

**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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Commissioner's Note:

The mission of the Community Relations Councils of the South Carolina Human Affairs Commission is to encourage and promote harmony and civility; to foster goodwill, mutual understanding and respect for all of the people of South Carolina.

Raymond Buxton II, Commissioner said, "Our thoughts and prayers are with the people of Orlando and those affected by another senseless atrocity. In times like this, I meditate on Dr. Martin Luther King Jr.'s quote, 'Hate cannot drive out hate; only love can do that.' Let's try to do something different today – let's try to get along and 'be kinder than necessary' as Emanuel Nine victim, Cynthia Hurd believed."

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.



Winston Thomas
May 19, 2016

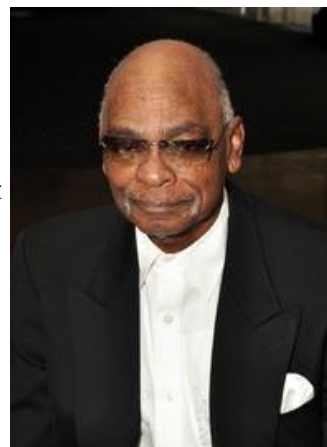


Photo courtesy of
Alexander Funeral Home
- Charlotte, NC

Winston Thomas of Charlotte, NC passed away on May 19, 2016. He was the Executive Assistant for SCHAC under Commissioner James E. Clyburn. Winston was an alumnus of Benedict College. He worked as the Director of Alumni Affairs for Benedict and as the Director of the Aging Program at the Columbia Urban League. He also served on the staffs of Governor Richard W. Riley and Governor Carol A. Campbell as Program Information Coordinator.

Anita Dantzler & Lee Ann Rice ... **Co-Editors** Anthony Sellers & Betty Dennis ... **Copy Editors**
Angela Adams, Andrew Blankenship & Stephanie Price ... **Writers**

AGENCY NEWS

Fair Housing Month Summary

During April 2016, the South Carolina Human Affairs Commission celebrated Fair Housing Month with the state's citizens. South Carolina Fair Housing Law oversight and enforcement is a crucial tool in the state's fight against housing discrimination. Fair Housing ensures fair and equitable access to housing to all citizens despite their race, color, national origin, religion, sex, disability, or familial status.



In celebration of Fair Housing Month, the Fair Housing Division participated in eight community-related events. Fair Housing Division staff provided fair housing training in varying community-based venues and delivered education to legal professionals on matters of Fair Housing law. In addition, the Fair Housing Division collaborated with several community-based fair housing stakeholders to sponsor the 2016 Modjeska M. Simkins Civil Justice Award ceremony. Marvin L. Caldwell, Jr., Director of the Fair Housing Division met with well-known local radio and TV personality, Cynthia Hardy to discuss Fair Housing law and how this agency is working to eliminate discrimination.

During April 2016, the Fair Housing Division began the process of posting copies of all Fair Housing conciliation agreements on the agency's website for public review for the period of 2015 to present. Currently, the total combined restitution amount for those conciliation agreements posted is \$36,904.72.

**EEO - Here to Help
Business Owners**

The Human Affairs Commission's Equal Employment Opportunity enforcement team spends much of their time investigating possible EEO violations by several different types of businesses within the state of South Carolina. There are several cases that come across an EEO investigator's desk that could have been prevented with proper training and education. Several businesses may have cases brought against them multiple times by different employees due to practices within the company that lead to misunderstandings or legitimate discriminatory acts; which could end up costing the businesses and their employees dearly. This leads to the question, what can be done to prevent this?

What can the Human Affairs Commission do to help the citizens of South Carolina and the businesses that employ them?

The Human Affairs Commission has many tools to help businesses avoid circumstances that could lead to EEO cases being brought against them. Our Technical Services Training programs can educate businesses on how to avoid discrimination cases. These programs can encourage safe work environments for all employees, which will save South Carolina business owners time and money.

Intake Department

The heartbeat, eyes and ears of the South Carolina Human Affairs Commission is the Intake Department. Intake is the first line of contact for citizens of South Carolina who may have experienced discrimination in the workplace and public accommodations. The primary role of the Intake Department is to establish a Prima Facie case based on race, age, color, religion, national origin, disability status and sex.

Many times decoding information from the potential complainant may be like putting a puzzle together. They may not know how or if they have been discriminated against or cannot articulate exactly how they were treated. The Intake Investigators use their listening skills, compassion, and knowledge of the discrimination laws to provide assistance and referral to the individuals in need. The Intake area also promotes the agency by providing top-quality customer service.



The Intake staff has a wealth of experience and background to ensure the job is done to reflect the values of the agency. At the helm of Intake is Henley Ellis, Senior Consultant who has many years of experience in the Intake area and has a background in education. Ms. Cherry Dow has an extensive background as a paralegal and has brought her legal knowledge and expertise to Intake for three years. Ms. Angela Adams has experience working with government contracts and public administration and implementing workplace process improvements. Ms. Cynthia Cooke is the newest Intake Investigator who joins us with many years working as an attorney in the Public Defender's office in Pittsburgh and a homeless advocate in Colorado. Mr. Davon Reaves provides administrative support, organization and dedication to the team. Together, as a team, they work tirelessly to educate the public, prevent and eliminate unlawful discrimination and foster better relations in the community and in the state of South Carolina.

Stuff that is just good to know!

The adult human skeleton has 206 bones. The smallest is the stapes or stirrup, the innermost of three bones in the middle ear; the femur (thighbone) is the longest and strongest, and the tibia in the lower leg is the second largest in the human skeleton. What you may not know is that babies are born with about 270 bones. Some fuse together as their bodies grow.

THE BULLETIN

SOUTH CAROLINA HUMAN AFFAIRS COMMISSION
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P.O. BOX 4490, COLUMBIA, SC 29240

“Advancing the Conversation” a Big Hit at Joseph P. Riley Stadium

The SC Human Affairs Commission, Denny's and the Charleston Riverdogs were the major sponsors of an exciting event held in Charleston on Saturday, June 11. Under beautiful skies, with only one surprise shower, a group of about 75 citizens from around the state gathered for a full day of learning experiences, meeting new and old friends, lots of good food and drink and a rousing baseball game. Using the Awareness Windows concept of reflection/attention, feeling, thinking and wanting, the participants were introduced to a systems-oriented human engagement and issues management process that fostered collaboration in the midst of diversity and helped analyze key elements of the quality of community life process.

Over the last few months, SCHAC has worked with world renowned human resource organization expert, Dr. Graeme Coetzer, Professor at the College of Charleston, to review, revise and update the process that we use to create and operate the Community Relations Councils. The goal of this initiative is to provide future and existing councils with a support system to achieve their goals and offer process guidelines. A training system will be developed that covers all phases of the new Community Relations Enhance System then management training for facilitators will be given via certification by the College of Charleston. Dr. Coetzer brought together over 300 leaders from across the state last September to begin the conversation about the experience of managing human differences in light of the Emanuel 9 tragedy last June. This award winning, first step initiative was well received and led to the creation of a 4 step process to be centered on a sports event in the Charleston area. The third event is being planned for late fall with Citadel football and will discuss analyzing the causes/drivers of gaps and strengths.



It is our desire to have participation from all 46 counties at the upcoming events. Commissioner Buxton is very committed to the renewal of SCHACRA (SC Human and Community Relations Associations) as a way to advance human differences in the state by sharing information and concerns with the network of local constituents; as we provide support and encouragement to communities and enlist the support of state and local government along with corporate community partners. For more information on the Institute for Community Development, the Quality of Life Initiative and the Community Enhancement Coalition, please contact Sandra Ligon, Program Manager for Community Relations and Enhancement at (803) 737-7838 or saundra@schac.sc.gov.

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