

<b>AGENCY NAME:</b>	<b>SC Commission for Minority Affairs</b>		
<b>AGENCY CODE:</b>	<b>L460</b>	<b>SECTION:</b>	<b>071</b>

**Fiscal Year 2018–2019  
Accountability Report**

**SUBMISSION FORM**

<b>AGENCY MISSION</b>	<h3>Mission Statement</h3> <p>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:</p> <ul style="list-style-type: none"> <li>● Community engagement and awareness;</li> <li>● State recognition of Native Americans;</li> <li>● Collecting, diagnosing and analyzing collaborative data;</li> <li>● Acting as a liaison bridging the gap between communities, government agencies and other organizations and;</li> <li>● Influencing public policy and state services</li> </ul>
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<b>AGENCY VISION</b>	<h3>Vision Statement</h3> <p>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.</p>
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Does the agency have any major or minor recommendations (internal or external) that would allow the agency to operate more effectively and efficiently?

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<b>RESTRUCTURING RECOMMENDATIONS:</b>	<b>Yes</b>	<b>No</b>
	<input checked="" type="checkbox"/>	<input type="checkbox"/>

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.

<b>REPORT SUBMISSION COMPLIANCE:</b>	<b>Yes</b>	<b>No</b>
	<input type="checkbox"/>	<input checked="" type="checkbox"/>

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).

<b>RECORDS MANAGEMENT COMPLIANCE:</b>	<b>Yes</b>	<b>No</b>
	<input checked="" type="checkbox"/>	<input type="checkbox"/>

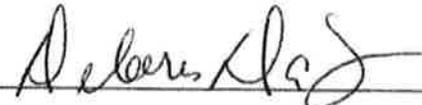
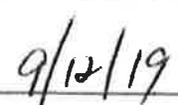
Is the agency in compliance with S.C. Code Ann. § 1-23-120(J), which requires an agency to conduct a formal review of its regulations every five years?

<b>REGULATION REVIEW:</b>	<b>Yes</b>	<b>No</b>
	<input checked="" type="checkbox"/>	<input type="checkbox"/>

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

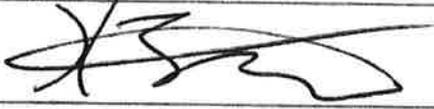
	<u>Name</u>	<u>Phone</u>	<u>Email</u>
<b>PRIMARY CONTACT:</b>	Delores Dacosta	803-832-8061	ddacosta@cfma.sc.gov
<b>SECONDARY CONTACT:</b>	Ken Battle	843-425-6760	kenbattle@outlook.com

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

<b>AGENCY DIRECTOR (SIGN AND DATE):</b>			
<b>(TYPE/PRINT NAME):</b>	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.”

# Board of Commissioners

Advisory committees who serve as community advisors to the CMA

**Administrative Specialist**

**Executive Director  
Dacosta**

**Director of Public Information  
Bell**

**Director of Policy and Community Affairs  
Brown**

**Director of Research and Planning  
Carter**

**Admn. Shared Services  
Budget, procurement, IT, HR**

**Project Manager**

**PI Coordinator  
Mauricio**

**Admin Assist  
Burkett (Temp)**

**Program Manager/  
Community**

**Program Manager  
African American Div  
Hadadd**

**Program Manager/Hispanic  
Hispanic/Latino  
Segura**

**Program Manager Native  
Americans  
Havden**

**Program Manager Asian  
Affairs**

**Research  
Analyst**

**Research  
Analyst**

**Research  
Analyst**

**Research  
Assistant**

**Admin. Assist. I  
Tillman**

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

**Program managers = Program Coordinator II**  
**Will add 3 program coordinator I pending budget approval**

Agency Name: COMMISSION ON MINORITY AFFAIRS

Fiscal Year 2018-2019  
Accountability Report

Agency Code: L460 Section: 71

Strategic Planning and Performance Measurement Template

Statewide Enterprise Strategic Objective	Type	Item #			Description	2018-19			Time Applicable	Data Source and Availability	Calculation Method	Meaningful Use of Measure
		Goal	Strategy	Measure		Base	Target	Actual				
Government and Citizens	G	1			Be the single point of contact for statistical data and information regarding							
	S		1.1		Develop a process to disseminate relevant statistical data and information.							
	M		1.1.1		Design a data collection framework by June 2019.	0	1	1	July 1, 2018 to June 30, 2019	Internal Records and Research	Annual Report	Internal Capacity Building
	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.	0	1	1	July 1, 2018 to June 30, 2019	Internal Records and Research	Annual Report	Internal Capacity Building
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.	1	1	1	July 1, 2018 to June 30, 2019	Internal Records and Research	Annual Report	Outreach Initiative
	M		2.1.2		Create a stakeholder engagement plan by June 2019.	0	1	0	July 1, 2018 to June 30, 2019	Internal Records and Research	Annual Report	Outreach Initiative
	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.	9	8	8	July 1, 2018 to June 30, 2019	Internal Records and Research	Annual Report	Technical Assistance and Outreach
	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	1	July 1, 2018 to June 30, 2019	Internal Records and Research	Annual Report	Internal Capacity Building
	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	2	2	2	July 1, 2018 to June 30, 2019	Internal Records and Research	Annual Report	Outreach Initiative
	M		2.3.2		Conduct up to one (1) "State Recognition Application Workshop" by June 2019.	1	1	1	July 1, 2018 to June 30, 2019	Internal Records and Research	Annual Report	Outreach Initiative
	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.	2	2	2	July 1, 2018 to June 30, 2019	Internal Records and Research	Annual Report	Outreach Initiative
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.	0	4	4	July 1, 2018 to June 30, 2019	Internal Records and Research	Annual Report	Technical Assistance and Outreach
	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."	1	1	1	July 1, 2018 to June 30, 2019	Internal Records and Research	Annual Report	Internal Capacity Building
	M		3.2.2		Implement a minimum of ten (10) partnerships through collaboration by June 2019.	10	10	10	July 1, 2018 to June 30, 2019	Internal Records and Research	Annual Report	Outreach Initiative
	M		3.2.3		Implement agency wide internship program by June 2019.	0	1	1	July 1, 2018 to June 30, 2019	Internal Records and Research	Annual Report	Internal Capacity Building

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		Goal	Strategy	Measure		Base	Target	Actual				
	M			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			<b>3.3</b>	<b>Continue ongoing collaboration and/or partnerships to address emergency preparedness needs of South Carolina's minority populations.</b>							
	M			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			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			<b>3.4</b>	<b>Implementation of new Immigration initiatives at CMA.</b>							
	M			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			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
Government and Citizens	G			<b>4</b>	<b>Serve as a catalyst to provide constructive solutions and approaches to promote equitable treatment and achieve economic prosperity through public policy.</b>							
	S			<b>4.1</b>	<b>Provide data and supporting information in the form of talking points, quick fact sheets, issues briefs and whitepapers by June 2019.</b>							
	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	0	1	1	July 1, 2018 to June 30, 2019	Internal Records and Research	Annual Report	Internal Capacity Building
	M			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			<b>4.2</b>	<b>Seek continued funding on behalf of the state for the purpose of implementing various programs and services.</b>							
	M			4.2.1	Implementation of new US Department of Agriculture (USDA) Rural Business Development Grant (RBEG) by September 2018.	1	1	1	July 1, 2018 to June 30, 2019	Internal Records and Research	Annual Report	Outreach Initiative
	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.	5	5	5	July 1, 2018 to June 30, 2019	Internal Records and Research	Annual Report	Outreach Initiative
	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.	1	1	1	July 1, 2018 to June 30, 2019	Internal Records and Research	Annual Report	Outreach Initiative
Education, Training, and Human Development	G			<b>5</b>	<b>Increase agency capacity through staff and board development.</b>							
	S			<b>5.1</b>	<b>Provide professional development opportunities for agency staff and board.</b>							
	M			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			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			<b>5.2</b>	<b>Develop an agency strategic plan.</b>							
	M			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			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			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
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		Goal	Strategy	Measure		Base	Target	Actual				
	G	1			Be the single point of contact for statistical data and information regarding ethnic minority communities and their socio-economic development.						# of research documents produced	Research from CMA should reach legislators and inform policies that
	S	1.1			Develop a process to disseminate relevant statistical data and information.				July 1, 2019 to June 30, 2020	Research from Federal or state	# of disseminated	Having a network of legislators, statistics found in a statewide reports provide numerical
	M			1.1.1	Establish Publication of Statewide abstract by June 2020.	1	1		July 1, 2019 to June 30, 2020	Census data and data from Federal or state	1 report per year minimum	statistics found in a statewide reports provide numerical
	S	1.2			Implement a protocol for collaborating with federal, state and local agencies and other organizations.							Verification for the development of
	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	Internal Records and Research	# of additional MOUs as compared to previous fiscal	Collaboration with other organizations allows contextual
	M			1.2.2	Publication of a statewide Statistical Abstract	0	1					from a network of legislators
	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	Implement a centralized database of stakeholders by June 2020.	0	1		July 1, 2019 to June 30, 2020	Resource Directory	The Count of Individual Resources	Disseminate amongst policy makers, government agencies and the general public. Use impact to legislation, state regulations and public information.
	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	By Statute	Number of Meetings	Technical Assistance, Community Outreach and Capacity Building
	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	By Statute	Number of Amendments	Disseminate amongst policy makers, government agencies and the general public. Use impact to legislation, state regulations and public information.
	S	2.3			Annually determine, approve and acknowledge by certification, State Recognition of Native American Indian entities on behalf of the State of South							
	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	By Statute	Number of Applications or Petitions	Process to preserve and acknowledge heritage and history of Native American entities
	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	Internal Records and Research	1 Workshop	Process to preserve and acknowledge heritage and history of Native American entities
	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	By Statute	2 Workshops	Process to preserve and acknowledge heritage and history of Native American entities
	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	By Statute	Number of Issues Identified	Develop, create or enhance CMA program areas. Disseminate amongst policy makers, government agencies and the general public. Use impact to legislation, state regulations and public information.

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		Goal	Strategy	Measure		Base	Target	Actual				
	S	3.2			<b>Conduct capacity building, outreach, minority specific and micro-business assistance initiatives and training.</b>							
	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 assted	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			<b>Continue ongoing collaboration and/or partnerships to address emergency preparedness needs of South Carolina's minority populations.</b>							<b>Awareness, emergency preparedness,</b>
	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			<b>Serve as a catalyst to provide constructive solutions and approaches to promote equitable treatment and achieve economic prosperity through public policy.</b>							
	S	4.1			<b>Provide data and supporting information in the form of talking points, quick</b>							
	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 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			4.1.2	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 ethnici-minority communities
	S	4.2			<b>Seek continued funding on behalf of the state for the purpose of implementing various programs and services.</b>							
	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 iniatiative 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			<b>Increase agency capacity through staff and board development.</b>							
	S	5.1			<b>Provide professional development opportunities for agency staff and board.</b>							
	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 and Research	Number of tranings 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 tranings completed	Enhancement staff and board development
	S	5.2			<b>Develop an agency strategic plan.</b>							
	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



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Program Template

Program/Title	Purpose	FY 2018-19 Expenditures (Actual)				FY 2019-20 Expenditures (Projected)				Associated Measure(s)	
		General	Other	Federal	TOTAL	General	Other	Federal	TOTAL		
I. ADMINISTRATION	Provides leadership, support, and direction for the agency. Includes all program activities related to Small & Minority Business, Community Based Services, Research, Human Trafficking & Immigration, African Americans, Native Americans, Hispanic/Latinos, and other groups in South Carolina.	\$ 1,115,905	\$ 204	\$ 6,828	\$ 1,122,937	\$ 1,216,882	\$ 51,000	\$ 15,000	\$ 1,282,882	All agency measures are associated with this program.	
II. EMPLOYEE BENEFITS	To fund Employee Benefits.	\$ 257,429	\$ (4,855)		\$ 252,574	\$ 281,000	\$ 13,000		\$ 294,000		
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Agency Name: **COMMISSION ON MINORITY AFFAIRS**

Agency Code: **L460** Section: **071**

Fiscal Year **2018-2019**

Accountability Report

Legal Standards Template

Item #	Law Number	Jurisdiction	Type of Law	Statutory Requirement and/or Authority Granted	Does this law specify who your agency must or may serve? (Y/N)	Does the law specify a product or service your agency must or may provide?	<i>If yes, what type of service or product?</i>	<i>If other service or product, please specify what service or product.</i>
1	Code of Laws, Title 1, Chapter 31, Section 1-31-10	State	Statute	Creation of the Commission for Minority Affairs	Yes	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	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	No		
4	Code of Laws, Title 1, Chapter 31, Section 1-31-40	State	Statute	Powers and duties of the Commission	Yes	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	Yes	Other service or product our agency must/may provide	State recognition for Native American entities.
6	Code of Regulations, Chapter 139, Article 1, Section 139-100	State	Regulation	Purpose of State Recognition for Native American Entities	Yes	Yes	Other service or product our agency must/may provide	State recognition for Native American entities.
7	Code of Regulations, Chapter 139, Article 1, Section 139-105	State	Regulation	Criteria for State Recognition of Native American Entities	Yes	Yes	Other service or product our agency must/may provide	State recognition for Native American entities.
8	Code of Regulations, Chapter 139, Article 1, Section 139-106	State	Regulation	Native American Advisory Committee membership and duties	Yes	Yes	Board, commission, or committee on which someone from our agency must/may serve	Nativ American Advisory Committee and Duties
9	Code of Regulations, Chapter 139, Article 1, Section 139-108	State	Regulation	Creation and membership of the State Recognition Committee	Yes	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, Chapter 139, Article 1, Section 139-109	State	Regulation	Power and Duties of the State Recognition Committee	Yes	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	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	Yes	Other service or product our agency must/may provide	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	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	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

Agency Name:		SC Commission for Minority Affairs		Fiscal Year 2018-2019	
Agency Code and Section:		L46 71		Accountability Report	
Service/Product Provided to Customers	Customer Segments	Specify only for the following segments: (1) Industry; Name; (2) Professional Organization; Name; (3) Public; Demographics.	Divisions or Major Programs	Description	
				Customer Template	
Partner with local colleges and educational institutions to develop programs that will increase enrollment into colleges, and reduce dropouts for African American male students grades 7th - 12th targeting distressed counties. This will facilitate on-time graduation and dropout prevention.	General Public	School Districts	African American Affairs Education Initiative	The African American Affairs Initiative is responsible for confronting the disparate facts regarding African-Americans by working with local, state, and federal entities, as well as other organizations to develop strategies and be a catalyst to improve conditions in our community. To reduce dropout amongst African American male students our agency will partner with local colleges, education institutions, parents, youth development groups, and communities to create, develop, and implement programs that assist with dropout prevention. This will facilitate on-time graduation and reduce dropouts.	
African American Affairs Community Development Initiative will raise awareness of resources available to citizens of South Carolina. This will be accomplished through development of programs, activities, and projects designed to improve the quality of life for South Carolina African Americans. We will develop state-wide alliances among communities, which will promote more collective efforts to improve the quality of life for African Americans in South Carolina. Promote and sponsor program/events that recognize the accomplishments and contributions of African Americans.	Professional Organization	Professional Organization	African American Affairs Community Development Initiative	Create and develop a 2018 Forging New Pathways Steering committee for the construction of the Forging New Pathways Against Poverty Strategic Action Plan. American Heart Association, SC Human Affairs Commission, Lutheran Carolinians, Latino Communications Community Development Corporation, Talent Impact Strategies, USC Center for Research in Nutrition, SC Head Start Collaboration Office, Children's Trust of SC, Allen University, The Gaillie Agency, Inc., Richland County Sheriff's Department, We've Got Your Backs Collaborative, Spartanburg NAACP, Richland County Public Defender's Office, SC Department of Revenue and Fiscal Affairs, United Way Association of South Carolina, USC Child Development Research Center, SC Department of Public Safety, Richland School District One, SC Department of Education, Hold Out the Lifeline, Delta Sigma Theta Sorority Inc. Columbia Alumnae Chapter, J. Marion Sims Foundation, SC Department of Health and Environmental Control	
Partner with state and local agencies, nonprofit organization, corporations throughout the state to provide resources, training, seminars, and workshops to promote available resources and programs for African Americans.	General Public	Executive Branch/State Agencies	African American Affairs Economic Empowerment Initiative	Collaborate with organizations such as South Carolina Workforce Connection and various Chambers of Commerce training programs to provide job training and skill development opportunities for African Americans implementation.	
Provide business management and technical assistance, and education and training to aspiring or existing entrepreneurs using Next Level Training tools and resources. The Small-Micro Business program will assist new small and existing business.	Industry	General Public	Small and Minority Business Affairs Initiative	The Small-Micro Business program is primarily focused on all of the populations that the Commission is legislatively required to serve, i.e., African Americans, Hispanic Americans, Native Americans, and Asian Americans. Moreover, micro-business make up a small percentage of South Carolina's small businesses. Micro-business are defined as business with between 1 and 5 employees. This designation would fall under small businesses with between 1 and 19 employees, which constitute 17.3% of all small businesses in South Carolina. Between 2007 and 2012, there was a 44.6% increase in minority business. Of the minority groups served by the Microenterprise program, Hispanic-owned small business saw the largest increase in ownership at 71.9% during the same period. Increases in ownership among African Americans (41.4%), Asians (42.6%), and Native Americans (43%) were significantly lower than the percent change observed among Hispanic business owners. If microbusiness trends reflect changes observed among all South Carolina small businesses, then Hispanic microbusinesses will see increasing representation in the Small-Micro Business Program. (Source: SBA Office of Advocacy, 2016 South Carolina Small Business Profile)	
We provide information and referral to resources, data, technical assistance, and cultural training regarding challenges faced by our Hispanic communities. We also serve as a liaison to state and local agencies on information regarding the Hispanic population in our state. In addition, the Hispanic Initiative provides assistance with translation of documents on an as needed basis for state and local agencies when possible. Other important functions are: Serve as PIO for ESP-15 for SC EMD in the event of a State of Emergency to organize Spanish Interpreters to take Spanish calls on the PIPS (Public Information Phone System) line, translate press releases into Spanish, answer Spanish calls on the PIPS line, manage SCEMD's social media accounts by posting the latest news in reference to an emergency situation, translate SCEMD's social media posts into Spanish.	General Public	SC is home to approximately 258,000 Hispanics (Pew Hispanic Research Center) While this number is grossly under represented, we can say that a more accurate picture of Latinos in our state is 3 to 4 times larger than the number indicated by US Census. Although we are listing this number, it does not imply that we have reached every individual under our program initiative. However, services and access to information is available to the Hispanic and general community if needed.	Hispanic/Latino Affairs Initiative	The South Carolina Hispanic Initiative addresses issues concerning the Hispanic/Latino community of South Carolina to include economic, education, health, public safety, human rights and other pertinent issues that affect the Hispanic community.	
Statistical Data will be provided to members in the SC Legislature on an as needed basis.	Legislative Branch	Federal, State and local agencies such as City of Columbia, DHEC, DSS, SC DAORAS, SC EMD, Military facilities, local non-profit organizations, technical colleges, Non-profit organizations (Hispanic as well as non-Hispanic organizations), Latino CDC, PASOs, Hispanic Business Association, Hispanic Leadership Council, Circulo Hispanoamericano and others.	Hispanic/Latino Affairs Division	During the 2018-19, legislators did not request data from the Research and Policy Initiatives division. Through this was the case, reports were produced that could readily be used by legislators. General socioeconomic reports were produced along with statistical reports on African American dropout, school discipline, and crime.	
Professional Organizations will be provided data primarily with census and related statistical data.	Professional Organizations	SC Department of Revenue and Fiscal Affairs, SC Children's Trust, SC Conference of Black Mayors	Research and Policy Division	The highlight of research from the Research and Policy Initiatives division was work conducted for the Latino Communications Community Development Corporation. This research consisted of a statistical report and a whitepaper, respectively.	
The General Public will be provided with data that is relevant to their community, city and county in the state.	General Public	General Public	Research and Policy Division	Research reports can be read in full on the agency's webpage. Corresponding statistical reports and data visualizations can be observed in the Tableau Public platform.	
We provide business management and technical assistance, and education and training to aspiring or existing entrepreneurs. The Microenterprise program seeks to assist the business development industry by supporting and being a catalyst for economic development in the largest segment of business ownership, which is microenterprises. We support organizations that provide resources to microenterprises.	General Public	The Microenterprise program is primarily focused on all of the populations that the Commission is legislatively required to serve, i.e., African Americans, Hispanic Americans, Native Americans, and Asian Americans. Moreover, micro-business make up a small percentage of South Carolina's small businesses. Micro-businesses are defined as business with between 1 and 5 employees. This designation would fall under small businesses with between 1 and 19 employees, which constitute 17.3% of all small businesses in South Carolina. Between 2007 and 2012, there was a 44.6% increase in minority business. Of the minority groups served by the Microenterprise program, Hispanic-owned small business saw the largest increase in ownership at 71.9% during the same period. Increases in ownership among African Americans (41.4%), Asians (42.6%), and Native Americans (43%) were significantly lower than the percent change observed among Hispanic business owners. If microbusiness trends reflect changes observed among all South Carolina small businesses, then Hispanic microbusinesses will see increasing representation in the Small-Micro Business Program. (Source: SBA Office of Advocacy, 2016 South Carolina Small Business Profile)	Small and Minority Business Affairs Division	We promote social and economic self-sufficiency primarily for disadvantaged minorities by providing entrepreneurial education and training, business technical assistance, and provide information for microloan programs.	
We provide information, referral, technical assistance, capacity building, cultural diversity training and organizational development with the Native American community and tribes. In addition, we oversee the process of State Recognition for the State of South Carolina. The Commission serves as a liaison between state, federal and local governments and tribal entities nationally. We also have an emerging Native American Professionals Program, we work with the SC Department of Social Services (SC DSS) on Indian Child Welfare Act and Food Share SC program.	General Public	Business development organizations, such as Small Business Administration, Community Development Corporations and Microlenders.	Small and Minority Business Affairs Division	The Native American Affairs Initiative 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.	
Assist with internal capacity building for non-profit organizations and faith-based organizations; provide outreach and community engagement with federal, state, local, tribal and community organizations. Work with local and state government, community providers, etc. to provide awareness and information through campaigns and community events targeting youth and the minority population to prevent human trafficking and immigration infractions.	General Public	Native American Indians make up approximately 0.9% of South Carolina's population. This approximate figure still does not account for individuals who identify as Native American in combination with another race. Therefore, Native American demographics are undercounted. There are nine state tribes, four Groups and two special interest organizations. In addition, there is one federally recognized tribe, the Catawba Indian Nation, which is also South Carolina's most populous tribe. (Source: American Community Survey 2016)	Native American Affairs Division	The Governmental Affairs and Community Outreach Division (Formerly Community Based Services) oversees and manages the functions, programs and duties of community engagement and outreach, cultural outreach and training, policy analysis and legislative outreach to include Non-Profit, Faith and Community Based Statewide Services, and publications. This Division is responsible for the strengthening of relationships with elected officials, community leaders, strengthening the support for the Commission and its services, providing training and development for community, faith-based and non-profit organizations and organizational development of non-profit development programs and initiatives, community and agency events, agency community outreach strategies and efforts, and serves as the liaison between the South Carolina Commission for Minority Affairs and Community Partners.	
Provide information on the agency's benefits, programs, and services through new marketing materials, community outreach opportunities and advertisements	General Public	SC General Assembly	Native American Affairs Division	The Governmental Affairs and Community Outreach Division (Formerly Community Based Services) oversees and manages the functions, programs and duties of community engagement and outreach, cultural outreach and training, policy analysis and legislative outreach to include Non-Profit, Faith and Community Based Statewide Services, and publications. This Division is responsible for the strengthening of relationships with elected officials, community leaders, strengthening the support for the Commission and its services, providing training and development for community, faith-based and non-profit organizations and organizational development of non-profit development programs and initiatives, community and agency events, agency community outreach strategies and efforts, and serves as the liaison between the South Carolina Commission for Minority Affairs and Community Partners.	
	Executive Branch/State Agencies	National Partnership for Action to End Health for Health Disparities- Health and Human Services, National Congress of American Indian, Catawba Indian Nation Indian, SC State Recognized Tribes, Groups and Special Interest Organizations and non-recognized entities, Southeastern Indian Affairs Offices ( GA, NC, AL, LA, VA), Lumbee Tribe, Machis Creek Tribe and others.	Native American Affairs Division		
	Professional Organizations	The Division is currently under restructuring based on Legislative Oversight Committee Report and Board/Community feedback. During the Fiscal Year 18-19, the Division worked with the following partners: American Heart Association, SC Human Affairs Commission, Lutheran Carolinians, Latino Communications Community Development Corporation, Talent Impact Strategies, USC Center for Research in Nutrition, SC Head Start Collaboration Office, Children's Trust of SC, Allen University, Richland County Sheriff's Department, Spartanburg NAACP, Richland County Public Defender's Office, SC Department of Revenue and Fiscal Affairs, United Way Association of South Carolina, USC Child Development Research Center, SC Department of Public Safety, Richland School District One, SC Department of Education, J. Marion Sims Foundation, SC Department of Health and Environmental Control, FBI, US Census Bureau, End Child Hunger SC, SC Grant makers Network, Central Carolina Community Foundation, Richland County Library	Governmental Affairs and Community Outreach Division (Formerly Community Based Services)		
	Professional Organizations		Human Trafficking and Immigration Program Initiative	Human Trafficking and Immigration Program Initiative is responsible for addressing and raising awareness on issues regarding human trafficking and immigration laws and provides opportunities for reporting via the hotlines concerning the issues addressed.	
	Executive Branch/State Agencies		Human Trafficking and Immigration Program Initiative		
	General Public	Trackficked victims, at-risk youth and the surrounding minority communities in South Carolina.	Public Information	The Public Information Division is responsible for increasing the public's awareness of the agency, its programs, services and benefits to the citizens of South Carolina. This division with effectively communicate the agency's objectives to the public, government officials and other stakeholders on the impact that our agency has on the ethnic minorities that we serve.	



Agency Name:		COMMISSION ON MINORITY AFFAIRS		Fiscal Year 2018-2019		
Agency Code and Section:		L460	071	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	Higher Education Institute	The SC Commission staff partnered with the Raliegh Institutue Furman University for community outreach.	1,2,3,4,6
Hispanic Business Association (HBA)	Professional Association	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
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  State 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.  Partnered with us in an effort to ensure compliance of state guidelines for Faith and Community Based organizations.	1,2,3,4,6  1,2,3,4,6
PASOs	Non-Governmental Organization	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
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.	1,2,3,4,6
Richland County Sheriff Department	Local Government	Leads a collaborative to develop several approaches to community outreach in our ethnic minority communities.	1,2,3,4,6
Sexual Trauma Services of the Midlands (STSM)	Non-Governmental Organization	The CMA provided community outreach and resources.	1,2,3,4,6
South Carolina Department of Corrections (DOC)	State Government	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 Appleseed Legal Justice Center	Non-Governmental Organization	South Carolina Appleseed 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 Appleseed 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 Association for Community Economic Development	Professional 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 Association	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 of Community Action Partnerships	Non-Governmental Organization	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 Coalition Against Domestic Violence and Sexual Assault (SCADVSA)	Non-Governmental Organization	The CMA provided community outreach and resources.	1,2,3,4,6
South Carolina Department of Commerce	State Government	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 Health and Environmental Control (DHEC)	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 Revenue and Fiscal Affairs	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 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. Recentl 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.	1,2, 3,4
US Census Bureau	Federal Government	CMA provides outreach and information about the Census process and hiring opportunities for all ethnic-minority communities.	1,2,6
Consulado General de Mexico en Raleigh	Federal Government	To partner and collaborate with each other in reaching out to our Hispanic communities.	<b>1,2,3</b>
Alston Wilkes Society - Sumter		CMA partners and collaborates in implementing an educational training program and financial assistance in helping our ethnic-minority communities meet the requirements for housing.	<b>1,2</b>
South Carolina Legal Services	Professional Association	To identify and disseminate state and federal legislation that affects our ethnic-minority communities.	<b>1,2</b>
Parenting Center - Lexington School District One	K-12 Education Institute	To partner and collaborate with each other in reaching our Hispanic communities on information that affects the consumer.	<b>1,3</b>
South Carolina Consumer Affairs Commission	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.	<b>1, 3</b>

