



## THE CRC

# NEWSLETTER

## COMMUNITY RELATIONS COUNCILS

*...to prevent and eliminate unlawful discrimination thereby promoting harmony and the betterment of human affairs for all people,  
S.C. Code Ann. § 1-13-20*

---

## CRC Measurables are Due Soon!

Thank you for all your hard work as a member of your local Community Relations Council. Just a friendly reminder that the CRC measurables are due by June 15, 2023, to the SCHAC Community Relations Team, [dilindley@schac.sc.gov](mailto:dilindley@schac.sc.gov), or [rsnipes@schac.sc.gov](mailto:rsnipes@schac.sc.gov), or [mlayer@schac.sc.gov](mailto:mlayer@schac.sc.gov). The SCHAC team will build the report and share with our elected officials about the great work each of you has accomplished in your local community. For any questions, concerns, or issues, please reach out the SCHAC Community Relations Team.



## Community Relations Council Training

Jenise A. Davis, Commissioner



### Staying Focused:

#### **Work relationship between a local CRC and SCHAC:**

Annual CRC Report to SCHAC: Submit form provided by SCHAC on June 15<sup>th</sup> of each year

1. Identify and provide community issue(s) affecting race relations that were addressed through mediation or other means that resulted in a peaceful resolution.
2. Identify and provide any CRC issues examined/studied during the year and explain how it impacted the community.
3. Identify and provide community issues regarding diversity that were shared with elected officials.
4. Identify and provide any CRC community activities/events that fostered goodwill, cooperation, and conciliation among all people in your community. Please share how the activity impacted race relations within the community.
5. Were there (if any) acts of violence or protests within your community involving race relations? Please provide background.

Call SCHAC 1-800-521-0725

---

## Facilitating Meetings Around Community Conflict

On Friday, May 19th, SCHAC and the Greater Columbia CRC hosted the Department of Justice (DoJ) for their workshop on "Facilitating Meetings Around Community Conflict". We were honored to provide our community partners with this invaluable training and SCHAC would like to thank the USAO, SLED, the Criminal Justice Academy, Commission for Minority Affairs, Serve & Connect, SCCADVASA, SCDMH, and members of the community for their role in making this training a success.

The Facilitating Meetings Around Community Conflict (FMACC) training dived into the fundamentals of facilitating meetings where community tension requires difficult conversations. DoJ's Community Relations Specialists, Kim Milstead and Dion Lyons, provided valuable tools, helpful tips, and resources to prepare for, conduct, and follow-up after meetings designed to help resolve community conflict.

United States Attorney, Adair Ford Boroughs, gave the opening remarks and provided the historical and legal context for the establishment of the DoJ's Community Relations Service. Title X of the 1964 Civil Rights Act authorized CRS to assist communities facing disputes, disagreements, or difficulties relating to allegations of discriminatory practices based on race, color, or national origin. CRS's mandate expanded in 2009 under the [Matthew Shepard and James Byrd, Jr., Hate Crimes Prevention Act](#) to include working with communities to prevent and respond to alleged hate crimes based on actual or perceived race, color, national origin, gender, gender identity, sexual orientation, religion, or disability.

For more information about DoJ's Community Relations Services, please visit:

<https://www.justice.gov/crs>

For more information about U.S. Attorney's Office, please visit:

<https://www.justice.gov/usao-sc>

To learn more about the Greater Columbia CRC and how to get involved, please visit:

<https://greatercolacrc.org/>



FMACC training participants

---

## Lancaster CRC Training

On Saturday, May 13, 2023, SCHAC Community Relations Team hosted the Lancaster (CRC) Community Relations Council for CRC Training at the Richland County Library. We had an inspired learning experience and worked together to foster a solution oriented dialogue as we brainstormed action items for future programming.

Training Topics Covered:

- SCHAC Mission
- What is Community Relations?
- Group Discussion
- Strategies for an Effective CRC
- Responsibility of CRC Leadership
- Community Relations Statutory Authority
- South Carolina Human Affairs Law (SCHAL): Section 1-13-70
- SCHAC Alert System

If your local CRC is interested in hosting SCHAC for a training, please reach out to SCHAC to schedule training. The Lancaster CRC Meetings are the 3<sup>rd</sup> Tuesday of each month at 6:30 p.m. at the Lancaster County Library, 313 South White Street, Lancaster, SC 29720.



The Lancaster CRC and SCHAC Consultants, Danielle Lindley and Michael Layer



Juneteenth is the oldest nationally celebrated commemoration of the ending of slavery in the United States.

Even though the Emancipation Proclamation was made effective in 1863, it could not be implemented in places still under Confederate control. As a result, in the westernmost Confederate state of Texas, enslaved people would not be free until much later. Freedom finally came on June 19, 1865, when some 2,000 Union troops arrived in Galveston Bay, Texas. The army announced that the more than 250,000 enslaved black people in the state, were free by executive decree. This day came to be known as "*Juneteenth*," by the newly freed people in Texas. From its Galveston, Texas origin in 1865, the observance of June 19th as the African American Emancipation Day has spread across the United States and beyond. Today, Juneteenth marks our country's second independence day. Although it has long celebrated in the African American community, this monumental event remains

largely unknown to most Americans. The historical legacy of Juneteenth shows the value of never giving up hope in uncertain times.

Below are some of the Juneteenth Celebrations around the state.

Stop by SCHAC's Vendor Booths at Myrtle Beach's Juneteenth Celebration and the Lancaster Freedom Day Festival!









---

## International African American Museum

The International African American Museum is set to open in Charleston, SC on Tuesday, June 27, 2023. The International African American Museum tells the unvarnished stories of the African American experience across generations, the trauma and triumph that gave rise to a resilient people.

For more information about the museum, please visit: <https://iaamuseum.org/>



Entrance to the International African American Museum in Charleston, SC.

---



## June is LGBTQ+ Pride Month!

Pride Month stands as a meaningful reminder of the advancements made in the pursuit of equality while shedding light on the ongoing challenges faced by the LGBTQ+ community. It serves as a time to recognize and amplify the diverse voices and experiences of individuals who identify as lesbian, gay, bisexual, transgender, queer, or with any other sexual or gender identity. More than just a celebration of the freedom to love and embrace one's true self, Pride Month fosters a sense of unity, acceptance, and inclusivity for all. It serves as a beacon of hope, inspiring communities worldwide to embrace diversity,



challenge prejudice, and work together toward creating a society that is fair and inclusive for everyone.

Across the globe, LGBTQ+ Pride Month is celebrated through vibrant pride parades, picnics, parties, workshops, symposia, and concerts, attracting millions of participants. Additionally, the month provides an opportunity to commemorate and remember those within the LGBTQ+ community who have been lost to hate crimes or HIV/AIDS.

---

## SCHAC Technical Service and Training

The South Carolina Human Affairs Commission's Technical Services and Training Division offers training workshops for employers. These educational opportunities are designed to prevent employment discrimination and reduce employer liabilities by delivering up-to-date information on today's most important employment issues.

To schedule training:

E-mail: [training@schac.sc.gov](mailto:training@schac.sc.gov)

Call: (803)-737-7800 or (800) 521-0725

Please visit: <https://schac.sc.gov/training-programs> for more information concerning training programs.



# South Carolina Human Affairs Commission

## EQUAL EMPLOYMENT OPPORTUNITY IS THE LAW

### Employer and Employee Training

#### EEO is the law

- Discuss State and Federal anti-discrimination and harassment laws.
- Identify who is protected by anti-discrimination laws and policies.
- Describe reasonable accommodation, the interactive process and undue hardship.
- Review the protection against retaliation law.
- Employer and Employee Rights and Responsibilities.
- Provide an overview of the SC Pregnancy Accommodations Act and SC Lactation Support Act.

#### Preventing Sexual Harassment in the Workforce

- Explain various types of harassment in the workplace (including sexual harassment) and how to effectively handle situations should they arise.
- Identify ways to create a positive work environment.

The South Carolina Human Affairs Commission's Technical Services and Training Division offers training workshops. The trainings are designed to prevent employment discrimination and reduce employer liabilities by delivering up-to-date information on today's most important employment issues.

South Carolina Human Affairs Commission  
1026 Sumter St., Suite 101, Columbia, SC 29201

**How can I schedule training?**

**(803) 737-7800 (800) 521-0725 TTY: 711**

email: [training@schac.sc.gov](mailto:training@schac.sc.gov)



## SC Pregnancy Accommodation Act

Back in 2018, The State of South Carolina passed the Pregnancy Accommodations Act. The South Carolina Pregnancy Accommodations Act requires employers to notify employees of their right to be free from discrimination based on pregnancy, childbirth, or related medical conditions. The Pregnancy Discrimination Act (PDA) forbids discrimination based on pregnancy when it comes to any aspect of employment, including hiring, firing, pay, job assignments, promotions, layoff, training, fringe benefits, such as leave and health insurance, and any other terms or conditions of employment.

For more information, please visit: <https://schac.sc.gov/employment-discrimination/prohibited-practices-discrimination-types/pregnancy-discrimination>



## Remembering the Emanuel Nine: Emanuel Nine Memorial

This June 17<sup>th</sup> will be eighth year anniversary of the Mother Emanuel AME Church Shooting in Charleston. The memorial which is expected to open in 2024 is located on Mother Emanuel AME Church grounds on Calhoun Street will honor the nine victims and five survivors of the tragedy and is intended to bring healing to the community, while promoting anti-racism education. Below is a picture of the memorial.

For more information about the memorial please visit: <https://emanuelnine.org/the-memorial/>



# Time to Prepare for an Emergency

## Hurricane Season: June – November

The official free app of (SCEMD) SC Emergency Management Division: The SC Emergency Manager App. The app is designed for users to build their own emergency plans, to keep track of supplies and to remain connected to loved ones. In addition, coastal residents can now “Know Your Zone” instantly using the maps feature as well as locate the nearest emergency shelters when they open. The tools section features a flashlight, locator whistle and the ability to report damage to emergency officials. The SC Emergency Manager can function without the need of a data connection, which is useful when basic utilities are offline.

For more resources, please view links below:

SCEMD: <https://www.scmd.org/who-we-are/>

For Apple users: <https://apps.apple.com/us/app/sc-emergency-manager/id1378105431>

For Google Play users: [play.google.com/store/apps/details?id=org.scmd.app](https://play.google.com/store/apps/details?id=org.scmd.app)



## SCHAC Community Relations Staff

**Danielle Lindley, 803-737-2446, [dlindley@schac.sc.gov](mailto:dlindley@schac.sc.gov):** Beaufort, Aiken, Colleton, Kershaw, Calhoun, Richland, Lexington, Saluda, Newberry, Fairfield, Greenville, Pickens, Oconee, Anderson, Abbeville, Greenwood, McCormick, Edgefield, Sumter, Allendale

**Robert Snipes, 803-737-7838, [rsnipes@schac.sc.gov](mailto:rsnipes@schac.sc.gov):** Clarendon, Williamsburg, Georgetown, Berkeley, Orangeburg, Dorchester, Charleston, Lancaster, York, Chester,



Cherokee, Union, Spartanburg, Laurens, Chesterfield, Marlboro, Dillon, Marion, Horry,  
Florence, Darlington, Lee, Barnwell, Bamberg, Hampton, Jasper

---

**Annual Event Calendar**  
for  
CRC's

**January**

MLK Day/Day of Service

**February**

African American History

**March**

Women's History/End Racism Day

**April**

Fair Housing

**May**

Law Enforcement/Community Relations/Pacific-Asian Month

**June**

Emanuel 9 Remembrance Day, Peace & Reconciliation/Disaster Preparedness

**July**

Employment Discrimination/Economic Opportunity

**August**

Youth Project/Back to School

**September**

Hispanic Heritage/Cultural Diversity

**October**

Disability Employment Awareness

**November**

American Indian Heritage/Veterans' Appreciation

**December**

Age & Poverty Issues

---

**Interested in hosting a community meeting in your area?**  
**Please contact the Community Relations Department at 803-737-7800**

---

**Connect with us! Follow our social media pages for events and resources throughout the State!**



*Copyright © 2023, South Carolina Human Affairs Commission, All rights reserved.*

Monthly Newsletter Volume XII Issue 6 June 2023

**Our mailing address is:**

info@schac.sc.gov

South Carolina Human Affairs Commission, 1026 Sumter Street, Suite 101, Columbia, SC 29201

[Unsubscribe](#)

Send free email today

