**A** **BILL**

TO AMEND THE CODE OF LAWS OF SOUTH CAROLINA, 1976, BY ADDING SECTION 23‑1‑250 SO AS TO PROVIDE A LAW ENFORCEMENT AGENCY THAT SERVES A COMMUNITY WITH A RELATIVELY HIGH CONCENTRATION OF MINORITY RESIDENTS SHALL MAKE EFFORTS TO RECRUIT, RETAIN, AND PROMOTE MINORITY LAW ENFORCEMENT OFFICERS SO THAT THE RACIAL AND ETHNIC DIVERSITY OF THE AGENCY IS REPRESENTATIVE OF THE COMMUNITY, TO PROVIDE THE LAW ENFORCEMENT AGENCY SHALL REPORT TO THE SOUTH CAROLINA LAW ENFORCEMENT TRAINING COUNCIL ITS EFFORTS TO RECRUIT, RETAIN, AND PROMOTE MINORITY LAW ENFORCEMENT OFFICERS, AND TO PROVIDE THE SOUTH CAROLINA LAW ENFORCEMENT TRAINING COUNCIL SHALL SUBMIT AN ANNUAL REPORT TO THE GOVERNOR AND THE GENERAL ASSEMBLY WHICH INCLUDES DATA REGARDING LAW ENFORCEMENT AGENCIES’ EFFORTS TO RECRUIT, RETAIN, AND PROMOTE MINORITY LAW ENFORCEMENT OFFICERS.

Be it enacted by the General Assembly of the State of South Carolina:

SECTION 1. Chapter 1, Title 23 of the 1976 Code is amended by adding:

“Section 23‑1‑250. (A) If a law enforcement agency serves a community with a relatively high concentration of minority residents, the agency shall make efforts to recruit, retain, and promote minority law enforcement officers so that the racial and ethnic diversity of the agency is representative of the community. These may include, but are not limited to:

(1) efforts to attract young persons from the community the agency serves to careers in law enforcement through enrollment and participation in law enforcement athletic leagues in which law enforcement officers support young persons of the community through mentoring, sports, education, and by fostering a positive relationship between them and law enforcement officers, the implementation of explorer programs and cadet units and support for public safety academies;

(2) community outreach; and

(3) implementation of policies providing that when there is a vacant position in the agency, the position shall be filled by hiring or promoting a minority candidate when the qualifications of the candidate exceed or are equal to that of any other candidate or candidates being considered for the position when the candidates are ranked on a promotion or examination register or list. For purposes of this section, ‘minority’ means an individual whose race is defined as other than white, or whose ethnicity is defined as Black, Hispanic, or Latino by the Bureau of Census of the United States Department of Commerce.

(B) No later than January 1, 2022, and annually thereafter, the chief of police, sheriff, or other authority having charge of a law enforcement agency that serves a community with a relatively high concentration of minority residents shall report to the South Carolina Law Enforcement Training Council on its community’s efforts to recruit, retain, and promote minority law enforcement officers.

(C) No later than July 1, 2022, and annually thereafter, the South Carolina Law Enforcement Training Council shall submit an annual report to the Governor and the Chairmen of the House and Senate Judiciary committees, which shall include pertinent data regarding local law enforcement agencies’ efforts to recruit, retain, and promote minority law enforcement officers.”

SECTION 2. This act takes effect upon approval by the Governor.

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