

**South Carolina Human Affairs Commission
Board Meeting**

November 21, 2019
10:00 A.M.

SCHAC Board Room
1026 Sumter Street
Columbia, South Carolina

BOARD MEMBERS PRESENT

John A. Oakland, *Chair*
Harold Jean Brown-Williams
Dr. Leon Winn
Joe R. Fragale
Cheryl Ludlam, *Vice Chair*
Andrew C. Williams
The Reverend Willie Thompson -- EXCUSED

STAFF PRESENT

Raymond Buxton, II
Dan Koon
Marvin Caldwell
Dave Smith
Stephani Frese
Don Frierson
Danielle Lindley
Lee Ann Rice
Cherry Dow
Reginald Green
Sherial Styles

CALL TO ORDER AND ATTENDANCE CHECK

The South Carolina Human Affairs Commission (SCHAC) held its Board meeting on November 21, 2019 at 1026 Sumter Street, Columbia, South Carolina. A public notice was posted at the main entrance on November 20, 2019, and on the SCHAC website.

Chairman John Oakland called the Board meeting to order at 10:00 A.M. All Board members were present except for Commissioner Willie Thompson, who was excused. New Board member, Commissioner Leon Winn, was in attendance. Chairman Oakland informed the Board that Reverend Thompson was resigning from the Board due to health issues and that Commissioner Ashley Case was no longer eligible to serve on the SCHAC Board of Commissioners because she is a State employee. He noted the current Board seat openings in Congressional Districts 3 and 4. Chairman Oakland indicated that he submitted to the Governor's Office the name of former Commissioner Susan Bowers to serve in the unfilled District 2 seat.

APPROVAL OF MINUTES

There being no corrections to the minutes, Chairman Oakland made a motion that the minutes be accepted. Commissioner Brown-Williams seconded the motion. The August minutes were approved unanimously.

BOARD REPORTS

Chairman Oakland made note that Commissioner Brown-Williams will need to have her name corrected and updated on all documents, since she had recently married.

Administrative Update - Commissioner Harold Jean Brown-Williams

Commissioner Brown-Williams deferred the administrative update to Commissioner Buxton. Commissioner Buxton informed the Board that the agency had several reports due in August and September. The most important report was the Accountability Report, which was submitted to the General Assembly in September. Additionally, the Agency Head's EPMS was submitted to the SC Agency Head Salary Commission.

Commissioner Buxton shared several highlights from the Accountability Report, stating that for the second year in a row Fair Housing ended the year with a historic record of 162 cases for state FY18-19. This exceeded FY17-18 record of 110. Commissioner Buxton commended Fair Housing Director, Marvin Caldwell. Commissioner Buxton stated that before Marvin took over the department, Fair Housing was in jeopardy of losing its contract. He indicated that SCHAC must complete final actions on at least 60 cases for an agency this size, and that Marvin and his staff had more than doubled the investigated cases during FY 18-19.

Chairman Oakland asked if the agency was on probation before Marvin took over. Commissioner Buxton stated that SCHAC was at the door but ultimately, able to avoid that status. He again commended Fair Housing for completing their 162 cases. As a result of their hard work, SCHAC had the best performance of any Fair Housing Assistance Program (FHAP) for District 4.

Commissioner Buxton moved to a discussion of the EEOC contract of 923 cases for federal FY18-19. The EEOC Headquarters had to do a downward modification on the contract due to a cut in their federal funding. The EEOC reduced funding around the country. SCHAC 's goal for FY19-20 is to complete a contract of 1200 cases. Commissioner Buxton indicated that the agency was on track to achieve its goal. However, EEOC may not send the official 2019-2020 contract to SCHAC until June 2020.

Commissioner Buxton stated that the Technical Services' staff provides an annual report to the General Assembly regarding fair employment in state government. Technical Services is responsible for monitoring 90 state agency affirmative action plans. The annual report to the General Assembly is due on February 2, 2020.

Commissioner Buxton moved to a discussion of the findings of the 2017 Legislative Oversight Committee (LOC) Audit. He stated that one of the findings noted in the audit report was a need for a written Employment Retention Policy and the ability to increase salaries based on performance. Commissioner Buxton stated that he told the Executive Budget Office (EBO) that should the Agency not get additional funds to give salary increases, the agency would lose high performing employees, which means a loss of revenue for the agency. Commissioner Buxton

stated that routinely, an employee trained at SCHAC receives offers for \$10-\$15,000.00 more than what SCHAC can match when that employee finds employment with another entity. He stated that the agency has experienced a high turnover in EEO Investigators, and it takes six to eight months to get a new person up to speed to meet the production goals required. The onboarding process costs roughly \$108,000 to hire and train a new investigator.

Commissioner Buxton opened the floor to any questions or comments. Chairman Oakland commented that \$108,000 is a staggering figure. Commissioner Buxton stated that the amount was a conservative estimate.

Legal Update – General Counsel Lee Ann Rice

Attorney Lee Ann Rice informed members of the Board and newly appointed Commissioner Winn that the Legal Department reviews all employment, Housing and 90e/Public Accommodation cases to ensure that our findings are in compliance with the laws.

Attorney Rice stated there were no cases pending in Circuit Court, but internally, seven (7) cases are pending hearings. Attorney Rice explained to Commissioner Winn that he would be a judge on one (1) of the hearing panels for the seven (7) cases. She explained that cases are presented and heard in front of three (3) members of the Commission Board, in order to adjudicate whether cause exists. Five (5) of the cases to be heard are Fair Housing and two (2) are EEO. Attorney Rice stated that due to several changes on the Board, there will be a need to reassess panels that have been assigned and reassign Commission members as needed.

Chairman Oakland asked Attorney Rice to explain why the agency has hearings. Attorney Rice stated that when the legal team agrees with the investigator and supervisor that cause exists, or more likely than not, that discrimination occurred, we make a recommendation to Commissioner Buxton that we need to proceed with litigation in a hearing context. When the Commissioner agrees and the Commission members of the Board agrees, the next step is by default a hearing. Hearings take place in EEO if the charge is against a state agency; if it is not against a state agency, it goes straight to Circuit Court. If it is a Fair Housing charge, the default is a hearing, unless the charging party or the respondent (housing provider the charge is being brought against) chooses for us to take it to Circuit Court.

Attorney Rice stated that SCHAC receives compensation from HUD to take Fair Housing cases to court, but not from the EEOC. Most cases litigated are housing cases. Chairman Oakland asked, “if a respondent agrees that they have been egregious and agrees with the cause finding of discrimination, does SCHAC still need to conduct a hearing? Attorney Rice indicated that several cases start out being ordered for a hearing, but the complaining party and the respondent decide to settle instead. Therefore, there is no need to conduct a hearing on the matter.

Attorney Rice indicated that SCHAC currently has two (2) cases on appeal with the Administrative Law Court (ALC) and one case with the South Carolina Supreme Court.

Attorney Rice discussed the findings of the South Carolina House – Legislative Oversight Committee (LOC). The LOC had made several recommendations regarding changes that needed to be made to the statutory authority of the agency. Attorney Rice indicated that Commissioner

Buxton and herself, were working with Representative Laurie Slade Funderburk, chair for the 2017 House Legislative Oversight Committee (LOC), regarding revisions to the statutes. Representative Funderburk, the SC Chamber of Commerce and SCHAC are working to draft legislation to be presented during the upcoming session of the General Assembly to change several sections of SCHAC law. The proposed changes in the law are mostly procedural but need to be changed for us to best accomplish the mission that has been set before us.

In order to make sure the SC Chamber will support the changes to the SCHAC law in the upcoming session of the General Assembly, Ms. Swati Patel, Executive Vice-President /Public Policy of the SC Chamber of Commerce, asked Attorney Rice to make a presentation on the proposed changes to the statute before the Human Resources Committee of the SC Chamber of Commerce. Attorney Rice indicated the presentation will take place in mid-January.

Attorney Rice gave an update on the work of the Legal Division. She indicated that the Freedom of Information Request (FOIA) requests have increased. **Detail information regarding statistics for the Division are included in the reports provided to members of the Board and attached to these minutes.**

Commissioner Winn asked about the conciliation process. Attorney Rice indicated that an investigator and the supervisor can work with the charging party and the respondent to come up with a settlement agreement before the case goes to the Legal Department.

Legislative Update – Commissioner Joe R. Fragale

Commissioner Fragale deferred the update to Commissioner Buxton.

Commissioner Buxton indicated that on October 16, he and Deputy Commissioner Dan Koon met with the Executive Budget Office (EBO) staffers to request recurring Retention Funding. One of the findings of the House Legislative Oversight Audit in 2017 was the need for a Retention Policy. Commissioner Buxton informed the Board that for State FY18-19, the turnover rate was 20% at the Agency. Commissioner Buxton indicated that the FY 20-21 budget request asked for \$110,000, which includes a 5% increase for current employees, and money to be used to increase performance pay to help improve employee retention. Of the total funds \$149,000.00 requested, \$109,358.00 would come from the State General Fund; \$14,217.00 from the EEOC for processing cases; and \$26,156.00 from HUD for investigating Fair Housing complaints. Commissioner Buxton also informed the Board that SCHAC is using current funding to hire two new investigators and a trainer for the Pregnancy Accommodation Act, signed into law on May 17, 2018. One-time funding was requested for the development of training materials for the Pregnancy Accommodation Act, and training materials designed for seminars for employee discrimination and reducing employer liability. This request will go to the House Committee on Ways and Means.

Chairman Oakland explained to Commissioner Winn that he previously worked in private industry and was used to zero based budgeting. Chairman Oakland indicated that the \$149,000.00 would be an increase if approved to our current base budget. Commissioner Winn inquired about SCHAC's operating budget and Commissioner Buxton explained that it was

roughly \$3.2 million. Two-thirds of the operating budget comes from the South Carolina General Assembly.

The request goes before the House in January 2020.

Personnel Update – Commissioner A. C. Williams

Commissioner Williams presented the personnel update:

Total Employees: 46 – As of 11/21/2019

45 – Full Time Employees

1 – State Temp – Larry McBride (Program Coordinator I – Mediator)

Total Vacancies: 06 – As of 11/21/2019

- Program Coordinator I – Community Relations (1 position)
- Program Coordinator I – Technical Services (1 position; Position closed, in process of interviews)
- Program Coordinator I – Fair Housing (1 position; Position closed, in process of reviewing applications)
- Program Coordinator I – EEO Enforcement (1 position; Position to close on 11/27/19)

Total Internal Moves: 01 – Carlo Diaz from EEO Enforcement to Fair Housing.

Total Resignations: 03 – Two EEO Investigators and Executive Assistant

Total New Hires: 02 – Program Coordinator I – Community Relations – Robert Snipes
Executive Assistant – Christie Linguard (To start on 12/3/2019)

Finance Update – Commissioner Cheryl Ludlam

Commissioner Ludlam disseminated the following information. As of October 2019, SCHAC had spent:

State Funds:

Salaries (FTE's)	\$ 481,956.68
Salaries (Temps/Bonus)	\$ 30,217.25
Employer Contributions	\$ 195,191.45
Other Operating Expenses	\$ 134,560.96
Per Diem (Board)	\$ 210.00
CRC Funds	\$ 415.78
Subtotal - State Funds	\$ 842,552.12

Earmarked Funds:

Salaries (FTE's)	\$ 110,317.50
Salaries (Temps)	\$ 4,800.00
Employer Contributions	\$ 47,199.06
Other Operating Expenses	\$ 34,025.13
Terminal Leave Payout	\$ 977.20
Subtotal - Earmarked Funds	\$ 197,318.89

Federal Funds:

Salaries (FTE's)	\$ 75,015.46
Salaries (Temps)	\$ 2,700.00
Employer Contributions	\$ 28,103.08
Other Operating Expenses	\$ 14,887.38
Subtotal - Federal Funds	\$ 120,705.92

Total - SCHAC	\$ 1,160,576.93
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The state budgeted Community Relation Council (CRC) one-time funds have been fully spent.

The Salaries (Temps/Bonus) includes the expense related to the \$600.00 state bonus approved by the SC General Assembly for employees. Employees were eligible if they met the following criteria: continuous state service from January 1, 2019 – June 30, 2019; base salary less than or equal to \$70,000 as of June 30, 2019; and still employed with the agency (or another state agency) at the time the bonus was paid.

We have spent approximately 29.63% of the budget with 33.33% of the year elapsed.

Commissioner Ludlam indicated, as mentioned in the previous Board meeting, SCHAC may have an unexpected expenditure this year related to technology upgrades. She stated that Microsoft will no longer be supporting Windows 7, which many of our computers run. It was

anticipated that there would be a need to refresh approximately 10-12 machines this SFY, however, all 24 machines that were purchased in calendar year 2014 will need an upgrade. Commissioner Ludlam indicated we will be working with the State Division of Technology to mitigate this expenditure and to update all machines to Windows 10.

COMMISSIONER/CAO REPORT

Administration Update - Commissioner Ray Buxton

Commissioner Buxton reviewed the Compliance report for EEO, stating that for October 2019 SCHAC had 582 cases on hand and received 82 more cases. SCHAC also waived six (6) cases to EEOC for a total of 664 cases. Commissioner Winn asked, why the agency waived cases? Commissioner Buxton stated that SCHAC, a Fair Employment Practices Agency (FEPA), has a certain timeframe to operate within. If a charge is not filed with SCHAC within 180 days from the date of the alleged incident(s), the SCHAC must waive it to EEOC, which can process complaints up to 300 days from the date of the incident(s). Commissioner Buxton also indicated that cases are also waived if there is a possibility of a conflict of interest. Commissioner Buxton gave the example of his wife working for Richland County School District 1. SCHAC could not investigate any cases against the School District and had to waive the cases to EEOC for processing.

Total Final Actions were taken on 184 cases for the month of October. This number represents the highest number of EEO case closures for the month of October. Commissioner Buxton attributed this to a couple of reasons: (1) EEO had to do a downward modification on the EEOC contract and as a result of this modification, SCHAC was able to retain cases here at the agency that did not require immediate action; and (2) he cited the hard work of the staff, to include the investigators that perform at the Substantial Exceeds level and the work of the Legal Department, which reviewed all the cases.

Commissioner Buxton discussed the cases by protected classes, administrative closures, “No Cause” determinations, and mediations. **Detail information regarding statistics for the EEO Division are included in the reports provided to members of the Board and attached to these minutes.**

As of the last Pending Inventory report for November 2019, 564 cases were under review, with an average case load per 11 investigators of 42.5. Commissioner Buxton indicated that the agency average case processing time is very significant. The average in 2012, when Commissioner Buxton assumed leadership, was close to 300 days. As of this report, it is down to 104 days. The goal is 180 days for FEPA.

Commissioner Buxton provided each Board Member with the case receipts per county report. All 46 counties were represented. Commissioner Brown-Williams informed Commissioner Winn that she always wants to know what is going on with cases in her District. Commissioner Ludlum made a note to think about the case receipts in comparison to population density and look at percentage of total per capita and compare to density of large and medium size employers. In counties that have zero receipts, it could be attributed to the lack of a Human

Resources Department or of an employer having less than 15 employees, which does not fall under SCHAC's jurisdiction.

Commissioner Winn commented on how important it is to disseminate this information? He stated that he has heard nothing about the agency, so there may be the assumption that the agency is not doing anything, and people do not file due to that perception. Commissioner Brown-Williams agreed and stated that the position comes with pros and cons when being active in the community. We are here for the State and we are here for citizens, and no one will know about the agency if we do not talk about it. Richland County does a lot of advertising but that does not always filter down to the coast. Commissioner Ludlum stated that the biggest challenge is to educate the public about laws enforced by SCHAC.

Deputy Commissioner Dan Koon

Deputy Commissioner Dan Koon continued with division reports. He stated that Commissioner Buxton provided the report for EEO Enforcement, and that he wanted to personally commend the Intake Office Staff and the EEO Enforcement Staff for making the 2018-2019 EEOC contract. They did a great job reaching their goals for the year. This all occurred with the great Team Work provided by the Legal Department and we are grateful to everybody working together to accomplish this work for the citizens of South Carolina.

Deputy Commissioner Koon presented the Intake EEO Enforcement Numbers as completed for the first month of the new contract year FFY2019-2020:

- There were 313 contacts made with the agency in EEO Intake, and since January 2019 there were 2157 Contacts
- Of these 313 contacts in October, 136 ended up being contacts related to an employment or 90e/Public Accommodations complaint. Since January 2019, there have been 1124 employment related contacts
- There were 143 EEO Questionnaires Received during October, and 1,020 EEO Questionnaires since January of 2019.
- There were 68 charges formalized during the month of October, and 998 were formalized since January 2019.
- There were 191 open complaints being processed towards formalization.

Deputy Commissioner Koon indicated that it all starts in Intake and these numbers provide an indication of the number of people who find their way to the agency for services. Commissioner Buxton stressed that when people contact SCHAC they are upset, but we do our best to be understanding, caring Intake Officers who take the time to listen, show respect, and do our work with dignity representing the agency and State well.

Deputy Commissioner Koon moved forward to highlight the work performed by the Community Relations and Technical Services program areas. Both areas continued to focus on the prevention of discrimination through the delivery of education and intervention programs and services.

Community Relations and Outreach Program

Staffers: Anita Dantzler - Director
Robert Snipes
Jai-Anna - Intern

- Worked on various projects that will be used on our Social Media Facebook Page and Website for outreach purposes.
- Coordinated with WIS Television to get representatives from both our Legal and Housing divisions on the WIS Awareness Show. This gave the agency excellent publicity in the midlands area.
- Produced the quarterly agency newsletter and monthly Community Relations Council newsletter.
- Held a forum with the Allendale Community Relations Council regarding a law enforcement issue in their community. Planned and coordinated speakers to include: Kabrina Bass, with Midlands Mediation, to emcee the event; US Attorney from the US Attorney's Office in Florence, Mr. Holloway and Walter Atkinson of the US Department of Justice Office – Civil Rights Division, to be on the panel discussion.
- Collaborated with “South Carolina Collaborative on Race and Reconciliation” led by Dr. Jennifer Gunter – USC, for the No Blame, No Shame panel discussion on September 26, 2019 in Florence County and on November 7th in Aiken County. There were approximately 20 participants at each event.
- Worked with Dr. Jennifer Gunter to help revamp the Community Relations Web page and the work of Dr. Graham Coetzer related to the best way to establish Community Relation Councils.
- SCHAC sponsored the showing of the Emanuel 9 movie documentary on September 24th at the Nickelodeon in downtown Columbia at 6:00 P.M. The event was well attended, and Cynthia Hurd, a former librarian in the Charleston County Library and one of the victims of the shooting, was represented by her brother.
- The Mother Emanuel Nine Remembrance Day event, sponsored in part by SCHAC, is being planned and several survivors of the shooting will be present for the June 2020 event.
- Staffers continued to work with Division Director Marvin Caldwell and General Counsel Lee Ann Rice regarding the upcoming Housing Event: “Civil Rights: It Still Matters Conference on April 24, 2020.

Technical Services Program

Staffers: Stephanie Frese - Director
Tonya Bethea
Lauren Caudle

- Worked with Department of Administration to obtain workforce numbers for the Annual Affirmative Action Report to the SC General Assembly.
- They will be working to hire a fourth person in their Department to cover training for the SC Pregnancy Accommodation Act.

- Worked to revise EEO Certification for all State Agency EEO Officers in the State of South Carolina. Beginning the first of a three-day training session in November 2020.
- April 2nd is the EEO Forum at the State Museum and Judge Richard Gergel will be the motivational speaker.
- Training: Conducted EEO Employment Presentations for the following: 1) Trident COG/SC Works Center; 2) Department of Public Safety, Department of Disabilities and Special Needs X5; 3) SC Summary Court Judges Association; and 4) University Lutheran Church, Clemson.

Other Agency Activities:

- 1) Agency staff worked with the Department of Administration regarding a new air and heating system to be placed in building. This activity should be completed by December 17th.
- 2) Honey Bees were safely removed by the Department of Administration since the last time we met.
- 3) We had the very first SC Human Affairs Commission Executive Director to speak to our staff in October, Dr. George Hamilton. His presentation was so enlightening, and he shared with us how much race relations has improved, and that discrimination is not as openly prevalent, but also challenged us to be alert and continue our mission of preventing and eliminating discrimination and to keep the dialogues going in communities across our great State.
- 4) Dr. Bobby Donaldson, Associate Professor, Department of History Center for Civil Rights History and Research followed up with a Civil Rights history lesson of Modern SC. After Commissioner Buxton made comments to the staff and a nice lunch provided by the Commissioner, Dr. Donaldson conducted a formal interview with Dr. Hamilton.
- 5) United Way Luncheon and Thanksgiving celebration was held on November 22, 2019.
- 6) Halloween was celebrated to raise funds for the United Way.

Deputy Commissioner Dan Koon showed the Board a video that the men of SCHAC created for the United Way and Sexual Trauma of the Midlands.

Deputy Commissioner Dan Koon commended Commissioner Buxton for his job and dedication and stated that he has been a great person to lead the agency. Dan thanked the Board for the wisdom they had in bringing him in.

Attorney Rice seconded the statement and showed a slideshow featuring Commissioner Buxton's time at the Agency.

Housing Update - Marvin Caldwell

Marvin Caldwell, Division Director of Housing began his report by announcing that SCHAC was featured on the International Association of Official Human Rights Agencies (IAOHRA) home page.

Marvin played a video from the IAOHRA regarding the history of federal, state, and local governments and the segregation of major metropolitan areas in America. The video was 16 minutes long and featured a powerful message.

Housing had another record-breaking year of 162 cases closed for HUD. According to Mr. Caldwell, SCHAC is expected to operate on Tier 6, which means for 4-9 million people, SCHAC must close 60 complaints. SCHAC tripled the expectation for its size. SHAC continues to be on tract to break records. The agency has been on WIS Awareness at least three (3) times and calls have increased as a result of the television appearances.

Mr. Caldwell, at the suggestion of Community Relations employee Robert Snipes, created a storyboard for Fair Housing, to showcase what they had done. Mr. Caldwell wanted the public to know that the Division provides training throughout the State and have two (2) bilingual investigators. He praised the hard-working efforts of his team.

Mr. Caldwell also showed a segment that he did for WIS Awareness regarding housing complaints and the fact that 75% of cases for Fair Housing are based on disability.

CHAIRMAN'S COMMENTS

Chairman Oakland mentioned that he spoke with Kristy Quattrone, the Director of Boards and Commissions, about the process of selecting a new Agency Head. Commissioner Ludlum and Chairman Oakland educated her about the agency. They spoke with Ms. Quattrone regarding the unfilled positions on the Board of Commissioners. Chairman Oakland stated that at the time, there was not a resignation from Reverend Thompson, but he knew that Commissioner Winn was coming onboard and the reason why Ashley Case was no longer able to serve. Chairman Oakland presented to Ms. Quattrone a letter to the Governor recommending that he appoint Susan Bowers to the Board for Congressional District 2. Ms. Quattrone is open to any suggestions for other recommendations.

He commended the work of the SCHAC staff and stated that it was amazing to him and the rest of the Board how much work this agency does on a small budget.

BOARD MEMBERS' COMMENTS

Commissioner Ludlam praised Commissioner Buxton for the work he had done for the agency. She stated that when they first interviewed him for the position, they asked him to save the agency as it was coming off a very difficult time. She stated that through Commissioner Buxton's leadership, he has brought the agency to a point where he has established a legacy and crushed whatever challenge the Board has set before him. She thanks him again for his dedication and service.

Commissioner Brown-Williams thanked Commissioner Buxton and stated that he was never too busy to answer questions. She wished him nothing but the best and that he is always welcome in Georgetown. She also thanked the staff for the hard work they put in every day.

Commissioner Williams stated that he crossed paths with Commissioner Buxton during his Army career before they ever met each other. Commissioner Williams recalled that the agency was new history to him when he began and that he has learned quite a bit as a presiding board member. He commended Commissioner Buxton for the job he has done and stated that his work will carry on in this Agency for years to come.

Commissioner Winn stated that Commissioner Buxton is very personable and true to form. He extended his best wishes on Commissioner Buxton's retirement.

Commissioner Fragale thanked Dr. Joyce Buxton, the Commissioner's wife, for putting up with his absences during Commissioner Buxton's tenure. Commissioner Fragale also extended his gratitude towards Commissioner Buxton for working with the legislature.

Commissioner Buxton stated that he had no illusions of coming back to the agency for any reason, but during the five (5) years that he was in retirement, he was told of the problems and the issues that the agency was going through at the time. He stated that it was heartbreaking to hear that there were only 17 employees and that they had to furlough seven (7) days a month. He cited this as the motivating factor to bring him out of retirement. He accepted the position and the challenge. He recalled his main challenge at the time was to secure funding to restore the agency, as it was not able to carry out its mission. He wore out two pairs of shoes pounding pavement to the Governor's Office, the House and the Senate. He stated that he met every Senator or House member that would meet with him to educate them about the Agency. Commissioner Buxton said that he could not have done all that he has done without such a great staff and the outstanding support of the Board Members. He went on to say that he is going to miss everyone.

Lunch was held and upon return, the Board went into Executive Session.

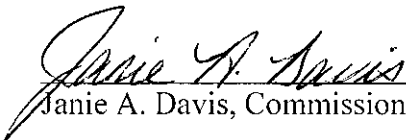
EXECUTIVE SESSION

No further business was required as a result of Executive Session.


The next Board meeting is scheduled for February 20, 2020. The meeting will be held at 10:00 A.M. in the Board Room of the South Carolina Human Affairs Commission.

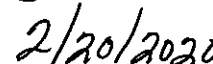
ADJOURNMENT

Respectfully submitted by SCHAC EEO Administrative Assistant, Danielle Lindley.



Janie A. Davis, Commissioner



John Oakland, Chair


Date