

**South Carolina Human Affairs Commission
Board Meeting**

June 5, 2025
S.C. Department of Parks, Recreation & Tourism
Edgar A. Brown Building
1205 Pendleton Street, Room 252
Columbia, SC 29201

BOARD MEMBERS PRESENT

Chairman James T. McLawhorn, Jr.
Vice Chair Sharon Sellers
Commissioner Steve Hall
Commissioner Leon Winn
Commissioner Mary Amonitti
Commissioner Patrick Palmer
Commissioner James Wilson

STAFF PRESENT

Interim Commissioner Marvin Caldwell, Jr.
Deputy Commissioner D. Clark Leslie
Tarnya Whitmire
Lawrence Smalls
Trey McLeod
Deborah Thomas
Janeen Sanders
Brittney Fling

GUEST

Thomas Kaminer – SCHAC Budget Director
ADMIN Shared Services

I. CALL TO ORDER

The South Carolina Human Affairs Commission (“SCHAC” or the “agency”) held its Board meeting on June 5, 2025, at the S.C. Department of Parks, Recreation & Tourism, Edgar A. Brown Building, 1205 Pendleton Street, Room 252, Columbia, SC. Public notice was posted at SCHAC’s main office entrance and placed on the SCHAC’s website. Chairman McLawhorn called the meeting to order at 10:02am and asked for the roll call.

II. ROLL CALL

Janeen Sanders, Executive Assistant, called the roll of Board members. A quorum was established.

III. APPROVAL OF MINUTES

Chairman McLawhorn called for the approval of the minutes from February 27, 2025. The motion for the minutes to be approved was made by Commissioner Winn and seconded by Commissioner Hall.

The minutes were unanimously approved.

IV. OPENING REMARKS

Chairman McLawhorn expressed his sincere appreciation to the staff and board for their dedication and support throughout his tenure. Prior to his departure, he formally introduced the new board Chair, Steve Hall and two newly appointed board members, James Wilson and Patrick Palmer. In his closing remarks, he encouraged both the board and staff to remain steadfast in their commitment to advocating for the constituents of South Carolina.

V. OLD BUSINESS

There was no old business to be discussed.

VI. NEW BUSINESS

As Chairman McLawhorn concluded his final remarks, newly appointed Board Chair Steve Hall assumed leadership of the meeting. He invited the newly appointed board members to introduce themselves to the group.

The next item on the agenda was a review of the agency's Bylaws. Interim Commissioner Caldwell explained that the Bylaws are required to be reviewed every two years. However, due to the timing of the upcoming August meeting, there would not be sufficient time to complete the review and approval process before the deadline.

Chairman Hall called for a motion to approve the existing Bylaws for an additional two-year term. Commissioner Amonitti made the motion, which was seconded by Vice Chair Sellers. The motion carried.

The following agenda item was the upcoming IAOHRA Conference, scheduled to take place in October in Philadelphia. Chairman Hall deferred to Interim Commissioner Caldwell to provide additional information.

Interim Commissioner Caldwell explained that IAOHRA stands for the International Association of Official Human Rights Agencies. The organization's vision is to foster a global community where justice and equality prevail, differences are respected and celebrated, and all individuals live in peace and harmony. IAOHRA promotes civil and human rights worldwide, aligning closely with the mission and values of SCHAC, which is why agency participation in the conference is encouraged.

Traditionally, SCHAC has utilized HUD training funds to support attendance at the IAOHRA Conference. However, due to current federal government staffing reductions, it remains uncertain what level of training funds will be available. Attendance at the conference is typically determined as part of the agency's strategic planning and is often used as a form of recognition for individuals who have demonstrated exceptional performance.

VII. BOARD REPORTS

A. Administration

Commissioner Amonitti yielded the floor to Deputy Commissioner Leslie to deliver the Administration Report.

Deputy Commissioner Leslie provided an update on the agency's upcoming relocation to the State Archives and History Building. SCHAC will occupy a portion of the second floor and the entirety of the third floor in the new facility. The work order for the move has been approved and signed by Marcia Adams, and a project manager has been assigned to oversee the transition and provide regular updates.

The original projected move-in date was October 2026; however, the timeline has since been advanced to September 2026.

This concluded the Administration Report.

Prior to the presentation of the Legal Report, Interim Commissioner Caldwell introduced the agency's new General Counsel, Eugene "Trey" McLeod, III, and noted that this was his first board meeting.

B. Legal Update



HUMAN AFFAIRS COMMISSION LEGAL ACTIVITIES LOG

General Counsel Trey McLeod
EEO Staff Counsel **Vacant**
FH Staff Counsel Elizabeth Perkins
Legal Assistant Tammy Black
Mediator Larry McBride

Case Reviews	February	March	April
EEO Cases	5	5	0
Housing Cases	7	1	9
90E Cases	1	2	1

Non-Litigation Activities (February 2025 – April 2025)	
Cause Case Completions	6
Requests for Revision or More Investigation	24
Housing Conciliation Agreement Reviews	7
Inquiries Responded to and Guidance Issued by Legal	191
Intakes Reviewed	214
Position Statement Reviews	79
FOIA Responses Finalized	39

SCHAC Litigation by the Numbers

Cases Pending before the Board	3
Cases Pending before the Circuit Court	3
Cases Pending before the Court of Appeals	0
Recent Case Settlements	0

SCHAC Mediation by the Numbers Full EEO Contract Year (Oct. 1, 2024 – Sept. 30, 2025)

Total Mediations	30
Successful Mediations	14
Percent Successful	46.66%
Aggregate Settlement Amount	\$142,850.00

General Counsel McLeod provided an overview of the slide pertaining to Employment, Housing, and 90E cases.

He noted that, at this time, there was limited information to report. Since his recent appointment, he has been focused on reviewing existing cases and evaluating internal processes for potential improvements. He assured the Board that he would have a more comprehensive update at the next meeting.

Interim Commissioner Caldwell interjected briefly to commend Mediator Larry McBride for his consistent efforts and success in achieving case closures through mediation.

This concluded the Legal Report.

C. Legislative Update

HUMAN AFFAIRS COMMISSION LEGISLATIVE UPDATE

Summary of SFY 2025-2026 SCHAC Budget Requests, Prioritized 1-3

1. EEO Trainer
2. Community Relations Coordinator
3. IT Funds



Budget Requests

BUDGET REQUEST			FUNDING				FTEs					
Priority	Request Type	Request Title	State	Federal	Unrestricted	Restricted	Total	State	Federal	Unrestricted	Restricted	Total
1	B1 - Retaining	Technical Services and Training EEO Trainer	\$84,097	0	0	0	\$84,097	1.00	0.00	0.00	0.00	1.00
2	B1 - Retaining	Community Relations Coordinator	\$84,097	0	0	0	\$84,097	1.00	0.00	0.00	0.00	1.00
3	B1 - Retaining	Information Technology (IT) Support	\$17,200	0	0	0	\$17,200	0.00	0.00	0.00	0.00	0.00
TOTALS			\$225,394	0	0	0	\$225,394	2.00	0.00	0.00	0.00	2.00



Vice Chair Sellers turned this portion of the meeting over to Interim Commissioner Caldwell.

Interim Commissioner Caldwell provided an overview of the three budget requests previously submitted. He noted that in past years, requests for an EEO Trainer and an additional Community

Relations Consultant had been denied. However, he was pleased to report that both positions were approved this year, along with a third request for dedicated IT funding. These allocations will take effect in the upcoming fiscal year, beginning July 1, 2025.

This concluded the Legislative portion of the report.

D. Personnel Update

Commissioner Winn yielded the floor to Lawrence Smalls to deliver the Personnel Report.

As of June 5, 2025, the agency had a total of 56 Full-Time Equivalent (FTE) positions, 2 temporary positions and 5 vacancies. The vacant positions are as follows:

- Agency Head
- EEO Investigator
- EEO Enforcement Supervisor
- Fair Housing Intake Coordinator
- Attorney II

Additionally, there were five new hires and one retirement during this reporting period.

This concluded the Personnel portion of the report.

E. Financial Update

Chairman Hall turned the meeting over to Thomas Kaminer to present the Financial Report to the Board.

Mr. Kaminer began by noting that, with 83% of the fiscal year completed, the agency has expended only 73% of its projected budget. Based on current projections, the agency anticipates a remaining balance of approximately \$3.9 million by the end of the fiscal year. Overall, the agency's spending and financial position remain strong and well-managed.

This concluded the Financial Report.

Chairman Hall called for a brief recess at 11:04 a.m.

The meeting reconvened at 11:07 a.m.

VIII. COMMISSION REPORTS

A. Administration

Interim Commissioner Caldwell wanted to reiterate to our board especially for our new board members that the Fair Housing (HUD) contract from July 1 to June 30th.

Fair Housing Contract with HUD

- Tier 1: up to 90,000 4 complaints
- Tier 2: 90,001-300,000 8 complaints
- Tier 3: 300,001-600,000 13 complaints
- Tier 4: 600,001 -1,500,000 20 complaints
- Tier 5: 1,500,001 to 4,500,000 40 complaints
- **Tier 6: 4,500,001 to 9,000,000 60 complaints**
- Tier 7: 9,000,0001 to 15,000,000 125 complaints
- Tier 8 15,000,0001 and over 240 complaints



The Performance Standard number 7 is to show that we process a reasonable number of complaints. According to HUD we are considered in Tier 6, stating we are to investigate 60 cases a year. We process about 100 cases a year which is more than double the requirement.

The EEO Enforcement contract with the U.S. Equal Employment Opportunity Commission (EEOC) runs from October 1 through September 30 each year.

Despite budget reductions experienced by both agencies, SCHAC remains in good standing with the EEOC. Additionally, the U.S. Department of Housing and Urban Development (HUD) recertified SCHAC in February 2025. The current EEOC contract, signed on May 21, 2025, outlines a commitment for the agency to close 530 cases by the end of the contract year.

Interim Commissioner Caldwell noted that the Division Directors would provide additional details in their respective reports.

B. Consultative Services Programs

i. Technical Services & Training

Deputy Commissioner Leslie gave a brief highlight for this division:

He reported after the Completion of the General Assembly report on 2/1/2025, the focus was on the EEO Forum

- Held on April 24, 2025,
- Location: Seawell's

Technical Services and Training will be conducting an EEO Officer Training for SC state agencies on Equal Employment Opportunity

- June 26, 2025
- Location: Archives and History

Technical Assistance to State Agencies -

- Gathering data for the 2026 General Assembly Report

ii. **Community Relations & Outreach**

For this Division, Deputy Commissioner Leslie discussed the upcoming events for the team as well as a new partnership beginning in the Summer of 2026 (*see below*)



CRD Community Events

Feb-April 2025



Date	Time	Event	Address	Attendee
Feb 20, 2025	11-1pm	SC Interfaith Panel	USC Aiken Campus	Mr. Layer
Feb 22, 2025	9am-5pm	SC Minority Business Summit	North Charleston	Mr. Layer
March 5, 2025	10-2pm	SC Partnership of Disability Organizations	SC State House Grounds	The CRD Team and Housing Division
March 8, 2025	830-1200pm	Disability and Advocacy Day at the SC Museum	SC Museum, Columbia	Mr. Swinton
March 13, 2025	9-4pm	SC Chamber of Commerce 2025 Women's Leadership Symposium	Columbia Convention Center	8 SCHAC Members
March 20, 2025	9-1200pm	SCHAC and US Department of Labor Joint Training	Columbia	Investigators and CRD members From both agencies
March 25-27, 2025	All Day	Together SC 2025 Conference	Columbia	Ms. Lindley
April 15, 2025	6-9pm	Fair Housing Brief with the City of Columbia and Richland County for the public with livestream	Columbia	CRD Team and Housing Team
April 17, 2025	1200-130pm	SC Chamber of Commerce Diversity Committee	SC Chamber of Commerce	Mr. Layer and Ms. Lindley
April 21, 2025	6-8pm	Anderson County AC- Cory White Awards Night	Anderson County	Ms. Lindley
April 26, 2025	11-7pm	Irmo International Festival	Irmo	Mr. Layer



CRD Community Events

As of June 1, 2025



Date	Time	Event	Address	POC
June 12, 2025	12-1:30pm	SC Chamber of Commerce Diversity Committee	SC Chamber of Commerce Office Columbia	Mr. Layer mlayer@schac.sc.gov Ms. Lindley dlindley@schac.sc.gov
June 13, 2025	10-12pm	The Marlboro Coordinating Council meeting SCHAC Presentation	Tri County Mental Health Center (1035 Cheraw Hwy, Bennettsville, SC 29512)	Mr. Swinton mswinton@schac.sc.gov
June 18, 2025	11-2pm	2025 Greater Columbia Annual Luncheon and Awards Presentation (also, attendees: SCHAC EEO Investigators)	Columbia Metropolitan Convention Center	Robert Snipes rsnipes@schac.sc.gov Mr. Swinton mswinton@schac.sc.gov Ms. Lindley dlindley@schac.sc.gov Mr. Layer mlayer@schac.sc.gov
Jun 21, 2025	1230-8pm	Juneteenth Freedom Festival	Sumter and Cerva's Street Columbia, SC	Mr. Snipes rsnipes@schac.sc.gov Mr. Layer mlayer@schac.sc.gov Mr. Frierson DFrierson@schac.sc.gov
June 26, 2025	830-330pm	SC EEO Officer Training	Archive and History Columbia, SC	Ms. Hargrove rhargrove@schac.sc.gov
August 20, 2025	5-7pm	SC Chamber of Commerce: Washington Night	Pastides Alumni Center, Columbia	Mr. Leslie dleslie@schac.sc.gov Mr. McLeod TMcleod@schac.sc.gov Commissioner Hall



Coming in the Summer of 2026

In Partnership with Community Relations & Technical Service & Intake Division



The below slide shows the tracking of the agency's 90E cases:



90E Feb-April 2025

As of June 1, 2025

90E Cases Received	18
Cases Enter Mediation	8
Cases Closed	10
Cases Ranking by Protected Cases	1. Race 2. Disability 3. Race and Disability
Cases Ranking by County	1. Horry County 2. Richland County 3. Charleston County

iii. **Intake Processing**

Deputy Commissioner Leslie also present on the Intake Division as follows:



February– April 2025

Initial Contacts:

February	93
March	55
April	81

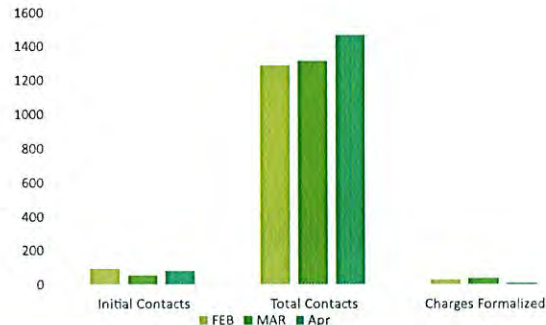
Total Contacts:

February	1288
March	1317
April	1467

Charges Formalized:

February	29
March	39
April	43

Intake Division



C. **Compliance Programs**

i. **EEO Enforcement**

Director Whitmire discussed her division.

EEO Enforcement Staff is comprised of the below:


- EEO Enforcement Director
- 3 - EEO Enforcement Supervisors
- 1- EEO Administrative Coordinator (Supervisor)
- 1 – EEO Administrative Assistant
- 14 - Investigators
 - ❖ 2 Experienced Investigators (5+ years)
 - ❖ 3 Intermediate Investigators (1-3 years)
 - ❖ 9 New Investigators (6 months and less)
 - ❖ June Interviews - 1 Investigator and 1 Supervisor (future hires)

Director Whitmire reiterated the EEOC contract timeframe runs from October 1 to September 30 as Interim Commissioner Caldwell previously mentioned. The division is contracted to close 530 cases. 65 cases per month is what is required as of present date.

This concluded Director Whitmire's report.

ii. **Fair Housing Enforcement**

Director Thomas began her report discussing the trainings and outreach for her division:



Fair Housing

Training/Outreach/Other Requests

TRAINING

- ☐ 4/2025 -Real Estate School for Success (Columbia, SC)
- ☐ 5/5/2025 - Crime Watch Assn. of Lower Richland
- ☐ 5/21/2025 - Columbia Property Management

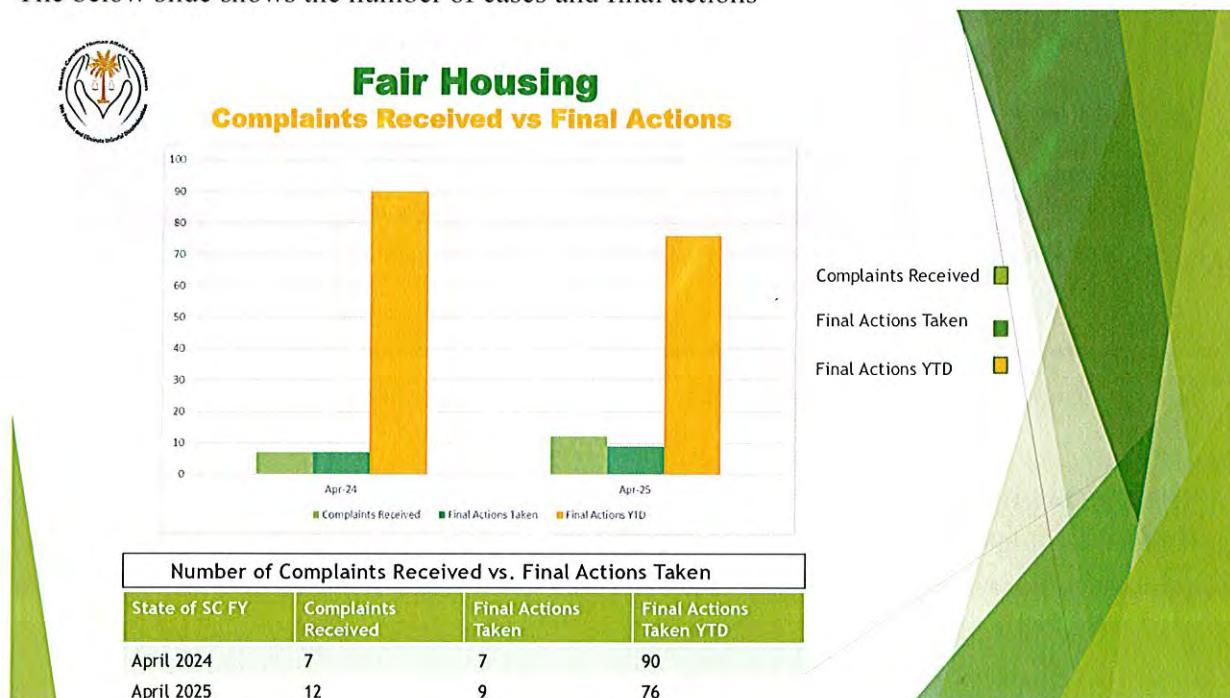
ISSUES' ASSESSMENTS

- ☐ 1& 5/2025 Heritage Court Apts., Spartanburg
- ☐ 5/2025 - Marion county NAACP

PUBLIC RECORD

- ☐ Brown University CPs over 13-yr. period 2010-2023)
- ☐ City of Charleston CPs over 4-yr. period (2020-2023)

The below slide shows the number of cases and final actions



To date, the division had closed 83 cases.

Since the last meeting, she has added 2 new employees to her team. She attached.

Fair Housing Team

9 - Team Members

Program Assistant

- ▶ **Mathilda Peguese (New)**

Intake Investigators:

- ▶ **Tamiko Johnson**
- ▶ **Tatianna McDaniel**
- ▶ **Elizabeth Perkins (New)**

Investigators:

- ▶ **Carlos Diaz (Bilingual)**
- ▶ **Gregg Hinson**
- ▶ **Lauren Halloran**
- ▶ **Keshia Armstrong**

Senior Consultant

- ▶ **Donald Frierson**

That concluded the Housing report.

IX. PUBLIC COMMENT PERIOD

There were no public comments at this time.

X. BOARD MEMBER COMMENTS

The Board thanked the staff for their diligence and continued hard work.

General Session adjourned at 11:45am.

XI. EXECUTIVE SESSION

Charmain Hall called for a motion to be made to enter Executive Session. Commissioner Amonitti made a motion to enter Executive Session. Commissioner Winn seconded. Executive Session began at 11:54am.

Chairman Hall called for a motion to exit Executive Session. Vice Chair Sellers made the motion to exit, and Commissioner Palmer seconded. After unanimous consent, Executive Session ended at 12:50pm.

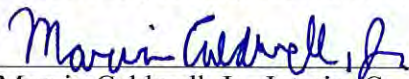
XII. NEXT BOARD MEETING

The next Board meeting is scheduled for 10:00am on August 21, 2025, location TBD.

XIII. ADJOURNMENT

There was no other business for the good of the body to be discussed. Chairman Hall called for a motion to adjourn for the day. Commissioner Wilson made the motion to adjourn, and Commissioner Amonitti seconded. After unanimous consent, the meeting was concluded at 12:51pm.

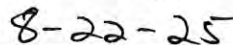
Minutes respectfully submitted by Janeen D. Sanders, SCHAC Executive Assistant.



Marvin Caldwell, Jr., Interim Commissioner



Steve Hall, Chairman



Date