



South Carolina Commission for Minority Affairs

Agency Overview

The South Carolina Commission for Minority Affairs (CMA), a non-cabinet state agency, was established in 1993 to study the causes and effects of socio-economic deprivation and other inequities impacting African American communities. In 2003, the scope of the organization was broadened to include: Asian Americans, Hispanic/Latino Americans, and Native Americans. As result of the expansion, the agency's mission and scope changed to adapt to issues specific to the communities being served.

As a catalyst for socio-economic change, CMA initiates efforts to identify and examine factors leading to inequities in ethnic minority communities. The agency develops problem-solving strategies that include: community engagement, collaboration and the use of multifaceted, culturally sensitive approaches to remedy the issues faced by its constituent communities. Through partnerships with state government agencies and other stakeholders, CMA works to bridge gaps creating socio-economic inequities.

Vision

All ethnic minority citizens of the State of South Carolina will be treated equitably and achieve economic prosperity through socio-cultural awareness, collaboration, policy change and research.

Mission

To be a catalyst that identifies and examines emerging issues and trends by providing constructive solutions and approaches to support the policy and socio-economic development of ethnic minority communities through:

- 1) Community engagement and awareness;
- 2) State recognition of Native Americans;
- 3) Collecting, diagnosing, and analyzing collaborative data;
- 4) Acting as a liaison bridging the gap between communities, government agencies and other organizations; and
- 5) Influencing public policy and state services

Leadership

The Board of Commissioners for the South Carolina Commission for Minority Affairs is appointed by the Governor and confirmed by the South Carolina Senate. The ten members consist of: seven members from the state's Congressional Districts, two at-large members, and one designee from the Governor. Commissioners serve four-year terms with the option of being reappointed for a second term. The Board currently consists of eight members, with two vacancies waiting to be filled.

Agency's Major Program Areas

Community-Based Services Division

The South Carolina Commission for Minority Affairs' Community Based Programs Division assists faith and community-based groups in implementing programs to alleviate socio-economic deprivation in minority and under-resourced communities. This includes providing technical assistance and training for capacity building in the following areas:

- 1) Process for becoming state charter;
- 2) Qualification and selection of Board Member
- 3) Non-Profit board training;
- 4) Community partnerships;
- 5) Funding opportunities; and
- 6) Technical assistance.

Minority Populations Division

CMA is the state's most diverse agency with program areas designed to meet the needs of the state's African American, Asian American / Pacific Islander American, Hispanic/Latino American, and Native American populations. As such, each program area has its own program manager / coordinator and advisory board. In concert with CMA's Research Division, these areas have compiled facts sheets about the economic impact and contributions of each population on the state.

The work of CMA's program coordinators, along with members of each corresponding advisory board, successfully disseminate information and resources surrounding: 1) the COVID-19 pandemic, 2) 2020 United States Census, 3) the Real ID, and 4) voting issues in English, Spanish, and other languages by request. The agency also collaborates with an ever growing list of state agencies, nonprofits, and private entities to further address the needs of the state's ethnic minority communities to make positive changes.

Research Division

CMA's Research Division provides critical data and information for decision-making purposes. The Division seeks to assist the general public, public officials, the private sector, non-profit, and faith-based organizations with statistical data and analysis. The goal is to both create and maintain a comprehensive database of statistics regarding each of the minority populations in which the Commission serves. In addition, the research staff is involved in conducting simple to complex research, public policy analysis, information dissemination and the development of publications which accurately reflect the current status of the minority populations in South Carolina.

The research conducted by the staff of the South Carolina Commission for Minority Affairs will provide ongoing statistical data, public policy analysis, and survey-based research. The research and related findings involve the following:

- To study the causes and effects of socioeconomic poverty and deprivation facing minorities;

- To provide statistical data and policy recommendations to state agencies and public officials to implement initiatives to alleviate such deprivation;
- To establish and maintain a database of statistical information for distribution to members of the General Assembly and other entities capable of effecting change;
- To serve as the State's clearinghouse for minority statistical information and to publish a Statewide statistical abstract on minority affairs;
- To provide communities with a single point of contact to obtain raw data and information necessary for local research and planning;
- To develop and make available on an as-needed basis specialized statistical publications, raw data, analysis and findings in cooperation with state agencies, public officials, and the general public

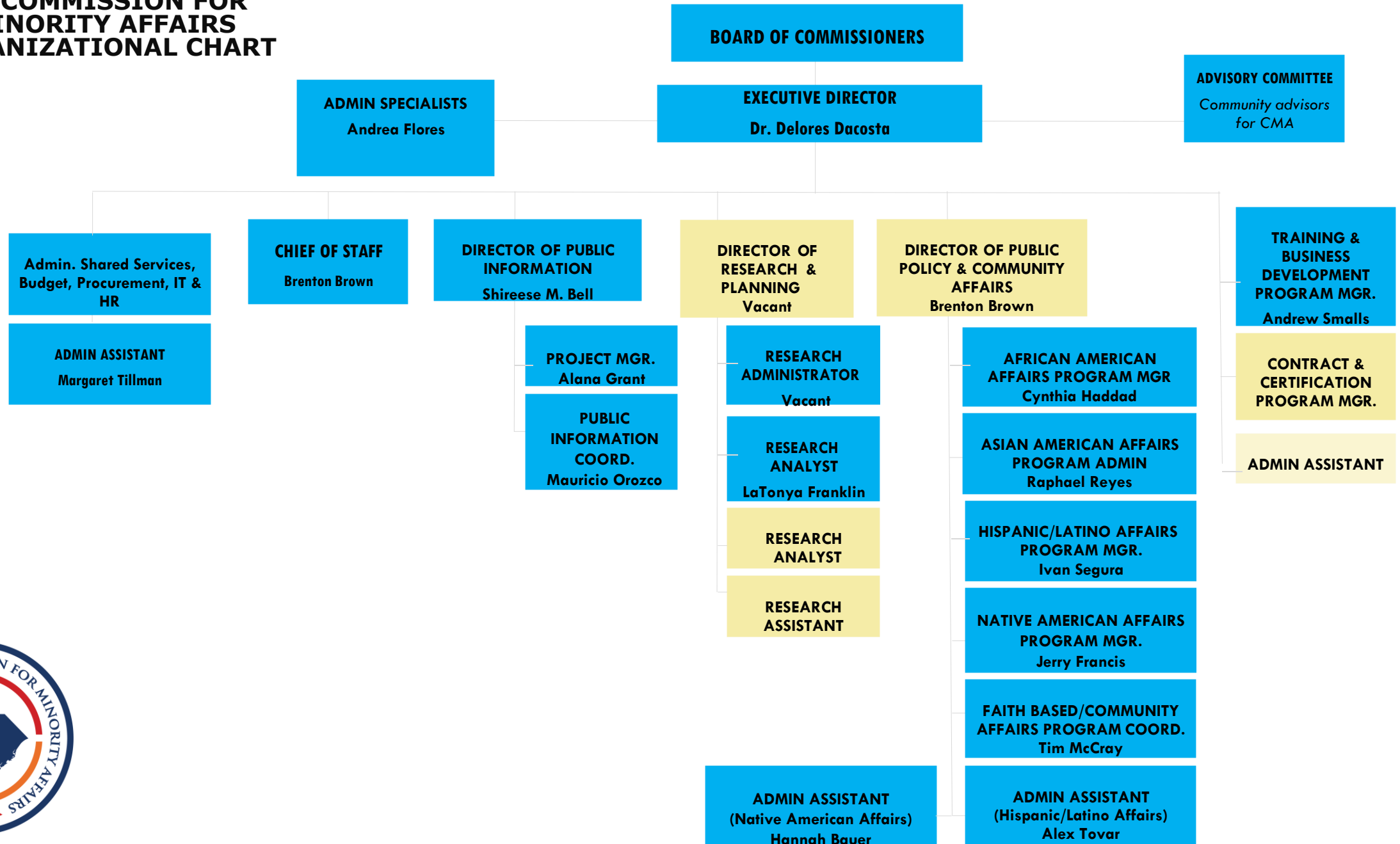
Data produced by CMA has been used by the state's colleges and universities, other state agencies, and nonprofit groups. In April 2019 the agency published the *Minority Statistical Summary*. This document traced the progress of South Carolina's minority populations from the agency's founding in 1993 through its 25th anniversary in 2008. Published a year prior to the COVID-19 pandemic, the report showed a grim picture for South Carolina's minority populations.

Small and Minority Business Division

The Small and Minority Business Division promotes economic self-sufficiency for minorities and their families by providing entrepreneurial education and training, technical assistance, and access to business and financial resources.

CMA also offers the NxLevel Small Business Training course, a 12-week program designed to teach entrepreneurs about a variety of topics including: business planning, marketing assistance, financial resources, accounting, e-commerce, website development and more.

SC COMMISSION FOR MINORITY AFFAIRS ORGANIZATIONAL CHART



Personnel Area		Authorized Total FTE	Position FTE	Actual Total FTE	Filled FTE	Vacant FTE	Difference Authorized - Actual
L460	COMMISSION ON MINORITY AFFAIR	17.000	17.0000	17.000	12.000	5.000	0.000
Overall Result		17.000	17.0000	17.000	12.000	5.000	0.000

Position	Position Title	Org Unit Name	Employee
61095954	PUBLIC INFORMATION DIRECTOR II	COMMISSION ON MINORITY AFFAIR	10139683
61096863	ADMINISTRATIVE SPECIALIST II	COMMISSION ON MINORITY AFFAIR	10132218
61070264	PUBLIC INFORMATION COORDINATOR	COMMISSION ON MINORITY AFFAIR	10125377
61070419	ADMINISTRATIVE ASSISTANT	COMMISSION ON MINORITY AFFAIR	10135774
61090060	RESEARCH & PLANNING ADMINISTRATOR	L460 - ADMINISTRATION	#
61090059	STATISTICAL AND RESEARCH ANALYST II	L460 - ADMINISTRATION	10145188
61070418	PROGRAM COORDINATOR II	COMMISSION ON MINORITY AFFAIR	#
60027653	PROGRAM COORDINATOR II	L460 - ADMINISTRATION	10075725
60027652	ADMINISTRATIVE ASSISTANT	L460 - ADMINISTRATION	10135107
60027651	PROGRAM MANAGER II	L460 - ADMINISTRATION	10140937
60027650	PROGRAM COORDINATOR II	L460 - ADMINISTRATION	10098377
60027574	PROGRAM COORDINATOR II	L460 - ADMINISTRATION	#
60027573	DIRECTOR OF PLANNING AND RESEARCH	L460 - ADMINISTRATION	#
60027572	ADMINISTRATIVE MANAGER 1	COMMISSION ON MINORITY AFFAIR	#
60027570	PROJECT COORDINATOR	COMMISSION ON MINORITY AFFAIR	10143135
60027569	ADMINISTRATIVE COORDINATOR I	L460 - ADMINISTRATION	10142992
60027571	AGENCY HEAD	COMMISSION ON MINORITY AFFAIR	10007469

Name (Sortable)	Job Class Code	Employee Group	Position Creation Date	Count
BELL, SHIREESE	BC40	CLASSIFIED FTE	7/1/2019	1
HERRELL, DEVIN	AA50	CLASSIFIED FTE	7/17/2019	1
OROZCO, MAURICIO	BC20	CLASSIFIED FTE	7/1/2016	1
TILLMAN, MARGARET	AA75	CLASSIFIED FTE	7/1/2016	1
#	BB40	CLASSIFIED FTE	9/25/2018	1
FRANKLIN, LATONYA	BB30	CLASSIFIED FTE	7/1/2018	1
Jerry Francis (New Hire)	AH40	CLASSIFIED FTE	7/1/2016	1
HADDAD, CYNTHIA	AH40	CLASSIFIED FTE	1/1/1901	1
TOVAR, ALEX	AA75	CLASSIFIED FTE	1/1/1901	1
BROWN, BRENTON	AH50	CLASSIFIED FTE	1/1/1901	1
SEGURA OLMOS, IVAN	AH40	CLASSIFIED FTE	1/1/1901	1
#	AH40	CLASSIFIED FTE	1/1/1901	1
Currently posted	BB50	CLASSIFIED FTE	1/1/1901	1
Shared services	AH20	CLASSIFIED FTE	1/1/1901	1
GRANT, ALANA	AK03	CLASSIFIED FTE	1/1/1901	1
MCCRAY, TIMOTHY	AH10	CLASSIFIED FTE	1/1/1901	1
DACOSTA, DELORES	UA01	AGENCY HEAD (AHSC)	1/1/1901	1



South Carolina Commission for Minority Affairs Executive Summary and Performance Update

The South Carolina Commission for Minority Affairs (CMA), a non-cabinet state agency, was established in 1993 to study the causes and effects of socio-economic deprivation and other inequities impacting African American communities. In 2003, the scope of the organization was broadened to include: Asian Americans, Hispanic/Latino Americans, and Native Americans. As result of the expansion, the agency’s mission and scope changed to adapt to issues specific to the communities being served.

CMA works to fulfill the vision where, “All ethnic minority citizens of the State of South Carolina will be treated equitably and achieve economic prosperity through socio-cultural awareness, collaboration, policy change and research.” The agency’s mission is: “To be a catalyst that identifies and examines emerging issues and trends by providing constructive solutions and approaches to support the policy and socio-economic development of ethnic minority communities through: 1) Community engagement and awareness; 2) State recognition of Native Americans; 3) Collecting, diagnosing, and analyzing collaborative data; 4) Acting as a liaison bridging the gap between communities, government agencies and other organizations; and 5) Influencing public policy and state services

As a catalyst for socio-economic change, CMA initiates efforts to identify and examine factors leading to inequities in ethnic minority communities. The agency develops problem-solving strategies that include: community engagement, collaboration and the use of multifaceted, culturally sensitive approaches to remedy the issues faced by its constituent communities. Through partnerships with state government agencies and other stakeholders, CMA works to bridge gaps creating socio-economic inequities. The Research Division and other agency enhancements have made CMA one of the most sought-after agencies to partner with

in South Carolina. CMA is committed to changing the socio-economic status of the state's ethnic/racial minority communities by creating the same opportunities and privileges afforded to others in society.

CMA is the state's most diverse agency with program areas designed to meet the needs of the state's African American, Asian American Hispanic/Latino American, and Native American populations. As such, each program area has its own coordinator and advisory board. In concert with CMA's research division, these areas have compiled facts sheets about the economic impact and contributions of each population on the state. The work of CMA's program coordinators, along with members of each corresponding advisory board, successfully disseminate information and resources surrounding: 1) the COVID-19 pandemic, 2) 2020 United States Census, 3) the Real ID, and 4) voting issues in English, Spanish, and other languages by request. The agency also collaborates with an ever growing list of state agencies, nonprofits, and private entities to further address the needs of the state's ethnic minority communities to make positive changes.

Research is at the agency's core, and in 2019 CMA's research division produced statistical data that far exceeded expectations. Data produced by CMA has been used by the state's colleges and universities, other state agencies, and nonprofit groups. In April 2019 the agency published the *Minority Statistical Summary*. This document traced the progress of South Carolina's minority populations from the agency's founding in 1993 through its 25th anniversary in 2008. Published a year prior to the COVID-19 pandemic, the report showed a grim picture for South Carolina's minority populations.

Small and Disadvantaged Minority Businesses

Small businesses are economic drivers in South Carolina's communities. Unfortunately, the playing field has not always been equitable for small businesses owned by persons of color. In an effort to assist these businesses, the Commission secured federal grants and private sponsors to fund technical support, workshops, and other training to better prepare these businesses to compete in today's economy. CMA in partnership with the Small Business Administration (SBA), the South Carolina Department of Employment and Workforce (DEW)

and the U.S. Small Business Administration's Small Minority Business Development Centers (SMBDC) provides the resources needed to build healthy small minority businesses. In addition, there is pending legislation to transfer the South Carolina Division of Small and Minority Business Contracting and Certification to CMA from the Office of the Governor of the State of South Carolina. This move would increase the number of small, disadvantaged minority businesses doing business with the state.

Agency Response to COVID-19

In February 2020, South Carolina was hit hard with the novel coronavirus (COVID-19), and by mid-March the state was ordered to lockdown to slow the spread of the virus. In response to COVID-19, CMA facilitated surveys to assess and examine the effects of the pandemic on minority small businesses and to produce data visualizations that informed other state agencies on the pandemic's impact on minority communities. The surveys developed by the agency found that seventy-five percent (75%) of minority small business lost revenue due to the pandemic, and over half of these businesses were forced to cut staff. Data also showed that the state's rural counties – already facing a critical shortage of access to healthcare – were more likely to be affected by COVID-19. This research allowed other state agencies to target census tracts with high minority populations within those counties with ameliorative services. Much of this data was shared during the agency's participation as a part of Governor McMaster's accelerateSC Task Force. These reports and the field work done by staff goes to highlight CMA being at the vanguard in its service to the state's minority populations.

The South Carolina Department of Health and Environmental Control (DHEC) led the charge to prevent this spread, and, in an effort to reach at-risk South Carolinians living in rural areas and hard to reach minority populations, partnered with CMA. This partnership served to disseminate information about preventive measures to stop the spread of the virus and spread information about testing details and locations. Data from CMA's Research Division, presented before the state's accelerateSC taskforce, identified counties with the most vulnerable populations to target for COVID-19 testing. CMA staff worked to assist community partners with the delivery of food and personal protective equipment (PPEs). A partnership with

Michelin Tires was able to see over 50,000 masks donated to DHEC and CMA for dissemination to minority communities.

CMA also hosted several webinars with DHEC, SBA and SCDEW to help minority communities gain information on issues related to testing, federal relief aid, and unemployment insurance benefits.

As with other entities, the state's colleges and universities were hard hit by the pandemic, with the state's eight historically Black colleges and universities (HBCUs) being affected more acutely by the pandemic. CMA was instrumental in organizing a meeting with United States Senator Tim Scott to discuss the issues troubling HBCUs. This included an estimated forty percent (40%) reduction in enrollment for some institutions to concerns for students without access to broadband internet. CMA drafted a letter to the state's Congressional Delegation and other federal lawmakers to advocate on behalf of HBCUs for additional federal funds to assist with pandemic costs.

COVID-19 also devastated small, minority disadvantaged businesses, which caused many to close their doors for good. South Carolina ranked first in the nation for the least amount of SBA loans awarded to small minority businesses for COVID-19 relief. CMA surveyed small minority businesses regarding COVID-19 relief, and, of those that applied, more than sixty percent (60%) were denied SBA financing, such as grants or loans.

CMA also played a significant role in the administration of the Minority and Small Business Relief Grant Program instituted to assist business owners affected by the COVID-19 pandemic. CMA's Executive Director, Dr. Dacosta, served as one of the three panelists reviewing and approving applications for those requesting to receive grants ranging from \$2,500.00 to \$25,000.00. The South Carolina General Assembly set aside \$40,000,000.00 to assist business owners and the program ultimately awarded 2,284 recipients grant awards. Furthermore, CMA also promoted and assisted, when asked, minority-led nonprofits that applied for the \$25,000,000.00 Nonprofit Relief Grant Management Program also created by the General Assembly.

South Carolina Commission for Minority Affairs
FY21 Budget vs Actual
As of 1/1/21

Fund	Commitment Item	Current Budget	YTD Actual Expense	Commitments	Remaining Balance
10010000	501015	102,000.00	55,250.00		46,750.00
	501058	587,983.00	242,437.84		345,545.16
	501070	100,000.00	69,467.49		30,532.51
	512001	416,450.00	131,244.61	9,134.46	276,070.93
	513000	310,812.00	140,021.54	0.00	170,790.46
10010000 Total		1,517,245.00	638,421.48	9,134.46	869,689.06
10010021	512001	151,724.50			151,724.50
10010021 Total		151,724.50	0.00	0.00	151,724.50
30000000	501058	0.00			0.00
	512001	137,814.00			137,814.00
	513000	0.00			0.00
30000000 Total		137,814.00	0.00	0.00	137,814.00
30350000	501058	90,000.00	43,249.96		46,750.04
	512001	10,000.00			10,000.00
	513000	24,000.00	16,698.00		7,302.00
30350000 Total		124,000.00	59,947.96	0.00	64,052.04
30980000	513000		-4,854.95		4,854.95
30980000 Total		0.00	-4,854.95	0.00	4,854.95
Grand Total		1,930,783.50	693,514.49	9,134.46	1,228,134.55

South Carolina Commission for Minority Affairs
FY20 Budget vs Actual

Fund	Commitment Item	Current Budget	YTD Actual Expense	Commitments	Remaining Balance
10010000	501015	98,420.39	98,420.39		0.00
	501058	436,176.77	436,176.77		0.00
	501070	144,292.76	144,292.76	0.00	0.00
	512001	578,169.08	380,334.44	0.00	197,834.64
	513000	262,123.70	248,401.21	0.00	13,722.49
10010000 Total		1,519,182.70	1,307,625.57	0.00	211,557.13
10010021	512001	62,630.93			62,630.93
10010021 Total		62,630.93	0.00	0.00	62,630.93
30000000	501058	119,393.71			119,393.71
	512001	0.00			0.00
	513000	0.00			0.00
30000000 Total		119,393.71	0.00	0.00	119,393.71
30350000	501058	88,400.00			88,400.00
	501070	600.00			600.00
	512001	1,000.00			1,000.00
	513000	24,000.00			24,000.00
30350000 Total		114,000.00	0.00	0.00	114,000.00
30980000	512001	28,420.29	13,613.92	0.00	14,806.37
30980000 Total		28,420.29	13,613.92	0.00	14,806.37
Grand Total		1,843,627.63	1,321,239.49	0.00	522,388.14

South Carolina Commission for Minority Affairs

Carryforward Summary Report

		Source of	FY 2020 Ending
Fund	Fund Description	Revenue	Balance
10010000	General Fund	State funds received through the Appropriations Act.	151,725
30350000	Operating Revenue	Bingo tax revenue transferred from Dept of Revenue	266,197
30980000	Donations	Donations received from individuals or other entities.	30,169
		Total Carryforward	448,091

FY 21-22 Prioritized Budget Request Summary

South Carolina Commission for Minority Affairs

BUDGET REQUESTS				FUNDING					FTEs			
Priority	Request Type (recurring, non-recurring, capital)	Request Title	Brief Description	General - Recurring	General - Nonrecurring	Other	Federal	Total	State	Other	Federal	Total
1	Recurring	Program Coordinator I	This funding will be used to cover the cost of hiring a new FTE: a program coordinator for CMA's Asian American Affairs Division. According to the statute, CMA is required to have representation for all ethnic minority groups. Asian Americans were added in 2003 along with Native Americans and Hispanic-Latino Americans.	52000	0	15600	0	67600	1.00	0.00	0.00	1.00
2	Recurring	Program Administrative Assistant I	Funding will be used to cover the cost of hiring a new FTE: a program administrative assistant for CMA's Asian American Affairs Division. According to the statute, CMA is required to have representation for all ethnic minority groups. Asian Americans were added in 2003 along with Native Americans and Hispanic-Latino Americans.	35000	0	10500	0	45500	1.00	0.00	0.00	1.00

3	Recurring	Acquisition of increased office space	The agency's staffing has doubled from nine in 2018 to nineteen, and CMA has the funding capacity to add up to twenty-one FTEs. The space that has been allocated at the current location was based on a previous plan without considering the growth of the agency. At present, there is no room at the current location to host board meetings, advisory meetings or training and development. As such, CMA has had to acquire space from other organizations to hold meetings. Currently CMA pays \$3,600.00 monthly to lease approximately 3,100 square ft. of office space, and is seeking office space of approximately 7,500 – 8,000 square feet to house a growing staff, training and development and the various board and community meetings. Increased funding would allow CMA to lease twice the amount of space needed to conduct business and plan for future endeavors.	50000	0	0	0	50000	0.00	0.00	0.00	0.00
4	Recurring	Administration, General Operations	All CMA program areas will benefit from these funds: African American, Asian American, Hispanic/Latino American, and Native American. Funding will serve to increase the agency's capacity to: 1) improve research, 2) enhance community engagement, and 3) support minority businesses and communications. Additionally, the ability to do in-house training for board and staff development will further benefit our constituents and their communities.	50000	0	0	0	50000	0.00	0.00	0.00	0.00
5	Capital	Line-item request	Additional office space for increased staff numbers, as detailed in Priority 3 (above).	50000	0	0	0	50000	0.00	0.00	0.00	0.00
6								0				0.00
7								0				0.00
8								0				0.00
9								0				0.00
10								0				0.00
11								0				0.00
12								0				0.00

Transportation and Regulatory Subcommittee
South Carolina Commission for Minority Affairs - Proviso Request Summary

FY 20-21 Proviso #	Renumbered FY 21-22 Proviso #	Proviso Title	Short Summary	FY OF PROVISOR Introduction/ # of years in budget	Recommended Action	Proviso Language
N/A	1	Agency name change	An agency name change from the "South Car	1	AMEND	An agency name change from the "South Carolina Comm
						<p>For the current fiscal year, the Division of Small and Minority Business Contracting and Certification (the Division) and the funds appropriated to the Division pursuant to Part IA of this Act are transferred to the Commission for Minority Affairs. The Division shall continue to perform its duties and responsibilities required in Article 21, Chapter 35, Title 11 including, but not limited to, assisting the Department of Revenue in providing income tax credits for firms with state contracts that subcontract with minority firms pursuant to Section 11-35-5230(B). In addition to the authorized appropriations for the Division, the employees and the assets and liabilities of the Division are also transferred to and become part of the Commission for Minority Affairs for the current fiscal year. All classified or unclassified personnel transferred by this proviso are to become employees of the Commission for Minority Affairs with the same compensation, classification, and grade level, as applicable for the duration that this proviso remains in effect. Applicable regulations promulgated by or related to the Division are continued and are considered to be promulgated by the Commission for Minority Affairs. Applicable contracts entered into by or on behalf of the Division are continued and are considered to be devolved upon the Commission for Minority Affairs at the time of the transfer.</p>
N/A	2	Transfer of Division of Small and Minority Business Contracting and Certifica		1	ADD	

ission for Minority Affairs” to the “South Carolina Commission for Minority and Multicultural Affairs”.