

South Carolina House of Representatives

Ways and Means Committee

Transportation and Regulatory Subcommittee Budget Hearing

South Carolina Commission for Minority Affairs Attendees

1. Commissioner (Board Chairman) Mr. Kenneth Battle
2. Commissioner Juwan Ayers
3. Dr. Delores Dacosta, Executive Director
4. Brenton Brown, Director of Public Policy and Community Affairs
5. Dr. Coddy Carter, Director of Research and Planning
6. Cynthia Haddad, Program Manager, African American Affairs Division
7. Marcy Hayden, Program Manager, Native American Affairs Division

Board of Commissioners

Advisory committees who serve as community advisors to the CMA

Admin Specialist
Devin Herrell

Executive Director
Dr. Delores Dacosta

Director of Public Information
Shireese Bell

Project Manager
Temp

PI Coordinator
Mauricio Orozco

Admin Assist
Carlos Burkett
(Temp)

Director of Public Policy and Community Affairs
Brenton Brown

Program Manager
Native American Affairs
Marcy Hayden

Program Manager
African American Div.
Cynthia Haddad

Program Manager/Hispanic
Hispanic/Latino
Ivan Segura

Program
Community Assist. (Temp)

Program Manager Asian
Affairs Assistant

Director of Research and Planning
Dr. Caddy Carter

Research Analyst

Research Analyst

Research Analyst

Research Assistant

Admin. Shared Services
Budget, procurement, IT, HR

Admin. Assist. I
Margaret Tillman

Green: Posted for Hire
Blue: New positions
Yellow: In current Budget for hire

AGENCY NAME:	SC Commission for Minority Affairs		
AGENCY CODE:	L460	SECTION:	071

Fiscal Year 2018–2019 Accountability Report

SUBMISSION FORM

AGENCY MISSION

Mission Statement

To be a catalyst that identifies and examines emerging issues and trends by providing constructive solutions and approaches to support the policy and socio-economic development of ethnic minority communities through:

- Community engagement and awareness;
- State recognition of Native Americans;
- Collecting, diagnosing and analyzing collaborative data;
- Acting as a liaison bridging the gap between communities, government agencies and other organizations and;
- Influencing public policy and state services

AGENCY VISION

Vision Statement

All ethnic minority citizens of the State of South Carolina will be treated equitably and achieve economic prosperity through socio-cultural awareness, collaboration, policy change and research.

Does the agency have any major or minor recommendations (internal or external) that would allow the agency to operate more effectively and efficiently?

AGENCY NAME:	SC Commission for Minority Affairs		
AGENCY CODE:	L460	SECTION:	071

RESTRUCTURING RECOMMENDATIONS:	Yes	No
	☒	☐

Is the agency in compliance with S.C. Code Ann. § 2-1-230, which requires submission of certain reports to the Legislative Services Agency for publication online and the State Library? See also S.C. Code Ann. § 60-2-30.

REPORT SUBMISSION COMPLIANCE:	Yes	No
	☐	☒

Is the agency in compliance with various requirements to transfer its records, including electronic ones, to the Department of Archives and History? See the Public Records Act (S.C. Code Ann. § 30-1-10 through 30-1-180) and the South Carolina Uniform Electronic Transactions Act (S.C. Code Ann. § 26-6-10 through 26-10-210).

RECORDS MANAGEMENT COMPLIANCE:	Yes	No
	☒	☐

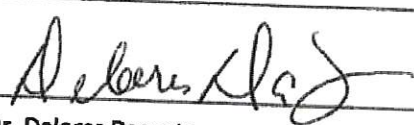
Is the agency in compliance with S.C. Code Ann. § 1-23-120(J), which requires an agency to conduct a formal review of its regulations every five years?

REGULATION REVIEW:	Yes	No
	☒	☐

Please identify your agency's preferred contacts for this year's accountability report.

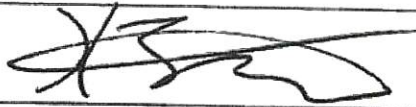
	Name	Phone	Email
PRIMARY CONTACT:	Delores Dacosta	803-832-8061	ddacosta@cfma.sc.gov
SECONDARY CONTACT:	Ken Battle	843-425-6760	kenbattle@outlook.com

I have reviewed and approved the enclosed FY 2018-2019 Accountability Report, which is complete and accurate to the extent of my knowledge.

AGENCY DIRECTOR (SIGN AND DATE):			9/12/19
(TYPE/PRINT NAME):	Dr. Delores Dacosta		

AGENCY NAME:	SC Commission for Minority Affairs		
AGENCY CODE:	L460	SECTION:	071

BOARD/CMSN CHAIR
(SIGN AND DATE):



9/12/19

(X)

(TYPE/PRINT NAME):

Ken Battle, Chairman

Agency Discussions and Analysis

The South Carolina Commission for Minority Affairs (CMA) is a non-cabinet state agency, established in 1993, to study the causes and effects of socio-economic deprivation and other inequities impacting African American communities. In 2003, the scope of the organization was broadened to include Native Americans, Hispanics/Latinos, and the Asian populations around the state. As result of the expansion, our mission and scope to adapt to issues specific to the new communities served.

Vision Statement

All ethnic minority citizens of the State of South Carolina will be treated equitably and achieve economic prosperity through socio-cultural awareness, collaboration, policy change and research.

Mission Statement

To be a catalyst that identifies and examines emerging issues and trends by providing constructive solutions and approaches to support the policy and socio-economic development of ethnic minority communities through:

- Community engagement and awareness;
- State recognition of Native Americans;
- Collecting, diagnosing and analyzing collaborative data;
- Acting as a liaison bridging the gap between communities, government agencies and other organizations and; Influencing public policy and state services

The Governor appoints one member from each congressional district, two persons at-large and his/her representative to serve four year terms as members of the board. The current board members are as follows:

Commissioner	District	Term	Title
Ken Battle	First	June 2018-June 2026	Chairman
Chief Bill Harris	Statewide	Oct. 2018	Governor's Designee
Tammie H. Wilson	Statewide	June 2018-June 2021	At-Large
Andrea Sancho-Baker	Statewide	May 2019-June 2021	At-Large
Vacant	Second		
Dr. Lamont Flowers	Third	June 2013-June 2021	Member
Karen McGill	Fourth	June 2015-June 2019	Member
Vacant	Fifth		
Juwan Ayers	Sixth	May 2019-June 2021	Member
Rev. Michelle Law-Gordon	Seventh	June 2016-June 2020	Member

As a catalyst for socio-economic change, CMA initiates efforts to identify and examine factors leading to inequities in ethnic minority communities. We develop problem-solving strategies that include community engagement, collaboration and the use of multifaceted approaches culturally sensitive to the population it serves. Through partnerships with ethnic minority

communities, government agencies and other stakeholders, CMA has the opportunity to bridge the gaps caused by socio-economic inequities. CMA has adopted the most up-to-date research methodologies to accurately collect, diagnose, and analyze data, relevant to addressing these inequities. Our goal is to ensure that our data analysis supports relevant outcome measures critical in deciding how to change or redirect program initiatives, public policies, and other regulatory matters of importance to ethnic minority communities.

CMA is committed to changing the socio-economic status in ethnic minority communities by creating the same opportunities and privileges afforded to others in society.



The CMA model is unique because it promotes external and internal collaborative efforts in support of each ethnic minority group. Research is the driving force of this agency. It validates our program areas products and services for dissemination throughout the State of South Carolina.

The Commission for Minority Affairs has had a successful year. The agency has implemented a corrective plan promoting best practices to comply with state regulations and guidelines. Through partnership, the South Carolina State Shared Services Division provides CMA services in procurement, budgeting, human resources and IT.

CMA has begun a rebranding campaign which includes a new logo that represents the multicultural populations being served. In addition to the logo, legislation was introduced, H.4533, to rename the Commission, The Commission for Minority and Multicultural Affairs, to be more inclusive of all of the state's ethnic minority cultures.



OTHER AGENCY HIGHLIGHTS

- Installed Dr. Delores Dacosta as executive director on September 4, 2018
- Implemented an agency-wide internship program
- Achieved a record number of new memorandums of agreement with partner organizations
- Appointed four new commissioners including Juwan Ayers, Tammie Hall-Wilson, Chief Bill Harris, and Andrea Sancho-Baker
- Added a new Public Information Director
- Completed agency strategic plan
- Activated Immigration Hotline
- Relocated to new location 293 Greystone Blvd. Columbia, SC 29210
- Published the “State of Hispanics in South Carolina” report in March 2019
- Published “Building Capacity for Tribal Food Sovereignty in South Carolina State and Regional Project Plans” report and website portal in June 2019
- Published 2019 Native American Business Resource Guide and Directory in March 2019
- Published 2019 Native American Educational Resource Guide in March 2019

Strategic Goals for 2019/20

- Implement strategic plan
- Be the single point of contact for statistical data and information regarding ethnic minority communities and their socio-economic development.
- Continue to address the needs of ethnic minority populations by acting as a liaison bridging the gap between communities, government agencies and other organizations to effect change.
- Continue to address the needs of ethnic minority populations through technical assistance, capacity building, outreach and program initiatives.
- Be the catalyst to provide constructive solutions and approaches to promote equitable treatment and achieve economic prosperity through public policy.
- Ongoing agency capacity building through staff and Board development.

As this agency continues to improve, it will continue being true to its vision in that: “All ethnic minority citizens of the State of South Carolina will be treated equitably and achieve economic prosperity through socio-cultural awareness, collaboration, policy change and research.”

Agency Name: COMMISSION ON MINORITY AFFAIRS									
Agency Code: L460 Section: 71									
Statewide Enterprise Strategic Objective		Type	Goal	Strategy	Item#	Measure		Description	
Government and Citizens		G	1						
		S	1.1					Be the single point of contact for statistical data and information regarding	Develop a process to disseminate relevant statistical data and information.
		M		1.1.1				Design a data collection framework by June 2019.	
		S		1.2				Establish a protocol for collaborating with federal, state and local agencies and other organizations.	
		M		1.2.1				Establish an Memorandum of Understanding (MOU) bank for research by June 2019.	
Government and Citizens		G	2					Addressing the needs of ethnic minority populations by acting as a liaison bridging the gap between communities, government agencies and other organizations to effect change.	
		S	2.1					Build relationships with policy makers, officials and stakeholders to assist with the creation of policy, legislation and community engagement.	
		M		2.1.1				Create a centralized database of stakeholders by June 2019.	
		M		2.1.2				Create a stakeholder engagement plan by June 2019.	
		M		2.1.3				Conduct a minimum of two (2) Advisory Committee meetings per program initiative (Native American, Hispanic/Latino, and African American) by FY 2018 -2019.	
		S	2.2					Promulgate regulations to carry out provisions outlined in CMA's statute.	
		M		2.2.1				Review and revise Commission regulations as needed.	
		S	2.3					Annually determine, approve and acknowledge by certification, State Recognition of Native American Indian entities on behalf of the State of South Carolina.	
		M		2.3.1				Conduct two (2) State Recognition application cycles (September 1 and April 1) in which applications (petitions) are submitted in accordance with current law	
		M		2.3.2				Conduct up to one (1) "State Recognition Application Workshop" by June 2019.	
		M		2.3.3				Fulfill 100% of requirements for State Recognition process for petition cycles 9/1/2017 and 4/1/2018 by June 2019.	
Public Infrastructure and Economic Development		G	3					Address the needs of ethnic minority populations through technical assistance, capacity building, outreach and program initiatives.	
		S	3.1					Conduct annual reviews to determine the needs of our ethnic minority populations.	
		M		3.1.1				Research and identify a minimum of one (1) urgent need for each population served by the CMA by June 2019.	
		S	3.2					Conduct capacity building, outreach, minority specific and micro-business assistance initiatives and training.	
		M		3.2.1				Annually maintain a "CMA Agency Training Index."	
		M		3.2.2				Implement a minimum of ten (10) partnerships through collaboration by June 2019.	
		M		3.2.3				Implement agency wide internship program by June 2019.	

Statewide Enterprise Strategic Objective		Type	Goal	Item/Strategy	Measure	Description	2018-19 Base	2018-19 Target	Actual	Time Applicable July 1, 2018 to June 30, 2019	Data Source and Availability Internal Records and Research	Calculation Method	Meaningful Use of Measure
Government and Citizens	M	M	3.2.4	Establish an agency wide grant and resourced clearinghouse by June 2019.	3.2.4	Establish an agency wide grant and resourced clearinghouse by June 2019.	0	1	1	July 1, 2018 to June 30, 2019	Internal Records and Research	Annual Report	Internal Capacity Building
	S	S	3.3	Continue ongoing collaboration and/or partnerships to address emergency preparedness needs of South Carolina's minority populations.	3.3	Continue ongoing collaboration and/or partnerships to address emergency preparedness needs of South Carolina's minority populations.							
	M	M	3.3.1	Provide outreach, technical assistance and support to SC Emergency Management Division for minority communities by June 2019.	3.3.1	Provide outreach, technical assistance and support to SC Emergency Management Division for minority communities by June 2019.	3	3	3	July 1, 2018 to June 30, 2019	Internal Records and Research	Annual Report	Technical Assistance and Outreach
	M	M	3.3.2	Provide outreach, technical assistance and support through an Memorandum of Understanding (MOU) to Department of Health and Environmental Control-Emergency Preparedness Division by June 2019.	3.3.2	Provide outreach, technical assistance and support through an Memorandum of Understanding (MOU) to Department of Health and Environmental Control-Emergency Preparedness Division by June 2019.	1	1	2	July 1, 2018 to June 30, 2019	Internal Records and Research	Annual Report	Technical Assistance and Outreach
	S	S	3.4	Implementation of new Immigration Initiatives at CMA.	3.4	Implementation of new Immigration Initiatives at CMA.							
	M	M	3.4.1	Implement an Immigration line as outlined in the statute by June 2019.	3.4.1	Implement an Immigration line as outlined in the statute by June 2019.	0	1	1	July 1, 2018 to June 30, 2019	Internal Records and Research	Annual Report	Statutory Requirement
	M	M	3.4.2	Produce an annual report for Immigration line by June 2019.	3.4.2	Produce an annual report for Immigration line by June 2019.	0	1	1	July 1, 2018 to June 30, 2019	Internal Records and Research	Annual Report	Statutory Requirement
	G	G	4	Serve as a catalyst to provide constructive solutions and approaches to promote equitable treatment and achieve economic prosperity through public policy.	4	Serve as a catalyst to provide constructive solutions and approaches to promote equitable treatment and achieve economic prosperity through public policy.							
	S	S	4.1	Provide data and supporting information in the form of talking points, quick fact sheets, issues briefs and whitepapers by June 2019.	4.1	Provide data and supporting information in the form of talking points, quick fact sheets, issues briefs and whitepapers by June 2019.							
	M	M	4.1.1	Research and assess currently funded poverty and minority programs existing within state agencies to identify and reduce gaps and duplication in services by June 2019.	4.1.1	Research and assess currently funded poverty and minority programs existing within state agencies to identify and reduce gaps and duplication in services by June 2019.	0	1	1	July 1, 2018 to June 30, 2019	Internal Records and Research	Annual Report	Internal Capacity Building
Education, Training, and Human Development	M	M	4.1.2	Track legislation that impacts our ethnic minority populations by June 2019.	4.1.2	Track legislation that impacts our ethnic minority populations by June 2019.	0	1	1	July 1, 2018 to June 30, 2019	Internal Records and Research	Annual Report	Internal Capacity Building
	S	S	4.2	Seek continued funding on behalf of the state for the purpose of implementing various programs and services.	4.2	Seek continued funding on behalf of the state for the purpose of implementing various programs and services.							
	M	M	4.2.1	Implementation of new US Department of Agriculture (USDA) Rural Business Development Grant (RBDG) by September 2018.	4.2.1	Implementation of new US Department of Agriculture (USDA) Rural Business Development Grant (RBDG) by September 2018.	1	1	1	July 1, 2018 to June 30, 2019	Internal Records and Research	Annual Report	Outreach Initiative
	M	M	4.2.2	Continue to research and identify a minimum of five (5) partnerships and collaborations to receive funds to support CMA programs by June 2019.	4.2.2	Continue to research and identify a minimum of five (5) partnerships and collaborations to receive funds to support CMA programs by June 2019.	5	5	5	July 1, 2018 to June 30, 2019	Internal Records and Research	Annual Report	Outreach Initiative
	M	M	4.2.3	Implementation of a new US Department of Agriculture (USDA)-Community Food Projects Grant for "Building Capacity for Tribal Food Sovereignty in SC by December 2018.	4.2.3	Implementation of a new US Department of Agriculture (USDA)-Community Food Projects Grant for "Building Capacity for Tribal Food Sovereignty in SC by December 2018.	1	1	1	July 1, 2018 to June 30, 2019	Internal Records and Research	Annual Report	Outreach Initiative
	G	G	5	Increase agency capacity through staff and board development.	5	Increase agency capacity through staff and board development.							
	S	S	5.1	Provide professional development opportunities for agency staff and board.	5.1	Provide professional development opportunities for agency staff and board.							
	M	M	5.1.1	Conduct internal and external training and development by June 2019.	5.1.1	Conduct internal and external training and development by June 2019.	6	15	20	July 1, 2018 to June 30, 2019	Internal Records and Research	Annual Report	Internal Capacity Building
	M	M	5.1.2	Provide cross training opportunities for agency staff.	5.1.2	Provide cross training opportunities for agency staff.	6	15	15	July 1, 2018 to June 30, 2019	Internal Records and Research	Annual Report	Internal Capacity Building
	S	S	5.2	Develop an agency strategic plan.	5.2	Develop an agency strategic plan.							
	M	M	5.2.1	Conduct strategic planning meetings by November 2018.	5.2.1	Conduct strategic planning meetings by November 2018.	0	1	1	July 1, 2018 to June 30, 2019	Internal Records and Research	Annual Report	Internal Capacity Building
	M	M	5.2.2	Develop draft of Agency Strategic Plan by November 2018.	5.2.2	Develop draft of Agency Strategic Plan by November 2018.	0	1	1	July 1, 2018 to June 30, 2019	Internal Records and Research	Annual Report	Internal Capacity Building
	M	M	5.2.3	Within 30 days of plan completion, CMA will begin to align program initiatives with agency strategic plan.	5.2.3	Within 30 days of plan completion, CMA will begin to align program initiatives with agency strategic plan.	0	1	0	July 1, 2018 to June 30, 2019	Internal Records and Research	Annual Report	Internal Capacity Building

Agency Name:	COMMISSION ON MINORITY AFFAIRS		
Agency Code:	L460	Section:	71

Strategic Planning and Performance Measurement Template									
Statewide Enterprise Strategic Objective	Type	Goal	Item #	Description	Base	2019-20	Actual	Time Applicable	Meaningful Use of Measure
			Strategy Measure						Calculation Method
Statewide Enterprise Strategic Objective	G	1	1.1	Be the single point of contact for statistical data and information regarding ethnic minority communities and their socio-economic development. Develop a process to disseminate relevant statistical data and information.	1	1		July 1, 2019 to June 30, 2020	# of research documents produced # of disseminated reports per year minimum
	S			Establish Publication of Statewide abstract by June 2020.					
	M		1.1.1	Implement a protocol for collaborating with federal, state and local agencies and other organizations.					
	S		1.2						
	M		1.2.1	Expand the Memorandum of Understanding (MOU) bank for research by June 2020.	1	1		July 1, 2019 to June 30, 2020	# of dissemination reports compared to previous fiscal year
	M		1.2.2	Publication of a statewide Statistical Abstract	0	1			
Statewide Enterprise Strategic Objective	G	2	2.1	Addressing the needs of ethnic minority populations by acting as a liaison bridging the gap between communities, government agencies and other organizations to effect change. Build relationships with policy makers, officials and stakeholders to assist with the creation of policy, legislation and community engagement.					
	S								
	M		2.1.1	Implement a centralized database of stakeholders by June 2020.	0	1		July 1, 2019 to June 30, 2020	The Count of Individual Resources
	M		2.1.2	Conduct a minimum of two (2) Advisory Committee meetings per program initiative (Native American, Hispanic/Latino, Asian American and African American) by FY 2019 - 2020.	8	8		July 1, 2019 to June 30, 2020	Number of Meetings
	S		2.2	Promulgate regulations to carry out provisions outlined in CMA's statute.					
	M		2.2.1	Review and revise Commission regulations as needed.	1	1		July 1, 2019 to June 30, 2020	Number of Amendments
Statewide Enterprise Strategic Objective	S		2.3	Annually determine, approve and acknowledge by certification, State Recognition of Native American Indian entities on behalf of the State of South Carolina.					
	M		2.3.1	Conduct two (2) State Recognition application cycles (September 1 and April 1) in which applications (petitions) are submitted in accordance with current law by June 2019.	2	2		July 1, 2019 to June 30, 2020	Number of Applications or Petitions
	M		2.3.2	Conduct up to one (1) "State Recognition Application Workshop" by June 2020.	1	1		July 1, 2019 to June 30, 2020	1 Workshop
	M		2.3.3	Fulfill 100% of requirements for State Recognition process for petition cycles 9/1/2018 and 4/1/2019 by June 2020.	2	2		July 1, 2019 to June 30, 2020	2 Workshops
	G	3		Address the needs of ethnic minority populations through technical assistance, capacity building, outreach and program initiatives.					
	S		3.1	Conduct annual reviews to determine the needs of our ethnic minority					
	M		3.1.1	Research and identify a minimum of one (1) urgent need for each population served by the CMA by June 2019.	4	8		July 1, 2019 to June 30, 2020	Number of issues identified amongst policy makers, government agencies and the general public. Use impact to legislation, state regulations and public information.

Agency Name:	COMMISSION ON MINORITY AFFAIRS		
Agency Code:	L460	Section:	71

Statewide Enterprise Strategic Objective		Type	Goal	Strategy	Item # Measure	Description	Base	2019-20 Target	Actual	Time Applicable	Data Source and Availability	Calculation Method	Meaningful Use of Measure
		S	3.2		3.2	Conduct capacity building, outreach, minority specific and micro-business assistance initiatives and training.							
		M	3.2.1			Annually maintain an external "CMA Agency Training Index."	1	1		July 1, 2019 to June 30, 2020	Internal Records and Research	Number of businesses assisted	To determine the growth and development of small an minority businesses.
		M	3.2.2			Implement a minimum of ten (10) partnerships through collaboration by June 2020.	10	15		July 1, 2019 to June 30, 2020	Agency Collaborations	Number of community partnerships and MOUs	Capacity Building and Community Outreach
		M	3.2.3			Establish a consolidated agency grant and resource clearinghouse by June 2020	0	1		To be determined	Internal Records and Research	Number of other non state funding sources	Disseminate amongst policy makers, government agencies and the general public. Use impact to legislation, state regulations and public information.
		S	3.3			Continue ongoing collaboration and/or partnerships to address emergency preparedness needs of South Carolina's minority populations.							Awareness, emergency preparedness.
		M	3.3.1			Provide outreach, technical assistance and support to SC Emergency Management Division for minority communities by June 2020.	3	10		July 1, 2019 to June 30, 2020	Internal Records and Research	Number of emergency situations	Awareness, emergency preparedness, ethnic-minority community outreach
		M	3.3.2			Provide outreach, technical assistance and support through an Memorandum of Understanding (MOU) to Department of Health and Environmental Control-Emergency Preparedness Division by June 2020.	2	4		July 1, 2019 to June 30, 2020	Internal Records and Research	Number of emergency situations	Better assist our Native American communities through the dissemination of information
		G	4			Serve as a catalyst to provide constructive solutions and approaches to promote equitable treatment and achieve economic prosperity through public policy.							
		S	4.1			Provide data and supporting information in the form of talking points, quick research and assess currently funded poverty and minority programs existing within state agencies to identify and reduce gaps and duplication in services by June 2020.	1	5		July 1, 2019 to June 30, 2020	Internal and External Records Research	Number of unique programs identified	To identify, determine and reduce duplication of services.
		M	4.1.1			Track and report legislation that impacts our ethnic minority populations by June 2020.	1	1		July 1, 2019 to June 30, 2020	By Statute	Number of legislation initiatives reported	To show the impact on our ethnic-minority communities
		S	4.2			Seek continued funding on behalf of the state for the purpose of implementing various programs and services.							
		M	4.2.1			Continue to research and identify a minimum of ten (10) partnerships and collaborations to receive funds to support CMA programs by June 2020.	5	10		July 1, 2019 to June 30, 2020	Internal and External Records Research	Number of partnerships established	Outreach initiative and capacity building
		M	4.2.2			Evaluation of the building capacity for tribal food sovereignty project one year post grant	0	1		July 1, 2019 to June 30, 2020	External Records Research	Annual Report	Assists in the development and funding for programs that aid Native American communities
		G	5			Increase agency capacity through staff and board development.							
		S	5.1			Provide professional development opportunities for agency staff and board.							
		M	5.1.1			Conduct internal and external training and development by June 2020.	20	20		July 1, 2019 to June 30, 2020	Internal and External Records Research	Number of trainings completed	Enhancement staff and board development
		M	5.1.2			Provide cross training opportunities for agency staff.	10	15		July 1, 2019 to June 30, 2020	Internal Records and Research	Number of trainings completed	Enhancement staff and board development
		S	5.2			Develop an agency strategic plan.							
		M	5.2.1			Within 30 days of plan completion, CMA will begin to align program initiatives with agency strategic plan.	0	1		July 1, 2019 to June 30, 2020	Internal Records and Research	As outlined by the timeline	Internal Capacity Building

Agency Name: COMMISSION ON MINORITY AFFAIRS					Fiscal Year 2018-2019 Accountability Report		
Agency Code: L460					Section: 071		
Item #	Law Number	Jurisdiction	Type of Law	Statutory Requirement and/or Authority Granted	Does this law specify a product or service your agency must or may provide? (Y/N)	Does the law specify a product or service your agency must or may provide?	Legal Standards Template
1	Code of Laws, Title 1, Chapter 31, Section 1-31-10	State	Statute	Creation of the Commission for Minority Affairs	Yes	Other service or product our agency must/may provide	Statistical Information, Assistance line, State Recognition, and Minority Population Services
2	Code of Laws, Title 1, Chapter 31, Section 1-31-20	State	Statute	Commission to meet at least quarterly and its purpose	Yes	Board, commission, or committee on which someone from our agency must/may serve	Statistical Information, Assistance line, State Recognition, and Minority Population Services
3	Code of Laws, Title 1, Chapter 31, Section 1-31-30	State	Statute	Hiring of Executive Director and other personnel; appropriations	No		
4	Code of Laws, Title 1, Chapter 31, Section 1-31-40	State	Statute	Powers and duties of the Commission	Yes	Other service or product our agency must/may provide	Statistical Information, Assistance line, State Recognition, and Minority Population Services
5	Code of Laws, Title 1, Chapter 31, Section 1-31-50	State	Statute	Promulgation of regulations to carry out duties of State Recognition	Yes	Other service or product our agency must/may provide	State recognition for Native American entities.
6	Code of Regulations, State Chapter 139, Article 1, Section 139-100	State	Regulation	Purpose of State Recognition for Native American Entities	Yes	Other service or product our agency must/may provide	State recognition for Native American entities.
7	Code of Regulations, State Chapter 139, Article 1, Section 139-105	State	Regulation	Criteria for State Recognition of Native American Entities	Yes	Other service or product our agency must/may provide	State recognition for Native American entities.
8	Code of Regulations, State Chapter 139, Article 1, Section 139-106	State	Regulation	Native American Advisory Committee membership and duties	Yes	Board, commission, or committee on which someone from our agency must/may serve	Native American Advisory Committee and Duties
9	Code of Regulations, State Chapter 139, Article 1, Section 139-108	State	Regulation	Creation and membership of the State Recognition Committee	Yes	Board, commission, or committee on which someone from our agency must/may serve	State Recognition for Native American entities; State Recognition Committee Duties
10	Code of Regulations, State Chapter 139, Article 1, Section 139-109	State	Regulation	Power and Duties of the State Recognition Committee	Yes	Report our agency must/may provide	State Recognition for Native American entities; State Recognition Committee Duties
11	Code of Laws, Title 20, Chapter 1, Article 1, Section 20-1-20	State	Statute	Persons who may perform marriage (State Recognized tribal entities)	Yes	Other service or product our agency must/may provide	State recognition for Native American entities.
12	Code of Laws, Title 50, Chapter 11, Article 1, Section 50-11-515	State	Statute	Use of wild turkey feathers in Native American Indian art	Yes		State recognition for Native American entities.
13	Code of Laws, Title 8, Chapter 30, Section 8-30-10	State	Statute	Recording and reporting allegations of federal immigration law violations; centralized tracking database	Yes	Report our agency must/may provide	Assistance Line
14	Code of Laws, Title 8, Chapter 30, Section 8-30-20	State	Statute	Authority to hire personnel	No		

15	Code of Laws, Title 12, Chapter 21, Article 1, Section 12-21-4200	State	Statute	Disbursement of BINGO revenues	Yes	Yes	Other service or product our agency must/may provide	Statistical Information, State Recognition, Advisory Committees, Information and Referral, Technical Assistance for Native American and Hispanic/Latino Programs
16	Code of Regulations, Chapter 139, Article 2, Section 139-200	State	Regulation	Purpose of Advisory Committees	Yes	Yes	Board, commission, or committee on which someone from our agency must/may serve	Native American, African American, Hispanic and Asian American Advisory Committees; Community outreach and input
17	Code of Regulations, Chapter 139, Article 2, Section 139-202	State	Regulation	Power and Duties of the Advisory Committees	Yes	Yes	Board, commission, or committee on which someone from our agency must/may serve	Native American, African American, Hispanic and Asian American Advisory Committees; Community outreach and input

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General Public

There are two State Designated "Hubs" ("Designated Hubs") within the United States. The first is the State of Texas, which is designated as the "Hub" for the State of Texas. The second is the State of California, which is designated as the "Hub" for the State of California. The State of Texas is designated as the "Hub" for the State of Texas because it is the only state in the United States that has a population of more than 20 million people. The State of California is designated as the "Hub" for the State of California because it is the only state in the United States that has a population of more than 30 million people. The State of Texas is designated as the "Hub" for the State of Texas because it is the only state in the United States that has a population of more than 20 million people. The State of California is designated as the "Hub" for the State of California because it is the only state in the United States that has a population of more than 30 million people.

Provide information, report, technical assistance, capacity building, cultural diversity training, and organizational development with the Native American community and tribes. Contact the person of your organization for the State.

The Native American Affairs Institute serves as the South Carolina Indian Affairs Office with the mission to establish the framework to ensure social equity and economic prosperity for all Native American Indian citizens throughout the State of South Carolina through policy change, education and increased awareness.

Agency Name: COMMISSION ON MINORITY AFFAIRS				Fiscal Year 2018-2019
Agency Code and Section: L460				Accountability Report
Name of Partner Entity	Type of Partner Entity	Description of Partnership	Partner Template	Associated Goal(s)
SC African American Heritage Commission	State Government	The CMA collaborates on issues of African American history curriculum being taught in SC schools and issues of African American historical sites being preserved.		1,2,3,4,6
Allen University	Higher Education Institute	Allen University provided two interns for the Spring 2017 Academic Calendar.		1,2,3,4,6
BMW Corporation	Private Business Organization	Provides resources and community outreach to ethnic-minority businesses.		1,2,3,4,6
Catawba Indian Nation	Federal Government	The Catawba Indian Nation is South Carolina's only Federally Recognized tribe. The Catawba Indian Nation serves on the Commission's Native American Advisory Committee and works with the Commission on various issues including youth, economic development, business, Indian Child Welfare Act, culture and grants. Governor McMaster appointed Chief Harris as the Governor's Designee.		1,2,3,4,6
Children's Trust of SC-State Data Team	Non-Governmental Organization	The Research Unit of the SC Commission for Minority Affairs partners with the Children's Trust of SC by serving as a research partner with the State Data Team. The purpose of the State Data Team is to develop a statistical framework for examining opportunities for children and families in South Carolina.		1,2,3,4,6
Circulo Hispanoamericano de Charleston	Professional Association	Circulo Hispanoamericano de Charleston is a nonprofit organization, established to nourish and promote Hispanic cultural heritage. The Commission is a member of the organization and we assist each other by bringing important messages to the community.		1,2,3,4,6
City of Charleston Lend Develop Create (LDC) Program	Local Government	The Charleston Lend Develop Create (LDC) program is able to provide a variety of loan programs that can assist with most needs a small business could have. In addition, they are structured to address the needs of underserved segments of the community and the LDC participates in many entrepreneurship activities with community resources, such as SCORE, the Small Business Development Center, the Women's Business Center and the SC Commission for Minority Affairs. The CMA provides technical assistance for those entities.		1,2,3,4,6
City Of Columbia Office of Business Opportunities	Local Government	The Office of Business Opportunities has three divisions that are designed to help meet the needs of small, minority and women owned businesses in the City of Columbia: (1) Commercial Lending; (2) Technical Assistance, Education and Advocacy; and (3) Contractor and Supplier Diversity. Through these divisions, the city offers commercial loans, facade loans/grants, workshops and training, specifically for small businesses. The Commission has partnered with the city's Business Opportunities Office on various projects that promote micro and small business development. They have supported our business conferences in recent years by providing financial support as well as staff support.		1,2,3,4,6
Community Relations Council	Non-Governmental Organization	We partner with the Columbia Community Relations Council to address pressing issues in the community as a whole, especially minority communities.		1,2,3,4,6
Diabetes Initiative of South Carolina and Diabetes Advisory Council at DHEC	State Government	The Diabetes Advisory Council (DAC) was established through a partnership of the South Carolina Division of Diabetes Prevention and Control (SC DPCP), REACH US: SEA-CEED Program (Racial and Ethnic Approaches to Community Health) and the Diabetes Initiative of South Carolina (DSC). Members of the staff of the SC CMA have served on the DAC for years assisting in the creation of the DSC and the new statewide strategic plan. CMA staff has identified potential contracted services and partnerships in the future.		1,2,3,4,6
End Child Hunger SC (Under the auspices of the University of SC)	Higher Education Institute	The SC Commission for Minority Affairs-Native American Affairs Initiative is assisting with spreading the word about the Summer Food programs. End Child Hunger SC is a partner serving on the Native American Advisory Committee's Health, Wellness and Housing workgroup and is a partners for the Community Food Projects Grant for "Building Capacity for Tribal Food Sovereignty."		1,2,3,4,6
Federal Bureau of Investigation (FBI)	Federal Government	CMA Community Based Programs Coordinator and CMA Staff which is an initiative designed to promote understanding, communication and cooperation between the FBI and South Carolina communities.		1,2,3,4,6

Federal Emergency Management Agency (FEMA)	Federal Government	During the disasters over the last few years, the SC Commission for Minority Affairs-Native American Affairs Initiative has assisted with providing technical assistance to tribal communities, SC Emergency Management Division and FEMA to provide assistance to those affected. Two community tribal meetings were organized with FEMA for the Santee Indian Tribe to assist this community which had been greatly affected by flooding.	1, 2, 3, 4, 6
Furman University Hispanic Business Association (HBA)	Higher Education Institute Professional Association	The SC Commission staff partnered with the Raliegth Institue Furman University for community outreach. The Hispanic Business Association exists to advocate, promote and support Hispanic entrepreneurs and business owners. We do this by supplying the education and resources necessary for creating prosperity and healthy communities through business ownership. The Commission assists the HBA with capacity building and with resources that will help grow their organization. The HBA has partnered with the community statewide participating in community forums.	1, 2, 3, 4, 6 1, 2, 3, 4, 6
Hispanic-American Women's Association (AHAM)	Professional Association	The Hispanic-American Women's Association was formed with the purpose of uniting the Spanish speaking community of the Upstate of South Carolina, to organize activities that allow the Latin community to enjoy their language, culture and folklore, and to raise money to provide educational opportunities for students of Hispanic origin through scholarships. The Commission supports their work and they have helped us with our community forums and have helped us reach out to the community.	1, 2, 3, 4, 6
La Isla Magazine	Private Business Organization	La Isla Magazine is dedicated to serving the diverse Latino community in South Carolina and Northeast Georgia. The content of the magazine seeks to educate, integrate and empower the audience served by providing pertinent and current information about topics that readers care about. The CMA and La Isla Magazine collaborate often in an effort to disseminate information about and for the Hispanic/Latino community.	1, 2, 3, 4, 6
Latino Communications (LCCDC)	Professional Association	LATINO COMMUNICATIONS (LCCDC) is a community based, non-profit designated 501(c)(3) organization. They help to bridge the gap and remove barriers created by language, culture and economic differences. Their vision is to help low-to-moderate income families achieve financial stability and independence through financial literacy, education, job training and home-ownership workshops. They also seek to strengthen families and the greater community through arts and culture, family-friendly events, at-risk youth intervention programs and faith-based outreach activities. Service areas are: Kershaw, Lexington, Newberry, Richland and Saluda counties. The Commission serves on the LCCDC Board and works closely with them on a variety of programs that helps move our communities forward. The Commission has also assisted with several grant proposals by providing information and data.	1, 2, 3, 4, 6
NAACP	Non-Governmental Organization	The CMA became a non-voting member to support worthwhile programs that promote the causes of African Americans in the State of South Carolina.	1, 2, 3, 4, 6
National Partnership for Action (NPA) to Eliminate Health Disparities-Regional Health Equity Council's (RHEC) All RHEC American Indian and Alaskan Native Caucus and Southeastern Health Equity Council-Region 4 (SHEC) Office of the SC Secretary of State	Federal Government	Southeastern Health Equity Council's (SHEC) purpose is to build collaboration and partnerships to achieve health equity in the Southeast region of the U.S. SCCMA's Native American Coordinator services as a founding member of the All RHEC AI/AN Caucus and former Chair of the Cultural Competence Committee.	1, 2, 3, 4, 6
PASOs	State Government Non-Governmental Organization	Partnered with us in an effort to ensure compliance of state guidelines for Faith and Community Based organizations. Founded in 2005, PASOs helps the Latino community and service providers work together for strong and healthy families. PASOs provides culturally responsive education on family health, early childhood, and positive parenting skills. They also provide individual guidance for participants in need of resources, and partners with health care and social service organizations to help them provide more effective services. The Commission is currently partnering with PASOs to reach out to our communities to provide them with information pertaining to emergency preparedness.	1, 2, 3, 4, 6 1, 2, 3, 4, 6
Polaris Project	Non-Governmental Organization	The Polaris Project is the National hotline for reporting human trafficking crimes. The Polaris Project and the Commission for Minority Affairs have MOU to share collected data regarding trends in sex and labor trafficking.	1, 2, 3, 4, 6

Public Health Institute For Food and Nutritional Studies (Under the auspices of the University of SC)	Higher Education Institute	The SC Commission for Minority Affairs-Native American Affairs Initiative is assisting in spreading the word about Summer food programs. USC is a co-investigator for the Community Food Projects Grant for "Building Capacity for Tribal Food Sovereignty," and is a partner serving on the Native American Advisory Committee's Health, Wellness and Housing workgroup. Leads a collaborative to develop several approaches to community outreach in our ethnic minority communities.	1,2,3,4,6
Richland County Sheriff Department	Local Government	The CMA provided community outreach and resources.	1,2,3,4,6
Sexual Trauma Services of the Midlands (STSM)	Non-Governmental Organization	The CMA has established a partnership with the Department of Corrections to provide cultural counseling for Native Americans, minority outreach and resources.	1,2,3,4,6
South Carolina Department of Corrections (DOC)	State Government	South Carolina Applesseed Legal Justice Center is a forceful and respected advocate for low-income South Carolinians on issues such as housing, education, hunger, public benefits, domestic violence, immigration, health care and consumer issues. A representative from Applesseed Legal Justice serves on our Hispanic Advisory Committee and keeps us informed by providing updates on legislative issues pertaining to the immigrant community and low income families. Expungement workshops across the state.	1,2,3,4,6
South Carolina Applesseed Legal Justice Center	Non-Governmental Organization	The South Carolina Association for Community Economic Development (SCACED) is a coalition of individuals and organizations that support the development of healthy and economically sustainable communities throughout South Carolina. They provide support, assistance and referrals to our microenterprise program.	1,2,3,4,6
South Carolina Association for Community Economic Development	Professional Organization	A community development corporation (CDC) is a nonprofit corporation which has a primary mission of developing and improving low-income communities and neighborhoods through economic and related development; has activities and decisions initiated, managed, and controlled by the constituents of those local communities; has a primary function of developing projects and activities designed to enhance the economic opportunities of the people in the community served, including efforts to enable them to become owners and managers of small businesses and producers of affordable housing and jobs in the community served; is not a nonprofit organization with the sole purpose of providing housing to neighborhoods or technical assistance to other nonprofit organizations. Minority Affairs and the SCACED support each other's efforts by working together to bringing business education and training to low-to-moderate families and communities.	1,2,3,4,6
South Carolina Association for Community Economic Development	Professional Association	The Research Unit of the SC Commission for Minority Affairs partners with the SC Association of Community Action Partnerships by serving as a research partner with the SC Association of Community Action Partnerships. The purpose of this partnership includes collaborating with the Community Action Agencies on issues related to poverty and deprivation.	1,2,3,4,6
South Carolina Association of Community Action Partnerships	Non-Governmental Organization	The CMA provided community outreach and resources.	1,2,3,4,6
South Carolina Coalition Against Domestic Violence and Sexual Assault (SCADVSA)	Non-Governmental Organization	Provides support for workshops and conferences, and provides referrals to our small and minority business development program.	1,2,3,4,6
South Carolina Department of Commerce	State Government	The SC Commission for Minority Affairs-Native American Affairs Initiative is partnering with the Department of Health and Environmental Control-Emergency Preparedness Section to establish Tribal Emergency Managers while assisting tribes with developing emergency plans and conducting special health needs assessments. This partnership has been ongoing since 2015 and will continue through 2018 with an MOU. The MOU is currently on file.	1,2,3,4,6
South Carolina Department of Health and Environmental Control (DHEC)	State Government	The Research Unit of the SC Commission For Minority Affairs will partner with the SC Revenue and Fiscal Affairs in regards to identifying and collecting statistical data that is not available through the census.	1,3
South Carolina Department of Revenue and Fiscal Affairs	State Government		

South Carolina Emergency Management Division	State Government	The SCEMD leads the state emergency management program to minimize the loss of life and property from all hazardous events. The CMA Hispanic Affairs Program Coordinator along with other community partners provides translations services (Spanish), creates and distributes the products issued by SCEMD. In addition, the CMA staff serves as Public Information Officers to get information disseminated to ethnic minority communities and assists tribal communities with community outreach and collaboration.	1,6
South Carolina Head Start Collaboration Office	State Government	The Research Unit of the SC Commission for Minority Affairs serves as a research partner with the SC Head Start Collaboration Office. This partnership includes the development of statistical data relevant to the ages 0 to 5 population currently impacted by poverty and deprivation. Research identified by minority group and county.	1,2,3,4,6
South Carolina Hispanic Leadership Council	Professional Association	The mission of the South Carolina Hispanic Leadership Council (SCHLC) is to enhance the quality of life and quantity of services delivered to the Hispanic Community in South Carolina. The Commission partners with the Leadership Council to bring programs that address education among our Hispanic youth.	1,2,3,4,6
South Carolina Human Trafficking Task Force at SC Attorney General's Office	State Government	The SC Human Trafficking Task Force is a legislative appointed task force via the SC Attorney General's Office. The task force and the SC Commission for Minority Affairs will establish an MOU that will allow a partnership of data sharing and collaborative projects regarding the prevention and reporting of human trafficking incidences.	1,6
South Carolina State University	Higher Education Institute	Commenced collaborative plans to involve student teachers as tutors for African American male students within Orangeburg School District.	
South Carolina Youth Suicide Prevention	State Government	The initiative aims to reduce deaths by suicide and nonfatal suicide attempts among SC youth and young adults ages 10-24. The project will focus on increasing access to screening and mental health services, raising awareness through social media marketing, increasing protective factors through training across community domains, supporting clinicians and educators in implementing evidence-based interventions, utilizing safety plans in emergency departments, and strengthening statewide infrastructure.	1,6
State Chamber-Diversity Division	Professional Association	The CMA works with the SC Chamber to foster outreach programs among member companies to ensure diversity participation in job training and placement programs.	
State Recognized Native American Indian Entities	Non-Governmental Organization	The State Recognized Native American Indian Entities are the Tribes, Groups and Special Interest Organizations recognized in the State of South Carolina. They are quasi-governmental non-profit entities that serve their respective tribal communities. The Tribes and Groups serve on our the Commission's Native American Advisory Committee and works with the Commission on various issues including youth, economic development, business, Indian Child Welfare Act, culture, legal, policy, community development, community needs and grants.	1,2,3,4
Summer Food Program at the SC Department of Education	State Government	Children need healthy food all year long. During the school year, many children receive free and reduced-price breakfast and lunch through the School Breakfast and National School Lunch Programs. When schools are dismissed for the summer, many children are at risk of hunger. Lack of nutrition during the summer months may set up a cycle for poor performance once school begins and make children more prone to illnesses and other health issues. Summer Food Programs are designed to fill that nutrition gap and make sure children get the nutritious meals they need and deserve. SC CMA has collaborated with the Summer Food Program staff to conduct outreach to our communities and assist with identifying partnerships. CMA staff has identified the potential for contracted training and other services in the future.	1,3,6
University of SC -Lancaster's Native American Studies Center	Higher Education Institute	The Native American Studies Center has been a partner with the SC Commission for Minority Affairs-Native American Affairs Initiative for many years has partnered on various projects regarding SC Native American Tribal Communities. Recent the CMA developed a Native American portal.	1,2,3,4
US Dept of Agriculture-Rural Business Development	Federal Government	Fulfill requirements of the grant proposal to provide educational training, business management and technical assistance to rural parts of SC as identified in 29 counties with the expectation of creating at least 30 jobs.	1,2,3,4,5,6
US Senator Tim Scott's Office	Federal Government	We work with Senator Scott's staff who acts as a liaison for issues that require federal legislative intervention.	1,6

US Senator Tim Scott's Office	Federal Government	The SC Commission for Minority Affairs-Native American Affairs Initiative is working with Senator Scott's office to establish a tribal specific/ Native American outreach program with Historically Black Colleges and Universities* of South Carolina. We also provide technical assistance as needed.	1,6
US Small Business Administration	Federal Government	Provides support for our microenterprise program through collaborations, partnerships, conference planning and support, financial support for the education/training and business development programs and provides technical assistance with outreach.	1,6
Administration for Native Americans	Federal Government	ANA promotes self-sufficiency for Native Americans by providing discretionary grant funding for community based projects, and training and technical assistance to eligible tribes and native organizations. The Commission has partnered with ANA to host and sponsor free training events in South Carolina and special technical assistance workshops for recognized tribes.	1,2,3,4
SC Grant Makers Network	Non-Governmental Organization	The South Carolina Grant makers Network is an unincorporated association of grant making organizations in the state of South Carolina committed to: Education, Rural Development and Environment, Healthcare, and to connecting funders from all corners of South Carolina. We are your resource for networking, news, and information on philanthropy. The Commission is one of two state agencies working with the Grant maker's Network on outreach and funding to provide education for the 2020 Census. The Commission serves on the leadership team. Participating Departments are as follows: Native American Affairs, Research, Public Information	1,2,3,4,6
National Congress of American Indians	Non-Governmental Organization	The National Congress of American Indians (NCAI) is the oldest, largest, and most representative American Indian and Alaska Native organization serving the broad interests of tribal governments and communities. NCAI, a non-profit organization, advocates for a bright future for generations to come by taking the lead to gain consensus on a constructive and promising vision for Indian Country. The organization's policy issues and initiatives are driven by the consensus of our diverse membership, which consists of American Indian and Alaska Native tribal governments, tribal citizens, individuals, and Native and non-Native organizations. The Commission's Native American Affairs Department serves as a member and participates with the Southeastern Caucus as a non-voting member.	1,2,3,4
SC Department of Archives and History	State Government	The mission of the Department of Archives and History is to preserve and promote the documentary and cultural heritage of the state through archival care and preservation, records management, public access, historic preservation, and education. The Native American Affairs Department has worked on a multi-year project with the Archives to preserve Native American Historical Documents from the Commission.	1,2,3,4
SC State Archeologist Office	State Government	The Office of the State Archaeologist under the direction of the State Archaeologist advises the State Historic Preservation Office, other state, federal and public agencies, and private individuals on archaeological site protection, preservation, conservation and compliance related activities. The office provides expertise to the legislature as needed and fields a forensic archaeology recovery team to assist local, state and federal law enforcement and allied agencies. The Information Management Division through the actions of the Site File Manager receives curates and manages the site file forms and subsequent reports. The Curation Division, through the actions of the Curator receives, registers and curates the archaeological collections and attendant documentation submitted to the state. Both the Site File Manager and the Curator assist and advise the archaeological community and the interested public in their respective areas of expertise. The office also coordinates burial preservation, acts as a liaison to Native American tribal entities, and supports the advancement of archaeology within the state, region, and nation. The Native American Affairs Department works closely with this office to provide services and resources to Native American Tribal communities. Additionally, the State Archeologist serves on the Native American Advisory Committee and State Recognition Committees.	1,2,3,4
Valdosta State University-Native American Studies Department	Higher Education Institute	The Chair of the Native American Studies Department at Valdosta State University located in GA serves on the SC Commission for Minority Affairs State Recognition Committee as "expert from outside of the State". The Commission and the Department has worked together to provide other technical assistance and research over the years.	1,2,3,4

US Census Bureau	Federal Government	Native American Affairs Manager serves as the State Liaison for the Tribal Statistical Areas mapping and Native American outreach for South Carolina. The Commission works closely with the Bureau to produce a map of all federal and state tribal areas providing data for the tribes and others to utilize via the web, produced reports, data spreadsheets and published map. The Commission provides outreach and information about the Census process and hiring opportunities. CMA provides outreach and information about the Census process and hiring opportunities for all ethnic-minority communities.	1, 2, 3, 4
US Census Bureau	Federal Government	To partner and collaborate with each other in reaching out to our Hispanic communities.	1, 2, 3
Consulado General de Mexico en Raleigh	Federal Government	CMA partners and collaborates in implementing an educational training program and financial assistance in helping our ethnic-minority communities meet the requirements for housing.	1, 2
Alston Wilkes Society - Sumter	Professional Association	To identify and disseminate state and federal legislation that affects our ethnic-minority communities.	1, 2
South Carolina Legal Services	K-12 Education Institute	To partner and collaborate with each other in reaching our Hispanic communities on information that affects the consumer.	1, 3
Parenting Center - Lexington School District One	State Government	To partner and collaborate with each other in reaching our Hispanic communities to eliminate language barriers when disseminating information that affects the consumer.	1, 3
South Carolina Consumer Affairs Commission			

AGENCY NAME:	STATE COMMISSION FOR MINORITY AFFAIRS		
AGENCY CODE:	L460	SECTION:	71

FORM B1 – RECURRING OPERATING REQUEST

AGENCY PRIORITY	1
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Provide the Agency Priority Ranking from the Executive Summary.

TITLE	ADMINISTRATION, DIRECTOR OF POLICY AND COMMUNITY ENGAGEMENT
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Provide a brief, descriptive title for this request.

AMOUNT	General: \$75000 Federal: Other: Fringe: 27000 Total: \$102,000
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What is the net change in requested appropriations for FY 2020-21? This amount should correspond to the total for all funding sources on the Executive Summary.

NEW POSITIONS	1
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Please provide the total number of new positions needed for this request.

FACTORS ASSOCIATED WITH THE REQUEST	Mark “X” for all that apply: ☐ Change in cost of providing current services to existing program audience ☐ Change in case load/enrollment under existing program guidelines ☐ Non-mandated change in eligibility/enrollment for existing program ☐ Non-mandated program change in service levels or areas ☒ Proposed establishment of a new program or initiative ☐ Loss of federal or other external financial support for existing program ☐ Exhaustion of fund balances previously used to support program ☐ IT Technology/Security related ☐ Consulted DTO during development ☐ Related to a Non-Recurring request – If so, Priority # _____
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STATEWIDE ENTERPRISE STRATEGIC OBJECTIVES	Mark “X” for primary applicable Statewide Enterprise Strategic Objective: ☐ Education, Training, and Human Development ☐ Healthy and Safe Families ☐ Maintaining Safety, Integrity, and Security ☐ Public Infrastructure and Economic Development ☒ Government and Citizens
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AGENCY NAME:	STATE COMMISSION FOR MINORITY AFFAIRS		
AGENCY CODE:	L460	SECTION:	71

ACCOUNTABILITY OF FUNDS

The mission of CMA is to be a catalyst that identifies and examines emerging issues and trends by providing constructive solutions and approaches to support the policy and socio-economic development of ethnic minority communities through:

- Community engagement and awareness;
- State recognition of Native Americans;
- Collecting, diagnosing and analyzing collaborative data;
- Acting as a liaison bridging the gap between communities, government agencies and other organizations and;
- Influencing public policy and state services

The creation of this new division at CMA will allow the agency to develop and implement a system to monitor legislation, advocate, recommend legislative action based of statistical data impacting minority communities and enhancing community awareness.

What specific strategy, as outlined in the FY 2019-20 Strategic Planning and Performance Measurement template of agency's accountability report, does this funding request support? How would this request advance that strategy? How would the use of these funds be evaluated?

RECIPIENTS OF FUNDS

This funding would cover the cost of hiring a director to oversee this process. This position will be advertised through the standard state employment competitive process. The job description will highlight the duties and responsibilities of a director of policy and community engagement as well as the hiring salary range.

What individuals or entities would receive these funds (contractors, vendors, grantees, individual beneficiaries, etc.)? How would these funds be allocated – using an existing formula, through a competitive process, based upon predetermined eligibility criteria?

AGENCY NAME:
AGENCY CODE:

STATE COMMISSION FOR MINORITY AFFAIRS

L460

SECTION:

71

**JUSTIFICATION OF
REQUEST**

The Commission for Minority Affairs is a small state agency servicing minority communities which comprise of about 1.5 million (1,510,667). According to the 2017 American Community Survey, 31% of South Carolina's 4,893,444 citizens make up the state's ethnic communities. In an effort to adequately serve the state's minority communities, CMA must expand its reach to bridge the gap statewide in these areas. This is a new division at CMA and a much needed one to help drive the mission of this agency. The existing vacancies are accounted for to cover our shared services or other needed areas in the organization. Advocacy and policy work are weak areas in this agency. They have contributed to low name recognition and very limited legislative action. Influencing policy and state services are instrumental in helping economically deprived communities.

Please thoroughly explain the request to include the justification for funds, potential offsets, matching funds, and method of calculation. Please include any explanation of impact if funds are not received. If new positions have been requested, explain why existing vacancies are not sufficient.

AGENCY NAME:	South Carolina Commission for Minority Affairs		
AGENCY CODE:	L460	SECTION:	071

FORM B1 – RECURRING OPERATING REQUEST

AGENCY PRIORITY	2	<i>Provide the Agency Priority Ranking from the Executive Summary.</i>
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TITLE	I. Administration. Classified Positions. Salary Increases <i>Provide a brief, descriptive title for this request.</i>
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AMOUNT	General: \$70,000 (\$35000 each) Federal: Other: Fringe \$21000 Total: 91000 <i>What is the net change in requested appropriations for FY 2019-20? This amount should correspond to the total for all funding sources on the Executive Summary.</i>
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NEW POSITIONS	2	<i>Please provide the total number of new positions needed for this request.</i>
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FACTORS ASSOCIATED WITH THE REQUEST	Mark "X" for all that apply:	
	☐	Change in cost of providing current services to existing program audience
	☐	Change in case load/enrollment under existing program guidelines
	☐	Non-mandated change in eligibility/enrollment for existing program
	☐	Non-mandated program change in service levels or areas
	☒	Proposed establishment of a new program or initiative
	☐	Loss of federal or other external financial support for existing program
	☐	Exhaustion of fund balances previously used to support program
	☐	IT Technology/Security related
	☐	Consulted DTO during development
☐	Related to a Non-Recurring request – If so, Priority # _____	

STATEWIDE ENTERPRISE STRATEGIC OBJECTIVES	Mark "X" for primary applicable Statewide Enterprise Strategic Objective:	
	☐	Education, Training, and Human Development
	☐	Healthy and Safe Families
	☐	Maintaining Safety, Integrity, and Security
	☐	Public Infrastructure and Economic Development
	☒	Government and Citizens

AGENCY NAME:	South Carolina Commission for Minority Affairs		
AGENCY CODE:	L460	SECTION:	071

ACCOUNTABILITY OF FUNDS

- Be the single point of contact for statistical data and information regarding Asian and African American communities and their socio-economic development.
- Address the needs of Asian populations by acting as a liaison bridging the gap between communities, government agencies and other organizations to effect change.
- Address the needs of Asian and African American populations through technical assistance, capacity building, outreach and program initiatives.
- Be the catalyst to provide constructive solutions and approaches to promote equitable treatment and achieve economic prosperity through public policy.
-

What specific strategy, as outlined in the FY 2018-19 Strategic Planning and Performance Measurement template of agency's accountability report, does this funding request support? How would this request advance that strategy? How would the use of these funds be evaluated?

RECIPIENTS OF FUNDS

This funding will be used to cover the cost of hiring 2 New FTE program coordinator assistants for CMA's Asian and Africa American Affairs Division. According to the statute, CMA is required to have representation for all ethnic minority groups. The Asian Americans were added in 2003 along with Native Americans and Hispanic/Latinos. However, CMA neglected to create such representation.

What individuals or entities would receive these funds (contractors, vendors, grantees, individual beneficiaries, etc.)? How would these funds be allocated – using an existing formula, through a competitive process, based upon predetermined eligibility criteria?

JUSTIFICATION OF REQUEST

The South Carolina Commission for Minority Affairs (CMA) is a non-cabinet state agency, established in 1993, to study the causes and effects of socio-economic deprivation and other inequities impacting African American communities. In 2003, the scope of the organization was broadened to include Native Americans, Hispanics/Latinos, and the Asian populations around the state. The creation of these administrative positions put the agency in compliance with the statute.

AGENCY NAME:	South Carolina Commission for Minority Affairs		
AGENCY CODE:	L460	SECTION:	071

Please thoroughly explain the request to include the justification for funds, potential offsets, matching funds, and method of calculation. Please include any explanation of impact if funds are not received. If new positions have been requested, explain why existing vacancies are not sufficient.

AGENCY NAME:	SC Commission for Minority Affairs		
AGENCY CODE:	L460	SECTION:	

FORM B1 – RECURRING OPERATING REQUEST

AGENCY PRIORITY	3
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Provide the Agency Priority Ranking from the Executive Summary.

TITLE	I. Administration. Regional Field Officers
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Provide a brief, descriptive title for this request.

AMOUNT	General: \$45000 Federal: Related Fringe \$13,500 Other: Total: \$58500
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What is the net change in requested appropriations for FY 2019-20? This amount should correspond to the total for all funding sources on the Executive Summary.

NEW POSITIONS	1 new position
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Please provide the total number of new positions needed for this request.

FACTORS ASSOCIATED WITH THE REQUEST	Mark "X" for all that apply:	
	☒	Change in cost of providing current services to existing program audience
	☐	Change in case load/enrollment under existing program guidelines
	☐	Non-mandated change in eligibility/enrollment for existing program
	☐	Non-mandated program change in service levels or areas
	☒	Proposed establishment of a new program or initiative
	☐	Loss of federal or other external financial support for existing program
	☐	Exhaustion of fund balances previously used to support program
	☐	IT Technology/Security related
	☐	Consulted DTO during development
	Related to a Non-Recurring request – If so, Priority # _____	

STATEWIDE ENTERPRISE STRATEGIC OBJECTIVES	Mark "X" for primary applicable Statewide Enterprise Strategic Objective:	
	☐	Education, Training, and Human Development
	☐	Healthy and Safe Families
	☐	Maintaining Safety, Integrity, and Security
	☒	Public Infrastructure and Economic Development
	☐	Government and Citizens

AGENCY NAME:
AGENCY CODE:

SC Commission for Minority Affairs
L460

SECTION:

**ACCOUNTABILITY
OF FUNDS**

This funding source will be used to fulfill our strategy to address the needs of minority populations through technical assistance, capacity building, outreach and other program initiatives. A Regional field officer will enhance our data collection process and strengthen our research efforts. A field officer is instrumental in helping to conduct surveys, marketing, advertising and social networking outside of the office. Through community interactions, a field officer will be able to capture raw data to be analyzed and measured to help determine the cause of social and economic issues in minority communities. The use of these funds will be measured by the outcomes achieved from assigned tasks.

What specific strategy, as outlined in the FY 2018-19 Strategic Planning and Performance Measurement template of agency's accountability report, does this funding request support? How would this request advance that strategy? How would the use of these funds be evaluated?

**RECIPIENTS OF
FUNDS**

These new position will be advertised through the standard state employment competitive process. The job description will highlight the duties and responsibilities of a field officer as well as a hiring salary range.

What individuals or entities would receive these funds (contractors, vendors, grantees, individual beneficiaries, etc.)? How would these funds be allocated – using an existing formula, through a competitive process, based upon predetermined eligibility criteria?

**JUSTIFICATION OF
REQUEST**

CMA will begin will by placing one rep. strategically around the state and assigning various tasks to collect raw data pertinent to the communities being served and constantly feeding information electronically to our research team to be analyzed and disseminated. CMA is a very small agency with few vacancies. Our partnership with Shared services is ongoing. We are able to use the one stop shopping approach for budgeting and accounting, procurement, human resources and also IT services. The savings to the agency is approximately \$30000 a year. Without a field officer our research department would be very limited in its raw data collection which is imperative when conducting surveys and pilot programs. We want to produce data that is accurate. We cannot accurately determine how many Native Americans or Hispanic/Latinos live in South Carolina without going to their communities and counting them. Our relationship with minority communities will be instrumental in obtaining a more accurate census count in 2020. Aside from the research, field officers will make CMA visible in the community. Public awareness of who we are and what we do is still unclear around the state. Placing more people in the field will help close the gap.

Please thoroughly explain the request to include the justification for funds, potential offsets, matching funds, and method of calculation. Please include any explanation of impact if funds are not received. If new positions have been requested, explain why existing vacancies are not sufficient.

AGENCY NAME:

AGENCY CODE:

SC Commission for Minority Affairs

L460

SECTION:

AGENCY NAME:

South Carolina Commission for Minority Affairs

AGENCY CODE:

L460

SECTION:

071

FORM B1 – RECURRING OPERATING REQUEST

4

Provide the Agency Priority Ranking from the Executive Summary.

TITLE

I. Administration. Research Program Expansion. Research & Policy Services*Provide a brief, descriptive title for this request.*

AMOUNT

General: \$50,000**Federal:****Other:****Total: \$ 50,000***What is the net change in requested appropriations for FY 2018-19? This amount should correspond to the total for all funding sources on the Executive Summary.*

NEW POSITIONS

0

*Please provide the total number of new positions needed for this request.*FACTORS
ASSOCIATED WITH
THE REQUEST**Mark "X" for all that apply:**☒

Change in cost of providing current services to existing program audience

☐

Change in case load/enrollment under existing program guidelines

☐

Non-mandated change in eligibility/enrollment for existing program

☒

Non-mandated program change in service levels or areas

☐

Proposed establishment of a new program or initiative

☐

Loss of federal or other external financial support for existing program

☐

Exhaustion of fund balances previously used to support program

☐

IT Technology/Security related

☐

Consulted DTO during development

☐

Related to a Non-Recurring request – If so, Priority # _____

STATEWIDE
ENTERPRISE
STRATEGIC
OBJECTIVES**Mark "X" for primary applicable Statewide Enterprise Strategic Objective:**☒

Education, Training, and Human Development

☐

Healthy and Safe Families

☐

Maintaining Safety, Integrity, and Security

☐

Public Infrastructure and Economic Development

☐

Government and Citizens

AGENCY NAME:	South Carolina Commission for Minority Affairs		
AGENCY CODE:	L460	SECTION:	071

ACCOUNTABILITY OF FUNDS

This funding source will be used to fulfill our strategy to address the needs of minority populations through technical assistance, capacity building, outreach and other program initiatives. These funds will enhance our data collection process and strengthen our research efforts such as: conducting surveys, marketing/ rebranding, advertising and social networking. As the agency continues to grow, our products and services will become more diversified to adequately serve our culturally diverse Populations. The cost for new technology, production and printing will continue to go rise as this agency advances. In addition, CMA will also offer limited translation services for our populations upon request.

What specific agency objective, as outlined in the agency's accountability report, does this funding request support? How would this request advance that objective? How would the use of these funds be evaluated?

RECIPIENTS OF FUNDS

All of our program areas will benefits from these funds, African American, Native American Indian, Hispanic Affairs and Asian. Research, Community Engagement, minority business and communications are all working together to move CMA forward. In addition, board and staff development is ongoing in order to keep up with the changing times and to better serve our communities.

What individuals or entities would receive these funds (contractors, vendors, grantees, individual beneficiaries, etc.)? How would these funds be allocated – using an existing formula, through a competitive process, based upon predetermined eligibility criteria?

JUSTIFICATION OF REQUEST

The Commission for Minority Affairs statute mandates that the agency serves as a single point of contact for the collection and dissemination of statistical data for the African-American, Native American Indian, Hispanic-Latino and Asian populations. In addition, the statute mandates that research be provided to minority officials, the business community, state and local municipal government(s), the general public, as well as members of the General Assembly on an as needed basis. This request is in keeping with the major goals in the agency's Accountability Report related to current and ongoing systemic research, training and development and statewide agency awareness.

AGENCY NAME:	South Carolina Commission for Minority Affairs		
AGENCY CODE:	L460	SECTION:	071

Please thoroughly explain the request to include the justification for funds, potential offsets, matching funds, and method of calculation. Please include any explanation of impact if funds are not received. If new positions have been requested, explain why existing vacancies are not sufficient.

AGENCY NAME:	STATE COMMISSION FOR MINORITY AFFAIRS		
AGENCY CODE:	L460	SECTION:	71

FORM B2 – NON-RECURRING OPERATING REQUEST

AGENCY PRIORITY	5
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Provide the Agency Priority Ranking from the Executive Summary.

TITLE	Rural Community Projects
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Provide a brief, descriptive title for this request.

AMOUNT	300,000
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What is the net change in requested appropriations for FY 2020-21? This amount should correspond to the total for all funding sources on the Executive Summary.

FACTORS ASSOCIATED WITH THE REQUEST	Mark "X" for all that apply:	
	☐	Change in cost of providing current services to existing program audience
	☐	Change in case load/enrollment under existing program guidelines
	☐	Non-mandated change in eligibility/enrollment for existing program
	☐	Non-mandated program change in service levels or areas
	☒	Proposed establishment of a new program or initiative
	☐	Loss of federal or other external financial support for existing program
	☐	Exhaustion of fund balances previously used to support program
	☐	IT Technology/Security related
	☐	Consulted DTO during development
	☒	Request for Non-Recurring Appropriations
	☐	Request for Federal/Other Authorization to spend existing funding
☐	Related to a Recurring request – If so, Priority # _____	

STATEWIDE ENTERPRISE STRATEGIC OBJECTIVES	Mark "X" for primary applicable Statewide Enterprise Strategic Objective:	
	☐	Education, Training, and Human Development
	☐	Healthy and Safe Families
	☐	Maintaining Safety, Integrity, and Security
	☐	Public Infrastructure and Economic Development
☒	Government and Citizens	

ACCOUNTABILITY OF FUNDS	In response to strategy 2) Addressing the needs of ethnic minority populations by acting as a liaison bridging the gap between communities, government agencies and other organizations to effect change. These rural projects will focus on addressing social economic issues involving the youth in our poorest counties, Allendale, Bamberg, Jasper, Hampton, Dillon, Marion, Clarendon and Williamsburg. In addition, through partnerships with municipalities and other community organizations, we will develop pilot programs in targeted counties to educate adults living in poverty through Ruby Payne's <i>Bridges Out of Poverty</i>, a poverty reduction program that involves educational curriculum and process to help communities understand
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AGENCY NAME:
AGENCY CODE:

STATE COMMISSION FOR MINORITY AFFAIRS
L460

SECTION: **71**

poverty and to teach them the process on how to create their own solutions to poverty.

What specific strategy, as outlined in the FY 2019-20 Strategic Planning and Performance Measurement template of agency's accountability report, does this funding request support? How would this request advance that strategy? How would the use of these funds be evaluated?

**RECIPIENTS OF
FUNDS**

The requested funds will be used to design and implement projects, purchase training materials, hire and train facilitators of the programs, purchase program software, cover travel expenses

What individuals or entities would receive these funds (contractors, vendors, grantees, individual beneficiaries, etc.)? How would these funds be allocated – using an existing formula, through a competitive process, based upon predetermined eligibility criteria?

AGENCY NAME:

AGENCY CODE:

STATE COMMISSION FOR MINORITY AFFAIRS

L460

SECTION:

71

JUSTIFICATION OF
REQUEST

To address the issue of socio-economic deprivation, we must develop a process that allows those impacted to work through their own situation. CMA will develop processes to lead communities to economic freedom. Under the Umbrella of rural projects, CMA along with its community partners will develop:

1. The Anti-Poverty designed by Dr. Ruby Payne; A multi-cultural summer camp which allows more interactions between, Native Americans, African Americans, Hispanic/Latinos and Asian children. Program will be designed to educate children about each-others cultures. (\$50000)
2. African American Youth Project focusing on developing the youth in Allendale County (\$50000)
3. Designing and implementing the Bridges out of Poverty demonstration project strategy to fight poverty: \$200000
 - a. The people directly affected by the problems or **issues of poverty** in the community have to be actively and authentically participating in the efforts to fight poverty
 - b. Create an organized group within the **community** to help many people rather than working with a few individuals
 - c. The people affected need to **identify the issues**
 - d. People in poverty need to understand that they can often address and solve their own issues.
 - e. Fighting poverty takes time

Please thoroughly explain the request to include the justification for funds, potential offsets, matching funds, and method of calculation. Please include any explanation of impact if funds are not received. Does this non-recurring appropriation request create an annualization or need for recurring funds?

AGENCY NAME:	STATE COMMISSION FOR MINORITY AFFAIRS		
AGENCY CODE:	L460	SECTION:	71

FORM B2 – NON-RECURRING OPERATING REQUEST

AGENCY PRIORITY	6	<i>Provide the Agency Priority Ranking from the Executive Summary.</i>
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TITLE	Rural Area Census Initiative <i>Provide a brief, descriptive title for this request.</i>
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AMOUNT	\$400,000 <i>What is the net change in requested appropriations for FY 2020-21? This amount should correspond to the total for all funding sources on the Executive Summary.</i>
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FACTORS ASSOCIATED WITH THE REQUEST	Mark “X” for all that apply: <table style="width: 100%;"> <tr><td>☐</td><td>Change in cost of providing current services to existing program audience</td></tr> <tr><td>☐</td><td>Change in case load/enrollment under existing program guidelines</td></tr> <tr><td>☐</td><td>Non-mandated change in eligibility/enrollment for existing program</td></tr> <tr><td>☐</td><td>Non-mandated program change in service levels or areas</td></tr> <tr><td>☒</td><td>Proposed establishment of a new program or initiative</td></tr> <tr><td>☐</td><td>Loss of federal or other external financial support for existing program</td></tr> <tr><td>☐</td><td>Exhaustion of fund balances previously used to support program</td></tr> <tr><td>☐</td><td>IT Technology/Security related</td></tr> <tr><td>☐</td><td>Consulted DTO during development</td></tr> <tr><td>☒</td><td>Request for Non-Recurring Appropriations</td></tr> <tr><td>☐</td><td>Request for Federal/Other Authorization to spend existing funding</td></tr> <tr><td>☐</td><td>Related to a Recurring request – If so, Priority # _____</td></tr> </table>	☐	Change in cost of providing current services to existing program audience	☐	Change in case load/enrollment under existing program guidelines	☐	Non-mandated change in eligibility/enrollment for existing program	☐	Non-mandated program change in service levels or areas	☒	Proposed establishment of a new program or initiative	☐	Loss of federal or other external financial support for existing program	☐	Exhaustion of fund balances previously used to support program	☐	IT Technology/Security related	☐	Consulted DTO during development	☒	Request for Non-Recurring Appropriations	☐	Request for Federal/Other Authorization to spend existing funding	☐	Related to a Recurring request – If so, Priority # _____
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STATEWIDE ENTERPRISE STRATEGIC OBJECTIVES	Mark “X” for primary applicable Statewide Enterprise Strategic Objective: <table style="width: 100%;"> <tr><td>☐</td><td>Education, Training, and Human Development</td></tr> <tr><td>☐</td><td>Healthy and Safe Families</td></tr> <tr><td>☐</td><td>Maintaining Safety, Integrity, and Security</td></tr> <tr><td>☐</td><td>Public Infrastructure and Economic Development</td></tr> <tr><td>☒</td><td>Government and Citizens</td></tr> </table>	☐	Education, Training, and Human Development	☐	Healthy and Safe Families	☐	Maintaining Safety, Integrity, and Security	☐	Public Infrastructure and Economic Development	☒	Government and Citizens
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ACCOUNTABILITY OF FUNDS	Strategies 1.1; 1.2; 2.1 ➤ Develop a process to disseminate relevant statistical data and information. ➤ Implement a protocol for collaborating with federal, state and local agencies and other organizations. ➤ Build relationships with policy makers, officials and stakeholders to assist with the creation of policy, legislation and community engagement.
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What specific strategy, as outlined in the FY 2019-20 Strategic Planning and Performance Measurement template of agency’s accountability report, does this funding request support? How would this request advance that strategy? How would the use of

AGENCY NAME:	STATE COMMISSION FOR MINORITY AFFAIRS		
AGENCY CODE:	L460	SECTION:	71

these funds be evaluated?

RECIPIENTS OF FUNDS

The funds will be used in partnership with CMA, United Way, Census Bureau, Together SC and the SC Grant Makers Network

What individuals or entities would receive these funds (contractors, vendors, grantees, individual beneficiaries, etc.)? How would these funds be allocated – using an existing formula, through a competitive process, based upon predetermined eligibility criteria?

JUSTIFICATION OF REQUEST

Partners of the SC Grantmaker's Network have contributed a little over \$400,000 in private funds with a goal to ensure that participation levels in the census are level with the 2010 census. A match from the state would help to set a more ambitious goal to possibly include increasing participation, especially with hard to count populations. The SC Commission for Minority Affairs is a partner with the Grantmaker's Network. We are the only State agency with the mission to serve ethnic minority populations in South Carolina. As such, the Commission plays a valuable role in providing outreach to underserved populations, which are also the most undercounted in the Census. The Commission is asking for the State to provide matching funds (\$400,000) to contribute to targeted outreach in minority and rural areas to reach those demographics that are most undercounted in the Census.

Additionally these matching funds will be used to support efforts in undercounted areas as indicated on the maps and tracts from the US Census Bureau. (<https://www.censushardtocountmaps2020.us/>). Priorities include tracts with low response rate, low internet access, or predominately inhabited by hard to count populations as identified by the US Census Bureau. Specific priority areas include Orangeburg County, Abbeville County, Chesterfield County, Allendale County, Marion County, Spartanburg County, Lancaster County. The collaborative efforts of the United Way Association of SC, Together SC, and SC Commission for Minority Affairs ensure that each Complete Count Committee and other community-based efforts for a complete count have appropriate support and shared materials. Resource and material sharing efforts ensure reduction in duplicative efforts by communities and maximum effectiveness of funds

Please thoroughly explain the request to include the justification for funds, potential offsets, matching funds, and method of calculation. Please include any explanation of impact if funds are not received. Does this non-recurring appropriation request create an annualization or need for recurring funds?

South Carolina Commission for Minority Affairs

FY 2020-21 Budget Hearing

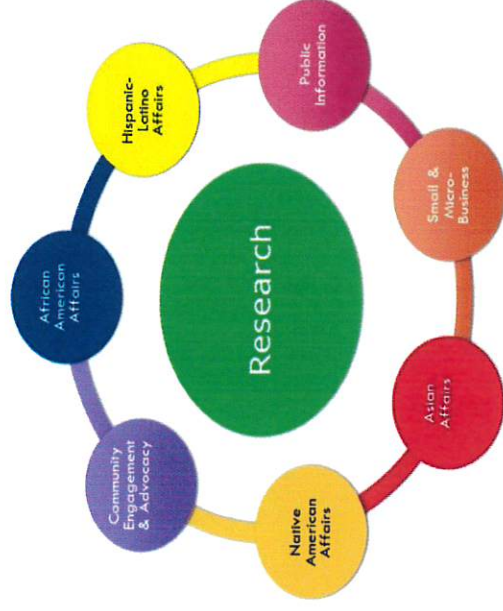


Agency Information

- ▶ The South Carolina Commission for Minority Affairs (CMA) was established in 1993 as a catalyst for socio-economic change.
- ▶ CMA initiates efforts to identify and examine factors leading to inequities in ethnic minority communities, as such CMA's strategies include:
 - ▶ community engagement,
 - ▶ collaboration, and
 - ▶ the use of multifaceted, culturally sensitive approaches to the populations it serves.
- ▶ CMA bridges gaps that create socio-economic inequities by establishing partnerships with ethnic minority communities, government agencies and other stakeholders.

Agency Information Continued...

Research is a major factor in CMA's success. Technological integrations and advanced research methodologies provide the tools needed to accurately collect, diagnose and analyze data which is relevant to such inequities. This results in measurable outcomes.



Accountability Report Highlights



CMA has begun a rebranding campaign which includes a new logo that represents the multicultural populations being served. In addition to the logo, legislation has been introduced (H.4533) to rename the Commission to “The Commission for Minority and Multicultural Affairs”, so that it is more inclusive of all of the state’s ethnic minority cultures

OTHER HIGHLIGHTS

- ▶ Dr. Delores Dacosta installed as Executive Director on September 4, 2018
- ▶ Implemented an agency-wide internship program
- ▶ Achieved a record number of new memoranda of understanding with partner organizations
- ▶ Appointed four new commissioners: Juwan Ayers, Chief Bill Harris, Tammie Hall-Wilson, and Andrea Sancho-Baker
- ▶ Added a new Public Information Director
- ▶ Completed an agency strategic plan

OTHER HIGHLIGHTS, continued

- ▶ Activated an immigration hotline
- ▶ Relocated to 293 Greystone Boulevard, Columbia, SC 29210
- ▶ Published the “State of Hispanics in South Carolina” report in March 2019
- ▶ Published “Building Capacity for Tribal Food Sovereignty in South Carolina State and Regional Project Plans” report and website portal in June 2019
- ▶ Published 2019 Native American Business Resource Guide and Directory in March 2019
- ▶ Published 2019 Native American Educational Resource Guide in March 2019

Current Year “New” Funding

CMA’s current year “new” funding is being used to fund the following recurring projects:

Program Expansions

▶ — FTE	\$84,947.00
▶ Salary Increases	+ \$20,090.00
▶ Related Fringe	+ <u>\$36,762.00</u>
	\$141,799.00

BB4

Slide 7

BB4 To be updated by Dr. Dacosta.
Brenton Brown, 12/6/2019

Recurring Budget Requests

Priority 1. Administration. Director of Public Policy and Community Affairs

This funding request would be used to create a Director of Public Policy and Community Affairs position. The creation of this new division at CMA will allow the agency to develop and implement a system to monitor legislation, and advocate and recommend legislative action based of statistical data impacting minority communities and enhancing community awareness.

Total requested:	
1 FTE	\$75,000
Related Fringe	\$27,000
Total	<u>\$102,000</u>

Priority 2. Administration. Program Assistants

This funding will be used to cover the cost of hiring two new FTE program assistants for CMA's Asian American Affairs and African American Divisions. According to the statute, CMA is required to have representation for all ethnic minority groups. Asian Americans were added in 2003 along with Native Americans and Hispanic-Latino Americans. However, CMA neglected to create this division at that time.

Total requested:	
2 FTE	\$70,000.00
Related Fringe +	\$21,000.00
Total	<u>\$91000.00</u>

Recurring Budget Requests

Priority 3. Administration. Regional Field Officer

In our efforts to build capacity, a dedicated field officer is needed to assist in data collection, collaboration, and advocacy. This field officer will gather raw data and feed it back to our research division to be analyzed. This person will also disseminate information, mobilize support for the interests of the CMA and generally keep the organization in the public eye. This person would ideally be a bilingual individual that can assist with language barriers, as well as the responsibilities listed above.

1 FTE/Program Coordinator 1	\$45000
<u>Related Fringe</u>	+ \$13,500
	\$58500

Priority 4. Administration, General Operations

All ethnic minority program areas will benefit from these funds. There will be an increase in cost to improve research, enhance community engagement, and support minority businesses and communications. These funds will also be used to contract with translation services for the translation of publications, when requested by the diverse language communities served by the agency. Furthermore, Board of Commissioners and staff development is on-going and necessary to help better serve communities.

Total	\$50,000.00
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Non-Recurring Budget Requests

Priority 5: CMA's non-recurring budget requests will cover the cost of three pilot projects to address the issue of socio-economic deprivation. We will develop processes that allow those impacted to work through their own situation. CMA will develop processes to lead communities to economic freedom, and under the umbrella of rural projects, CMA will develop:

- ▶ A cultural immersion summer camp, which allows more interactions between Native Americans, African Americans, Hispanic/Latinos and Asian children. The program will be designed to educate children about other cultures. **\$50,000**
- ▶ African American Youth Project focusing on developing youth leadership in Allendale County. **\$50,000**
- ▶ Implementation of the anti-poverty initiative by Dr. Ruby Payne using the Bridges out of Poverty demonstration project strategy to fight poverty: **\$200,000**

Total \$300,000

Cultural Immersion Summer camps:



Purpose: Multicultural summer camps for youth to learn from artists, leaders and experts in cultural teachings with the goal of educating youth and creating youth community leaders.

Focus: underprivileged, ethnic minority (Native American, Hispanic/Latino, African American and Asian American) students

Youth will:

- learn cultural practices & preserve traditions;
- have a “camp experience”;
- learn civic engagement and leadership;
- include family and community via a “Community Day Project”; and
- develop relationships with youth around the state

Outcomes:

- Anticipated to serve at least 200 youth
- Development of Youth Advisory Committee
- Increase ethnic minority youth leadership
- Increase ethnic minority youth cultural knowledge
- Preserve traditions and cultural practices
- increase partnerships with the CMA and community leaders and organizations

African American Youth Project

The Pathway To Leadership Youth Project is a service-learning, pilot program designed to empower teens to engage in community leadership, team building, and service-learning at Allendale County High School.

The project's focus group will be at least twenty-five 9th and 10th grade students

Goals:

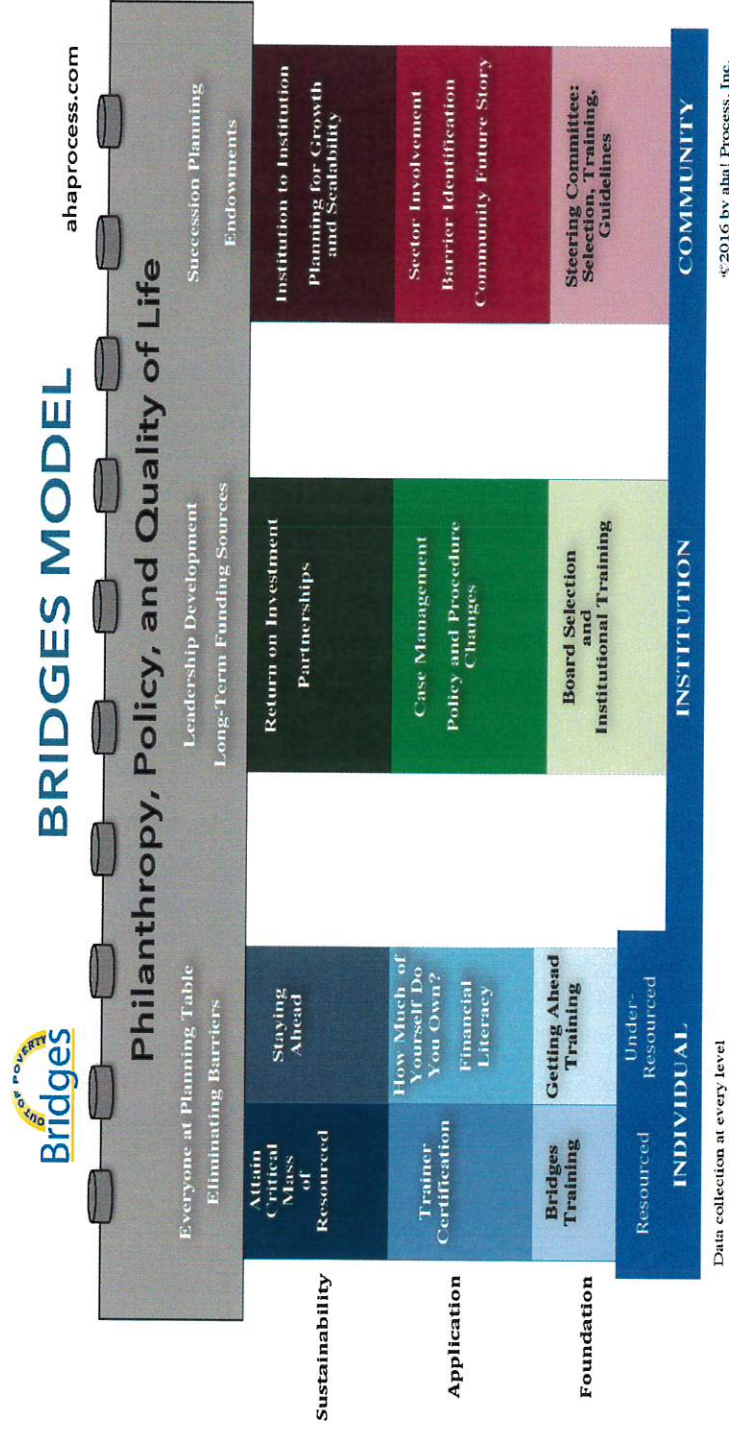
- To help guide youth in making informed and intelligent decisions about their future in a leadership role
- To work in conjunction with schools, families, churches, corporations and the community in developing future leaders
- To improve communities through service learning

Outcomes:

- To build academic skills
- To build leadership skills
- To develop public speaking skills
- To forge connections with community leaders
- To influence future student excellence
- To build self-esteem and confidence



Bridges out of Poverty



Non-Recurring Budget Requests

Priority 6: Rural Area Census Initiatives

- ▶ At the present, partners of the SC Grantmakers Network have contributed over \$400,000 in private funds with a goal to ensure participation levels in the 2020 US Census are on par with the 2010 US Census.
- ▶ A match from the state would help set a more ambitious goal to increase participation with traditionally hard to count populations, as the CMA plays a valuable role in providing outreach to underserved populations, which are also the most undercounted in regards to the Census.
- ▶ CMA partners with the Grantmakers Network, and is the only state agency with the explicit mission to serve ethnic minority populations
- ▶ CMA is seeking an additional, one-time funds matching amount of \$400,000 to contribute to targeted outreach in minority and rural areas to reach those who are traditionally undercounted in the Census.

Capital Budget Requests

► None

Proviso Requests

▲ None

Cost Savings

- ▶ If a three-percent General Fund reduction is necessary, CMA will take a reduction in operational costs funded through the Immigration Hotline to include: training and technical assistance activities, printed materials, and translation services.

Reducing Cost and Burden to Businesses and Citizens

- ▶ The Commission for Minority Affairs does not levy fines or fees.

Wrap-up

- ▶ CMA has successfully completed all tasks outlined in the LOC report
- ▶ As a catalyst for socio-economic change, CMA initiates efforts to identify and examine factors leading to inequities in ethnic minority communities and develops problem-solving strategies that include: community engagement, collaboration and the use of multifaceted, culturally sensitive approaches to the populations it serves.
- ▶ The CMA, through partnerships with ethnic minority communities, government agencies and other stakeholders, bridges the gaps caused by socio-economic inequities.
- ▶ CMA has adopted the most up-to-date research methodologies to accurately collect, diagnose and analyze data relevant to addressing socioeconomic inequities.
- ▶ CMA's goal is to ensure that our data analysis supports relevant outcome measures critical in deciding how to change or redirect program initiatives, public policies, and other regulatory matters of importance to ethnic minority communities.

Wrap-up, continued

- ▶ Through partnership with South Carolina's IT State Shared Services Initiative, CMA receives specialized services in procurement, budgeting, human resources and IT.
- ▶ CMA is committed to changing the socio-economic status in ethnic minority communities by creating the same opportunities and privileges afforded to others in society.
- ▶ CMA's model is unique because it promotes external and internal collaborative efforts in support of each ethnic minority group.
- ▶ Research is the driving force as it validates our program areas products and services for dissemination throughout the state.
- ▶ CMA has had a successful year implementing a corrective plan promoting best practices to comply with state regulations and guidelines.

Delores Dacosta

From: Delores Dacosta
Sent: Thursday, December 5, 2019 12:14 PM
To: 'Michael Jackson'
Subject: FW: [External]

Please see response from Jason Epting who handles our budget.

Dr. Delores Dacosta
Executive Director



S.C. Commission for Minority Affairs
293 Greystone Blvd., Third Floor
Columbia, SC 29210
P: 803-832-8160 | C: 803-240-6433
ddacosta@cfma.sc.gov
www.cma.sc.gov



From: Epting, Jason [mailto:Jason.Epting@admin.sc.gov]
Sent: Thursday, December 5, 2019 12:01 PM
To: Delores Dacosta <ddacosta@cfma.sc.gov>
Subject: RE: [External]

General Fund Carryforward = \$62,630.93 (None has been expended, but note that we budgeted to spend this down when projecting your expenditures, but since I've lowered the payroll projections this will be available for expenditure elsewhere. This is included in the \$143K figure I mentioned earlier that is now uncommitted.

Earmarked Carryforward (funds 3035 and 3098) = \$165,469.96 (None of this carryforward was budgeted for expenditure in FY20. The amount that you'd be able to spend is limited to your available authorization.)

I don't know a reason why you wouldn't be able to spend any available funding on the census initiative, it may be that we need to alter your request in W&M so that your requesting recurring earmarked authorization rather than one-time non-recurring funding. This will give you more flexibility going forward in expending your Bingo revenue that is carried forward. We can discuss in more detail if you'd like.

Has W&M sent you instructions for your hearing? If so, I can assist with preparing for the meeting, just forward the instructions to me. Thanks!

Jason

From: Delores Dacosta <ddacosta@cfma.sc.gov>
Sent: Thursday, December 5, 2019 11:36 AM