

SCS CRC Meeting Minutes

October 17th, 2012

SEPMs

Myra Jones Jackie Heuermann (absent)
Daniel Cabaniss Valeria Oksendahl
Antron Williams
Jayson Mas
Tria Yang
Disabilities Bobby McQueen (absent)
Staci Henry

COMMITTEE MEMBERS

Upstate: Mike Banks
Midlands/Pee Dee: Sharonte Williams, William Byrum
Low Country: Carl Wright, Ben Padget, Ann Bentley

ADVISORS

Amy Overstreet
Margie Onstad
Ann English
Dennis Mobley

Call to Order

Meeting was called to order by Reginald Hall at 10:00am.

NRCS State Conservationist

- Is very excited about the new group going in for Civil Rights Committee
- Would like to see the Civil Rights Committee at the Quality Reviews
- Thanked everyone who was going off for their hard work.
- Is excited about the new Cultural Transformation that is going on although not a lot is known about it yet.

Dennis Mobley introduced the new SEPM's and Committee Members

Title VII Review-Margie Onstad

- Passed out two reports
 - Monthly report of full time equivalent work year civilian employment
 - Monthly report of federal civilian employment

- Personnel Changes state wide
 - Daniel Singleton a term employee is going to the DOD as an accountant
 - Administrative services is transitioning and a new budget analyst has been selected and now HQ is holding it up because of the transition and the sequestration.
 - Sequestration has to do with the Debt Reduction Act which will require government to cut their budget by a certain percentage across the board. Unless, Congress comes back by the end of December then we will be subject to severe budget cuts. The States goal is to be able to pay salaries.
 - *Effective November 4th* Kim Johnson will be going to Veteran's Administration. Request to announce opening for her vacant position is pending in HQ. Since HR is undergoing transition some positions will not be filled this one however is allowed to be filled.
 - *Those who have been moved around:*
 - Josh Boatwright is in Anderson
 - Heather Coleman is in Abbeville
 - Jeffery Epps will be reassigned to Hampton Allendale
 - MLRA reorganization is still taking place but is not complete. Several employees know where they will go but some do not know where they are going. They will probably stay in Bishopville but will be reporting to Headquarters.
 - HQ changed from 122 to 129 FTE's for our baseline. Does not know how this number will be affected by the sequestration.

Review and Approval of Minutes

- The minutes were approved for last session by email
- Reginald let everyone know that minutes are approved by email. Reports are sent to Staci so that she can add them to the minutes.

Chair's Report-Reginald Hall

- Reginald went to Alabama and saw how they did things. Wants to talk about any kind of outreach going on in the state and report it back. (get Reginald to elaborate here)
- Cultural Awareness Day may not occur next year but would like to plant seeds about what we would like to do for next year.
- Appropriations law training will also happen this year
- Margie said we are waiting for the Dept of Ag to come out with their policy on the new meeting style so things may change but for right now it's every event. It has to trickle down. All of this came from GSA and their meeting in Las Vegas.

- List of quality reviews for 2013 will go out to the committee.
- There will be no members at large anymore there will be committee members that come from the map attached to minutes. These folks will have voting rights. SEPMs will be mostly advisors.
- Reginald asked for Budgets and Plan of Works will be due next meeting
- Cultural Awareness Day recap
 - Gave thanks for the funds to be able to do Cultural Awareness Day
 - It was short notice but a good success.
 - If you can think of a speaker or topic please bring it to the next meeting.

Outreach Report-Amy Overstreet

- Have you visited the SC NRCS FaceBook page? You can find it at www.facebook.com/SCNRCS.
- **Cooperative Agreements:** Amy has several cooperative agreements to administer outreach in FY 2013.

One is with Minority Landowner Magazine. She is working with the editor, Victor Harris, to coordinate and host outreach meetings around the state in FY 2013. The first of these was November 9th at the Penn Center in St. Helena Island, SC, and included the unveiling of the new SC NRCS/USC-ESRI produced documentary, "St. Helena—A Better Place" which you can view at <http://vimeo.com/channels/abetterplace/46084848>. The turnout for the meeting was excellent and the agenda included presentations from NRCS' Ann English, Kellee Melton, and FSA and RD, Center for Heirs Property Preservation.

There is another meeting via this agreement with Minority Landowner Magazine scheduled for Orangeburg December 5 and 6th. The target audience are people who are unfamiliar with NRCS programs and services, but who are eligible for our services. The sessions include one day of classroom instructions, and a second day of on-farm instruction which includes a 'raise the high tunnel' demonstration.

- Amy also has a cooperative outreach agreement with the Center for Heirs Property Preservation, based out of Charleston, but with a six county area of focus, which will include a series of six outreach workshops in FY 2013. The first of these will be Saturday, December 8th in Georgetown County. Trinette Vereen and Debbie Mann are working to help coordinate and staff this meeting.
- Amy also has an outreach agreement with Clemson University (Dave Lamie) to continue working with the development and improvement of the SC Market Maker website: www.sc.marketmaker.uiuc.edu which will include a series of training workshops, called Market Ready, where producers will learn, step by step, how to use Market Maker to promote their products.

- Amy thanked Emory Holsonback for appearing on a talk radio show with her (1230 AM, U Need 2 Know) to help promote the Ken Burn's Dust Bowl documentary which aired on PBS November 18-19th. He did an awesome job.
- New and Beginning Farmers has begun its third and final year with a new crops of students (the program was funded by a three year USDA-NIFA grant). The students toured City Roots (cityroots.org), the in town urban farm, which has an EQIP contract for a high tunnel and composting, and is also the site of a Conservation Innovation Grant (CIG) study between Buz Kloot and City Roots farmers to test soil health and no till. The students enjoyed the tour, and you can learn more about the new and beginning farmer school at www.facebook.com/SCNBFP.
- Amy has a cooperative outreach agreement with the Richland County Soil & Water Conservation District to host outreach and education events to organic and transitioning to organic producers in the Midlands of SC. They hosted a Midlands Local Food Summit on November 8th which was very well attended and included a talk by feature speaker Tony Kleese of Earthwise, out of NC. The discussion ended with a determination to continue the discussion on creating a more effective and connected food system in the Midlands and future meetings are in the works.
- A new documentary is in the works between Amy and Buz Kloot at USC that will focus on the Local Food Movement in South Carolina—the Farm to Fork Revolution. Stay tuned for more exciting details to come!

Federal Women's Program Manager—Myra Jones

Black Emphasis Program Manager—Antron Williams

Disability/Veteran Emphasis Program Manager—Bobby McQueen

- No Report

Hispanic Emphasis Program Manager—Jayson Mas

- Sent CR Chair an email about a teleconference for all new SEPMs that Sharyn Alvarez (National HEPM) was going to host.
- Distribute HHM poster winner and reminded FO's to display it during the HHM (Sept 15 to Oct 15).
- Created informational factsheets and distribute other informative data during the HHM.
- Annual HEPM training schedule for November has been cancelled.
- Continue networking with other HEPMs and NHEPM.

Asian Pacific Emphasis Program Manager—Tria Yang

For AA/PI Heritage Month

- Assisted with the Quality Assurance Review team for Bamberg Field Office. Reginald Hall, SC CRAC Chairman, and I reviewed Bamberg Office civil rights folder to make all proper documents such as Parity Reports by Demographics, community outreach information, and any civil rights issues are placed in the folder. Reginald and I along with Dennis Mobley and Ms. English looked

the bulletin board to make sure all Civil Rights Posters and bulletin board materials are posted. One other important bulletin that must be posted is the Request for Service receipts.

- Had Mr. Jong Gamboa came as a guest speaker for the Cultural Awareness Day. He talked about the Phillipino culture. Heard it was a hit. Sorry I couldn't make it that day due to urgent reassignment assistance to Orangeburg Office to complete with CRP planning.

(I spoke to Mr. Jong Gamboa and he had received the honorarium payment for the event). He wants to thank NRCS for having him for CAD event and learned a great deal about the agency.

- Yi Kum, appointed AAPI SEPM for Tennessee. As a part of the CR activity she was researching and collecting the PATCO data for the southern states of AL, GA, IN, KY, SC, & VA. Yi was assigned to collect several states' PATCO data and to analyze the current status in order to work for the better representation of AAPI. She combined five PATCO data which shows each state's total workforce and Under Representation Index. None of AA/PI PATCO files contains CFL 2010 data; she copied CLF numbers from Kurencio's, Nat'l AA/PI Emphasis Program Mgr, PATCO. If you see any errors or wrong figures, please advise so that she can correct it.
- During the AA/PI Teleconference in July- we discussed about training needs and opportunities for Special Emphasis Program Managers (SEMPs) available in the 2012. However due to agency budget shortages, the SEPM Training Workshops are cancelled. But they will provide training to all SEPMs on November 30 and December 10 for one-hour workshops by teleconference.

Native American Alaska Native Program Manager—Daniel Cabaniss

Gay, Lesbian, Bisexual and Transgender Program Manager—Staci Henry

LGBT Teleconference

- Anti-Harassment Policy – Best tool to quell any issues related to harassment of LGBT community because of the specifics enumerated...Encourage all offices to include it in their 230 files.
- Domestic Partners Act – Has been brought to Congress every year for the last six...it has died or been defeated each time on its long journey...testimony has been taken several times...it has just been approved in committee and sent to the Senate for a vote.
- Transgender – EEOC gave a ruling last month that separated the "T" from LGBT. It is moved under full-fledged protection (coverage) under Title VII. "T" has the protections now. It is covered under the category of sex discrimination.
- LGBT SEPM Outreach Efforts
 - Went to Newberry Ag Expo
 - Planning an IPM day in Newberry for the spring
- Other Issues
 - Printed budget same as last year

draft 4/5/2011

SNH