Native American Emphasis Program Manager- Not Present

XIII. LGBT Emphasis Program Manager

- LGBT Teleconference

- i. Marriage is a state issue where states make the decision on marriage.
 - ii. Transgender has been moved over to title VII under sex.
 - iii. First poster contest 35 posters were submitted where 80% were out of agency.
 - iv. We used video conferencing for the first time.
- Outreach Efforts
 - i. Agreed to give my funds for the cause of Cultural Awareness Day Training
 - ii. We've been using an earth team volunteer in the office.
- Other issues
 - i. I have been receiving adverse responses to my emails.
 - ii. I appreciate the State Office sending out Bulletin SC 230-12-3.
 - iii. I will follow up with Reginald on any other negative emails.

XIV. Members at Large Report- Nothing to Report

XV. Outreach Report

- Beginning in August Amy will be doing something like the previous current developments
- There is currently going to be a Women and Hispanic Claims Program based on the information that was obtained previously by the department. A fact sheet will come out later. You can see the SC NRCS page for more information. <https://farmerclaims.gov/FarmerClaims/farmer.do>

XVI. Title VII and Employment Report

- We have some students that have come on board and employees who have been moved around
 - i. Joshua Boatright
 - ii. Jody Brown
 - iii. Heather Coleman
 - iv. Brandon Durant
 - v. Daniel Singleton
 - vi. Levita

XVII. Next Meeting: October 10, 2012