

THE BULLETIN

SOUTH CAROLINA HUMAN AFFAIRS COMMISSION
1026 SUMTER STREET, SUITE 101, COLUMBIA, SC 29201 OR
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End Racism Day

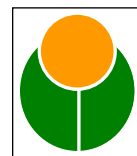
March 21st marks the commemoration of End Racism Day, officially observed since 1966 by the United Nations as The International Day for the Elimination of Racial Discrimination.

The SC Human Affairs Commission's staff, namely the Community Relations Consultants, will take the lead on planning activities in the Columbia area for *End Racism Day* each year. Community Relations Councils are strongly encouraged to participate by planning an event each year. The racial climate in South Carolina, this nation, and the international community is something that we must relentlessly work to resolve. Racism is the single most critical obstacle to organizing an effective alliance for positive social change.

This annual event is a way we can help our communities celebrate the differences in others - such as race, color, national origin, gender, age, disability and religion. We hope that through this one-day activity, people throughout the state will have the opportunity to learn about South Carolina's diverse citizenry, and through that a dialogue begins that will lessen the hate that is fueled by fear and lack of knowledge through interaction and education.

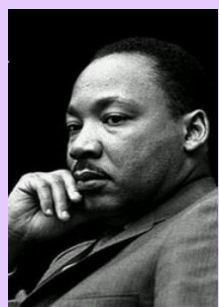
As we kick-off our first year commemorating this event, we have already asked Mayors, County Councilmembers and other leaders to send us a proclamation. Commissioner Buxton will then deliver the decrees to our Governor on *End Racism Day*.

Activities planned for March 21st include: Press Conference on the State House grounds; film and discussion at the Nickelodeon Theatre; and a Panel Discussion. Details to come.



On January 15, 2016, the Rev. Dr. Martin Luther King, Jr., would have celebrated his 87th birthday. An apropos quote for the times we live in: *"People fail to get along because they fear each other; they fear each other because they don't know each other; they don't know each other because they have not communicated with each other."*

-Dr. Martin Luther King, Jr.



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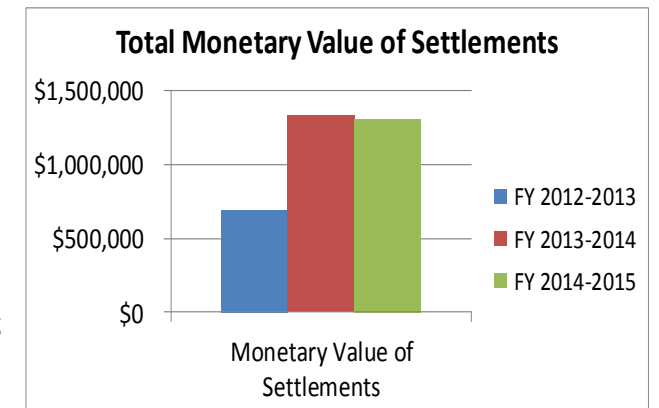
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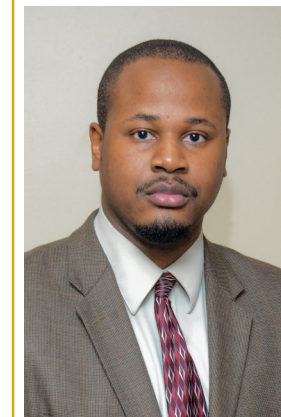
Accomplishments

EEO Investigations: During the state fiscal year 2014-15, there were a total of 977 employment discrimination complaints received for investigation from either the Intake Department or transferred to the Human Affairs Commission from the U.S. Equal Employment Opportunity Commission resulting in 938 final actions taken by the agency. Of those final actions 215 were based on race, 143 were based on sex, 159 were based on disability, 77 were based on age, 9 were based on religion, 11 were based on national origin and 20 were based on retaliation. The Commission completed a contract with the U.S. Equal Employment Opportunity Commission resulting in the closure of 1,012 cases.

The total monetary value of settlements was \$1,304,428.



Mediations: During the state fiscal year 2014-15 there were 106 Mediations that resulted in 78 complaints being successfully mediated for a total monetary value of \$828,319. Mediations are important because they give the charging party and respondent an opportunity to meet and sort out their issues in order to come to mutually agreed terms for settling the matter.



An Interview with Marvin Caldwell, SCHAC's Interim Fair Housing Division Director

Q: What is your job like? – A typical day?

MC: As Interim Director of Housing, my responsibility is to make sure that my department knows the Housing laws. I make sure that the investigators establish a prima facie case (a prima facie case is the establishment of a legally required rebuttable presumption). There are times that a case may go to court and an investigator may be called as an expert witness for the case. The kinds of problems we deal with are disability complaints, reasonable accommodations requests, and complaints of disparate treatment based on race, color, national origin, religion, gender, and familial status.

Q: Why did this type of work interest you, and how did you get started? What experiences have led you to your present position?

MC: I graduated from South Carolina State University in 2007 with a degree in Criminal Justice. I worked for the agency in 2008 through 2010 and returned in 2013. I have always had a passion to help people and to uphold the law. When the verdict came in for Trayvon Martin, it got to me emotionally, and I decided to apply again with SCHAC.

Q: What are the skills that are most important for a position in this field?

MC: There are three (3) skills I think are most important:

- 1.) Have the drive to problem solve
- 2.) Take pride in your work
- 3.) Be passionate in finding the facts

Q: What are the major rewards aside from extrinsic rewards such as money, travel, etc.?

MC: The reward is knowing that you have done your job to the best of your ability and you have helped someone along the way.

AGENCY NEWS



Deputy Commissioner
Dan Koon

Over 1000 Citizens Trained

Training was conducted for 24 separate entities comprised of state agencies, private businesses, and nonprofit organizations. The training focused on prevention through educating the public about EEO Laws, diversity training, and issues in employment involving the areas of sexual harassment and disability. Over 1,000 citizens were trained in these areas during the past state fiscal year.

Housing Discrimination Still Exists

-A report from the U.S. Department of Housing and Urban Development finds that in major cities across the country, Blacks, Hispanics and Asians still face greater struggles to find a place to live compared to equally qualified whites. Despite laws like the Fair Housing Act (part of the Civil Rights Act of 1964), the Housing and Community Development Act of 1974, and the creation of the Fair Housing Council by President Bill Clinton, all of which worked to criminalize discrimination in the housing market, participants found that sellers and agents still use loopholes to continue to make it harder for people of certain ages and ethnicities to find housing.

The SC Human Affairs Commission's Fair Housing Division is staffed with seasoned, well-trained, passionate employees who are here for one purpose - to eliminate and prevent unlawful discrimination in housing.

Settlements

The Fair Housing Division has had a successful fiscal year thus far turning complaints into settlement agreements. Over 50% of the Fair Housing complaints that were investigated this fiscal year alone have closed due to a settlement agreement. Cases have been settled through the conciliation process, mediation, or the complaint has been withdrawn due to a settlement. If all parties agree to mutually settle the case, it is closed without any further investigation.

Training/Education and Outreach

Most of the Division's conciliation agreements include Public Interest for Fair Housing Training. Due to our high conciliation rating, we have a number of trainings scheduled. And, a number of entities will contact the Fair Housing Division for training throughout the year.

Processing Time

Fair Housing staff members have undergone intense training and now the case processing time has been cut in half. Currently, six cases are being litigated with the possibility of having two additional cases to be litigated.

International Association of Official Human Rights Agencies Conference

In September 2015, employees from the Fair Housing Division attended the International Association of Official Human Rights Agencies (IAOHRA) Conference in Birmingham, Alabama. The theme was "50 Years After the Passage of the Voting Rights Act: A Victory Threatened." While attending the training the staff toured the Sixteen Street Baptist Church, Montgomery and in Selma were led on a tour across the Edmund Pettus Bridge where Bloody Sunday took place in 1965. These sites are pinnacle to the Civil Rights Movement and significant to the work we do now.

SOUTH CAROLINA HUMAN AFFAIRS COMMISSION



Commissioner
Raymond Buxton, II



Si usted piensa que ha sido discriminado en la vivienda o en el empleo, debe ponerse en contacto con la Comisión de Asuntos Humanos. La Comisión investigará su queja y si hay una violación de la ley, la Comisión puede ayudarle a conseguir soluciones legales a los que usted tiene derecho. Si es necesario, la Comisión puede llevar casos de discriminación a una audiencia o a la corte. No importa su estado legal, la Comisión lo ayuda.

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Rev. Willie Thompson

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7th District
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At Large
Joe F. Fragale

Mission Statement

Our mission is to eliminate and prevent unlawful discrimination in employment, housing, and public accommodations and promote harmony and betterment in the lives of South Carolina's residents.

Vision Statement

The South Carolina Human Affairs Commission's Vision is to be well known with a positive image and a mission that is understood and accepted by the public. SCHAC is a fully resourced, customer-friendly agency with a diverse, well-trained and efficient team working together effectively in a safe and supportive work environment in fulfillment of the Agency's mission.

Technical Services and Training

The Technical Services Division offers a variety of services for the State of South Carolina through training and the development of Affirmative Action Plans for multiple state agencies. Training seminars are designed to prevent employment discrimination while Affirmative Action Plans are created to promote equal employment opportunities among state agencies.

In accordance with Section 1-13-110 of the South Carolina Code of Laws of 1976, as amended, the Human Affairs Commission submits a report on the status of state agencies' Affirmative Action Plans and Programs to the General Assembly by February first each year. Technical Services is responsible for gathering and compiling this information from approximately 90 state agencies. This information contains the total number of persons employed in each job group and breakdown of those hired or promoted from within the agency during the reporting period by gender and race. This information allows us to determine if affirmative action goals were achieved. For each job group referenced in the Human Affairs report, where the hiring of personnel does not reflect the percentage goals established in the agency's Affirmative Action Plan for the year in question, the state agency will submit a detailed explanation to the Human Affairs Commission by February fifteenth, explaining why goals were not achieved.

*The Technical Services Division strives to ensure **all** individuals have the right to compete for work opportunities without bias due to race, color, religion, gender, national origin, age or disability.*

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