



2015 Annual Report

Submitted to
Governor Earl Ray Tomblin
&
Joint Committee on Government and Finance

Submitted by
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MESSAGE FROM THE EXECUTIVE DIRECTOR



I am pleased to present the Herbert Henderson Office of Minority Affairs (HHOMA) 2015 Annual Report that reflects the tasks that were undertaken during 2015. I continue to be thankful for the honor and privilege to work as the Executive Director of the HHOMA that functions as part of the Governor's Office.

In keeping with the spirit of the late civil rights attorney, Herbert H. Henderson, and his lifelong quest for equal rights for all human beings, I continue to work diligently in the ongoing efforts for basic human rights in my efforts to foster equity for the minority citizens of this state.

Through the HHOMA, forums are held across the state in communities with high minority populations to promote and facilitate open dialogue on issues that affect minorities in West Virginia. Strategies are developed that promote equity, and recommendations are made regarding steps that could improve the lives of minority citizens by improving access to programs and services that serve the needs of minority groups.

This report highlights the continuous commitment to equity for our minority citizens across the state who do not receive and/or have access to the programs and services that are readily available to their non-minority counterparts.

Respectfully submitted,

A handwritten signature in blue ink that reads 'Carolyn L. Stuart'.

Carolyn L. Stuart, Ph.D.
Executive Director
Herbert Henderson Office of Minority Affairs

VISION, MISSION, VALUES, AND GOAL STATEMENTS

- MISSION:** The Herbert Henderson Office of Minority Affairs (HHOMA) provides a forum to discuss issues and concerns of minority communities, and assist with efforts to develop strategies to improve the delivery of services to minorities.
- VISION:** HHOMA envisions acceptance and involvement as **Equally Qualified, United, Innovative, Transformers, Yearning for (EQUITY) in programs and services for minorities across the state.**
- DIVERSITY:** HHOMA is committed to fostering diversity by encouraging and modeling an environment of inclusion where individuals' differences are welcomed, respected, appreciated, and celebrated.
- VALUES:** HHOMA promotes the following values:
- Integrity* – We are committed to building trust with minorities through honesty, fairness, consistency, and follow-through.
- Leadership* – We are committed to supporting minorities in their quest for equity and equality.
- Collaboration* – We are committed to sharing knowledge and resources that builds statewide partnerships among minority citizens, government, and private entities.
- Responsiveness* – We are committed to providing programs and services in a dignified, respectful, nondiscriminatory manner.
- Accountability* – We are committed to prudently managing the activities of the office.

GOALS & OBJECTIVES

- GOAL:** The goal for the Herbert Henderson Office of Minority Affairs is to make recommendations to the Governor and Legislature related to policies, programs and services that affect the minority population of our state.
- OBJECTIVE:** The objective of the Herbert Henderson Office of Minority Affairs is to serve as advocate and liaison for minorities across the state.

STRATEGIC GOALS

The HHOMA has the following six areas targeted as priorities for the office.

1. **Education** – Participate in discussions with the Department of Education, Higher Education Policy Commission and constituents to develop strategies to improve the educational outcomes for our citizens.
2. **Workforce Development** – Develop collaborative partnerships to foster the implementation of workforce development legislation.

3. **Minority Health** – Collaborate with the Department of Health and Human Resources (DHHR) and its Bureau for Public Health (BPH) to establish, staff and maintain an efficient West Virginia Office of Minority Health (WVOMH) that will offer quality programs and services to minorities across the state.
4. **Social Service** – Facilitate collaboration among state, non-profit, public, and private sector agencies to identify the needs of minority communities, identify gaps in services, and develop strategies to provide needed services and programs.
5. **Justice** - Collaborate with various partners (i.e., adult and juvenile) to develop programs that promotes justice equity for minorities entering, serving sentences, and leaving the justice system.
6. **Economic Development** – Collaborate with federal, state and local government, and with the private and public sector to promote economic development opportunities and initiatives.

2015 HIGHLIGHTS

- ❖ Martin Luther King Jr. State Holiday Celebration (01/19/2015)
- ❖ Civil Rights' Day at the Legislature - Charleston, WV (02/02/2015)
- ❖ HHOMA's 3rd Annual Black History Month Celebration of Diversity - Charleston, WV (02/02/2015)
- ❖ Black Lives Matter Breakfast - Charleston, WV (02/10/2015)
- ❖ Diversity and Equity Day (Speaker) – Eleanor, WV, WV Toyota Manufacturing (02/25/2015)
- ❖ Governor's 12th Annual Civil Rights Day Celebration (Co-Sponsor) - Charleston, WV (02/26/2015)
- ❖ Black History Bowl (Judge)– Huntington, WV (02/26/2015)
- ❖ American Apprenticeship Initiative - South Charleston, WV (03/02/2015)
- ❖ Remembering and Moving Forward on the 50th Anniversary of the March from Selma to Montgomery - Charleston, WV (03/22/2015)
- ❖ Juvenile Re-Entry Networking Conference - Charleston, WV (03/30/2015)
- ❖ Mary C. Snow West Side Elementary School Visit (Update on Balancing the Equation Project) - Charleston, WV (04/16/2015)
- ❖ Kanawha Valley Interfaith Councils' 65th Annual Luncheon - Charleston, WV (04/22/2015)
- ❖ Center for Organ Recovery & Education's (CORE) WV Volunteer Appreciation Dinner - Charleston, WV (04/22/2015)
- ❖ YWCA National Stand Against Racism Day Essay Contest Program - Charleston, WV (04/24/2015)
- ❖ Stand Against Racism Sunday at Asbury United Methodist (Speaker) - Charleston, WV (04/26/2015)
- ❖ Northern Region Listening Tour - Morgantown, WV (04/27/2015)
- ❖ Southern Region Listening Tour - Bluefield, WV (04/30/2015)
- ❖ Governor Tomblin's Workforce Summit (Speaker) - South Charleston, WV (05/05/2015)
- ❖ TalkLine Radio with Hoppy Kercheval (Guest) – (05/11 /2015)
- ❖ U.S. Small Business Administration's 2015 Teaming to Win Conference - Davis, WV (05/27/2015)
- ❖ Elder Abuse Presentation – Charleston, WV (06/03/2015)
- ❖ Elder Abuse Presentation – Oakhill, WV (06/11/2015)
- ❖ Elder Abuse Presentation - Charleston, WV (06/16/2015)
- ❖ WVDOH Small and Disadvantaged Business Roundtable - Clarksburg, WV (07/09/2015)
- ❖ Aracoma High School Reunion (Speaker) - Logan, WV (07/18/2015)
- ❖ West Virginia State Conference NAACP 2015 Convention - Charles Town, WV (08/07/2015)
- ❖ Greater Kanawha Valley Drug Abuse Forum - Charleston, WV (08/26/2015)
- ❖ Reconnecting McDowell Partners' Meeting - Pineville, WV (08/31/2015)
- ❖ 2nd Annual Tristate Conference on Diversity and Inclusion - Huntington, WV (09/11/2015)
- ❖ Elder Abuse Presentation - Charleston, WV (09/18/2015)
- ❖ Legacy Television Show(Guest) (09/23/2015)
- ❖ Community Connections Television Show (Guest) (09/23/2015)

- ❖ HHOMA's Day to Service - Goodwill Industries, Charleston, WV (09/25/2015)
- ❖ Bluefield State College Founders Day Celebration - Bluefield, WV (10/02/2015)
- ❖ Goodwill Industries' Prosperity Center Ribbon Cutting - Charleston, WV (10/06/2015)
- ❖ West Virginia State University's State of the University Address - Institute, WV 10/08/2015)
- ❖ Highland Highlights Television Show (Guest) (10/12/2015)
- ❖ 2nd Annual Minority Business Expo - Civic Center, Charleston, WV (10/21/2015)
- ❖ West Virginia University/ HOPE Community Development Partnership Luncheon - Charleston, WV (11/05/2015)
- ❖ Centennial Walks to Remember Booker T Washington - Malden, WV (11/14/2015)

Professional Development

- ❖ Naming and Addressing Racism Webinar (07/21/2015)
- ❖ Working with Tribal Communities Webinar (12/17/ 2015)

Service

- ❖ Governor's Workforce Planning Council (Member)
- ❖ Martin Luther King, Jr. State Holiday Commission (Chair)
- ❖ Corrections Workforce Collaborative Initiative (Member)
- ❖ Reconnecting McDowell (Partner)
- ❖ Project Launch State Council (Member)
- ❖ WVDE Superintendent Stakeholder's Advisory Group (Member)

Collaborative Efforts

- ❖ HHOMA's Annual Minority Business Expo (WVDE, Bureau of Senior Services, Toyota, AARP, University of Charleston, Charleston Job Corp Center, MLK State Holiday Commission, U.S. Small Business Administration)
- ❖ West Virginia State University (College course offered at Mary C. Snow West Side Elementary School)
- ❖ West Virginia State University (English as a Second Language for Syrian Refugees)
- ❖ HHOMA, BrickStreet Insurance and West Virginia State University(Balancing the Equation Pilot Program at Mary C. Snow West Side Elementary School)
- ❖ Higher Education Policy Commission's Diversity Initiative
- ❖ Human Rights Commission's Civil Rights Day Celebration (Co-Sponsor)
- ❖ Fit Friends and Family Day (Schoenbaum Family Enrichment Center & WV Office of Minority Health)
- ❖ Established the West Virginia Minority Business Association

INFORMATION DISSEMINATION

The Annual Report is submitted on, or before the first day of January. Verbal and/or written reports are provided to the Select Committee on Minority Issues, at their request. Weekly cabinet meetings allow the opportunity for information to be disseminated to the Governor, Chief of Staff, General Counsel, Cabinet Secretaries, Chancellors, Commissioners, and to the Governor's Senior Staff. During these meetings, I am able to speak openly with State Government leaders about various issues that come to my attention as a result of meeting with minorities. I have regularly scheduled one-on-one meetings with the Governor and Chief of Staff during which we discuss ways to address the issues that come to my attention. I meet with the Cabinet Secretaries as needed to raise awareness regarding current issues and how each respective agency can address

those issues. We continue to work together to keep each other informed and educated about each other's efforts to address various issues.

The HHOMA attends various meetings and activities throughout the year and continues to maintain its presence throughout the state and to provide information in a timely manner. During 2015, the HHOMA implemented the use of Twitter, YouTube and live streaming as technology methods to keep the public better informed about the work that the HHOMA does. Through our website (www.minorityaffairs.wv.gov), live streaming, Twitter and YouTube we are able to provide current information related to programs and services that are beneficial to minorities. Forums, meetings, faith based associations, workshops, public school systems, community and four-year colleges, community events, community services, newspaper articles, and television appearances are part of our networking strategy to raise awareness about the work that the HHOMA does. Many of these venues allow us the opportunity to distribute information (i.e., business cards, bookmarks, and ink pens) to the attendees. The HHOMA, through its technology venues disseminates information when available, from minority communities to minority communities regarding minority issues, programs, services and activities.

FUNDING PROGRAMS AND SERVICES FOR MINORITIES

Funding has a direct bearing on the types of programs and services provided to the minority population throughout West Virginia. A number of issues such as inadequate development, implementation and reporting are often experienced in underfunded programs and services.

While funding can have a positive impact on the ability to offer quality programs and services, the programs and services are available only as long as the funding is available. When additional funding sources cease to exist, there is a risk of quality programs and services not being available to our minority communities.

There are a number of instances where legislation is passed that address minority issues; the legislation may have a specific focus in terms of funding sources and location of programs and services. Because of the narrow focus, unintentional barriers may develop. A bill may pass that included the language "if funding is available." In many instances, funding is not available at the time the bill passes, and does not become available over time. This can result in programs and services never being implemented.

The HHOMA recognizes that there are a number of programs and services currently in existence that could contribute greatly to promoting equity for the programs and services within the minority population. The WV Office of Minority Health coordinates efforts to ensure that equity is achieved regarding health programs and services that are accessible to minority communities throughout the state. The WV Department of Highways manages the Disadvantaged Business Enterprise (DBE) Program that is designed to specifically target the advancement of minorities who seek to procure state contracts. This is a program that can be further explored as a model as we seek to increase the impact that a commitment of both human and financial resources can have when implementing changes needed to develop programs and services into culturally relevant programs and services. The Annual Minority Business Expo is another example of providing opportunities. Minority business owners share experiences, receive current information about business trends in West Virginia and have one-on-one opportunities to contract with large companies/corporations. The HHOMA spearheaded the establishment of, and provides the technical assistance to the group of minority business owners as they pursue the development of the WV Minority Business Association. We provide an opportunity for anyone interested in serving on a board or commission to submit an application through www.minorityaffairs.wv.gov for consideration to be appointed to a leadership position. We also look for, and encourage others to connect with the HHOMA for partnership opportunities.

PLANNING, DELIVERY AND EVALUATION

Planning, delivery and evaluation requires closer examination to ensure that programs for minorities meet the best practice standards that are in place for any other community. Evaluation and reporting is an area in need of improvement as it is often lacking in programs and services that are provided in minority communities. When the evaluation and reporting does not meet the funder's reporting guidelines, it can result in the agency/organization being listed on the federal or state, or both the debarred and/or noncompliance lists. When placed on these lists, federal, state or both funding sources will not be available to the agency/organization. Technical assistance can be sought from a number of local agencies/organizations regarding report writing.

Relationship building is a key first step in the planning process. Needs assessments specific to every program being developed are critical to the planning, development and delivery of minority programs and services because they allow all stakeholders to have a voice in every aspect of the process. There is an ongoing need for planning and development teams that are culturally, ethnically, and regionally diverse with expertise in the area of concern. Such a team could boost credibility which could leverage additional resources.

We continue to hear reports of non-compliance in program reporting and that the evaluation methods used to evaluate programs and services for minorities vary greatly. Reports often lack details and consistency; resulting in funders being reluctant to fund programs and services because the reporting requirements are not met.

RECOMMENDATIONS

The themes and patterns remain the same regarding the areas of needs as expressed by minorities across the state. West Virginia's minority residents still experience inequity in each of the six areas identified for HHOMA to work on. Based on information gathered from the Listening Tour Forums, meetings, and other activities/events, I respectfully submit for your review and consideration the following three recommendations; some of which are not new but are worth repeating. Progress regarding the recommendations below would be a start in addressing the many issues minority communities face.

1. Develop a diversity statement through the Office of the Governor as a way to begin to foster trust between minorities and State Government. Such a statement is a first step toward showing support and commitment to diversity, equality, and equity for any minority groups across the state. The development of a diversity statement and participation in diversity trainings illustrates a willingness to foster a diverse work environment. There is no financial cost associated with this recommendation and gaining public trust and support is invaluable. This is the third year for this recommendation.
2. Determine the efficacy of attaching a fiscal note to Bills that are passed specific to minorities to ensure that programs and services can be provided efficiently based on having a sufficient amount of both human and financial resources. This would require being knowledgeable of whether any state agency named in a Bill has both the human and financial resources to meet all requirements as set forth in said Bill.
3. Require agencies to be open and transparent through regular updates regarding their ability to fund minority programs and services while holding agencies responsible for enacting legislation to fund programs and services whose target population is minorities. In partnership with the HHOMAs, convene stakeholder meetings to develop strategies for enacting legislation that directly affects the minority population.

SUMMARY

The Herbert Henderson Office of Minority Affairs has played an integral role regarding positive advancements that minorities across the State can benefit from. A Minority Business Expo is held each year in October to bring minority business owners, corporations, and other companies together in an effort to grow, enhance, and strengthen the minority business community. Employment opportunities are also showcased. The annual expo has resulted in the establishment of a statewide WV Minority Business Association.

Relationships with various agencies and organizations have allowed the HHOMA to provide technical assistance in the area of planning and development while at the same time providing limited financial assistance. The HHOMA spearheaded the establishment of the West Virginia Office of Minority Health within the WV DHHR's Bureau of Public Health. Additionally, the office spearheaded West Virginia State University offering a college course on the west side of Charleston, WV. Through work with Catalyst Ministries, the HHOMA co-sponsored the development of the Moral Rehabilitation Program so ex-inmates are able to work on community reintegration from a faith-based perspective. It is our intent to continue to work to establish new statewide agencies and/or organizations, and promote activities and events that are critical to promoting equity in programs and services available to our minority communities.