



**Herbert
Henderson
Office of
Minority
Affairs**

**ANNUAL REPORT
2017**

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HHOMA ADVISORY BOARD MEMBERS

Cheri Bever

WV Goodwill, Executive Director

Owens Brown

NAACP, President

Mike Coleman

Department of Military Affairs and Public Safety, Deputy Director of Correctional Operations

David Fryson, Esq.

WVU Diversity and Inclusion, Vice President

Dr. Rahul Gupta

Bureau for Public Health, Commissioner

Gail Henderson, Esq.

Henderson, Henderson and Staples, Attorney

Cameron S. McKinney, Esq.

WV Human Rights Commission,
General Counsel

Julie Palas, Esq.

WV Women's Commission, Executive Director

Deputy Commissioner**Jacqueline Proctor**

WV Bureau of Senior Services

Andrew Schneider

Fairness WV, Executive Director

Drema Smith

WV Department of Highways, Executive Director

Rev. Roberta Smith

Black Ministerial Alliance, President

Professor Patricia Wilson

WVSU, Department of Education, Chair

Julian Woods, Esq.

WV Department of Education, HR Director

MESSAGE FROM THE EXECUTIVE DIRECTOR

It gives me great pleasure to bring you greetings from Governor Justice, our office staff and all our partners, who have helped to make this a good year for diversity in the State of West Virginia. HHOMA has worked diligently to provide services and programs that will empower and benefit the diverse communities we serve throughout the State of West Virginia, especially West Virginia's minority communities. I am committed to insuring HHOMA works diligently towards fulfilling the directives outlined by the State of West Virginia Charter that established this office in March 2012.



Within the pages of this annual report, you will find evidence that HHOMA is determined to produce excellence as we fulfill our mission, to develop, advance and better the economic, employment, business and cultural opportunities for all citizens in our state. A major area of focus for 2018 and beyond will be improving and stabilizing the economically deprived areas within the State of West Virginia. We will begin this process during 2018 with a Community Development Pilot Program which is described in HB 2724. We will also continue to spend much of our time visiting cities and towns in West Virginia on "listening tours" designed for you to tell us how we, in state government, can better serve the interest of minorities and women in our state. Please take advantage of these opportunities to tell us what you think we are doing well and where you think we need to improve!

Thanks for taking time to review our annual report and thanks to everyone who contributed to the successes we achieved during 2017. The best is yet to come!

Best Regards,

William M. White, Ph.D.
Executive Director

MISSION

The Herbert Henderson Office of Minority Affairs (HHOMA) is to provide 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 equality 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 individual differences are respected, appreciated, and celebrated.

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 build statewide partnerships among minority citizens, government, and private entities.

RESPONSIVENESS - We are committed to providing programs and services in a dignified, respectful, and nondiscriminatory manner.

ACCOUNTABILITY - We are committed to prudently managing the activities of the office.

GOALS & OBJECTIVES

HHOMA has identified six areas targeted as priorities for the office.

1. **EDUCATION** - Participate in and/or convene forums for discussions with the Department of Education, Community and Technical College System of WV, Higher Education Policy Commission, Superintendents, Higher Education Presidents, and constituents to develop best practice strategies to improve the educational outcomes for the children of our state.
2. **WORKFORCE DEVELOPMENT** - Develop collaborative partnerships to foster the implementation of the Workforce Development Legislation in the manner intended.
3. **MINORITY HEALTH** - Collaborate with the Department of Health and Human Resources (DHHR) and its Bureau for Public Health (BPH) to have a fully staffed Office of Minority Health that will offer programs and services to minorities throughout 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** - (i.e., adult and juvenile) - Collaborate with various partners to develop programs that promote justice equity for minorities entering, serving sentences, and/or leaving the justice system.
6. **ECONOMIC DEVELOPMENT** - Collaborate with federal, state, and local governments and with the private and public sectors on efforts to promote economic development opportunities and initiatives.

GOVERNOR JUSTICE APPOINTS DR. WHITE TO LEAD MINORITY AFFAIRS



On January 23, 2017, Governor Jim Justice announced that Dr. William M. "Bill" White will be joining his administration to run the Herbert Henderson Office of Minority Affairs. He is the second person to hold this position. Dr. White will be stepping down from his position on the West Virginia State Board of Education to begin his new role.

"I am humbled to have the opportunity to give back to the state I love and help Governor Justice make West Virginia number one," said Dr. White. "I want to modernize the office and focus its mission on making West Virginia more inclusive so that all of our people have a fair shot at new job opportunities and quality of life, and to keep our young talent here at home. My hope is that the young people of our state, regardless of color or creed, can have the same opportunities I've had."

"Dr. White is experienced in academics, an accomplished businessman, and a true leader in the African-American community," said Governor Jim Justice.

Dr. White graduated from Bluefield State College in Bluefield, WV (a HBCU) with a Bachelor of Science degree in chemistry and mathematics. He completed a two-year business management course designed for scientists at the Alexander Hamilton Institute in Ramsey, NJ. He earned a Doctor of Education in Leadership and Change from Fielding Graduate University in Santa Barbara, CA; and a graduate certificate from the Harvard University School of Education in Management and Leadership Education.

Dr. White, a native of Bluefield, West Virginia is the proud father of a son, Aaron, and grandfather of Aubrey Mae who is the new joy of his life.

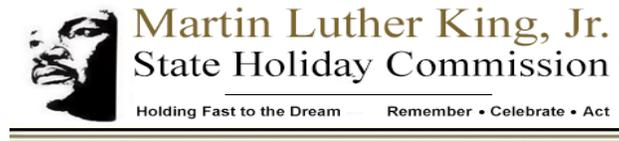
Noteworthy Keynote Speeches

Wheeling Branch NAACP
Freedom Fund Banquet

Huntington Branch NAACP
Freedom Fund Banquet

Human Rights Commission
Conference on Fair Housing,
Wheeling, WV

THE MARTIN LUTHER KING, JR. STATE HOLIDAY COMMISSION



PURPOSE

- To develop, promote, coordinate and review plans and make recommendations for specific activities to be undertaken by state government for the general public in commemoration of the birthday of Martin Luther King, Jr.
- To encourage state, local and county government agencies, educational institutions, organizations and the general public to plan activities for observance of the holiday and provide assistance and information.
- To coordinate plans with the federal commission for observance of the holiday.
- To provide annual reports to the Governor on commemorative activities throughout the state which shall include findings, proposals, conclusions and recommendations for future annual state celebrations.

COMMISSIONERS

Dr. Michelle Easton

UC Dean, School of Pharmacy

David M. Fryson, Esq.

WVU Community Liaison

Brandi Jacobs-Jones

Director Administration and Finance
Marshall University

Secretary Gayle Manchin

Education and the Arts

Julie C. Palas, J.D.,

Executive Director of Catastrophic
Illness Commission and
Women's Commission

Deputy Commissioner

Jacqueline A. Proctor

Bureau of Senior Services

Commissioner Randall

Reid-Smith

WV Division of Culture and History

Sylvia C. Ridgeway

Huntington NAACP President

Pastor BJ Roberts

Kingdom Life Fellowship Church

Justice Larry V. Starcher

Retired

Dr. Anthony Woart

Bluefield State College

Dr. William M. White

MLK Commission Chair,
Executive Director of Herbert
Henderson Office of Minority Affairs

Professor Patricia Wilson

WVSU
Chair of Education Department

MLK State Holiday Commission's Commemoration and Celebration of Dr. Martin Luther King, Jr.

Theme: "I Believe that Unarmed Truth and Unconditional Love Will Have the Final Word in Reality" - Dr. Martin Luther King, Jr.

Date: Monday, January 16, 2017 at 9:30 a.m.

Location: Asbury United Methodist Church, 501 Elizabeth St., Charleston, WV

Bell Ringing Ceremony: The Capitol Grounds

Reception: West Virginia Museum of Culture and History, Charleston, WV

Keynote Speaker: David M. Fryson, Esq., Vice President of Division of Diversity, Equity and Inclusion, WVU

AWARDEES

Advocates for Peace -Advocate of Social Change in a Nonviolent Way

Ms. Diana Bell, Wheeling, WV

Sharing of Self - Selfless Leadership in the Public and Private Sector

Ms. Annette Fetty Santilli, Philippi, WV

Human and Civil Rights – Advocate for Social Change and Equality

Mr. Cody Corliss, New Martinsville, WV

Scholarship – Significant Contributions in the Area of Education Excellence

Dr. Shelvy Campbell, Huntington, WV

The Governor's Living the Dream Award

Rev. Wesley Dobbs, Carolina, WV



5th Annual Black History Month Celebration of Diversity

Date: February 6, 2017

Location: WV Culture and History Museum

Keynote Speaker: Rev. Tia Welch, Senior Pastor,
Heart of God Ministries, Charleston, WV



This event was a kickoff celebration of Black History Month sponsored by the MLK State Holiday Commission and co-sponsored by the Herbert Henderson Office of Minority Affairs and the WV Culture and History Center. An annual poster contest where students across the state in grades K-12 submit their themed MLK artwork to be judged.

The winning artwork is displayed in the Great Hall at the Culture and History Museum throughout the month of February.

AWARDEES

GRADES 9-12	N. Cline	First Place	Mingo Central High School
	E. Farr	Second Place	Mingo Central High School
	C. Hughes	Third Place	Lincoln County High School
	G. Lambert	Third Place	Shady Spring High School

GRADES 6-8	A. Harrah	First Place	Park Middle School
	M. Taylor	Second Place	Gilbert Middle School

GRADES 3-5	N. Martin	First Place	Burch Elementary School
	V. Cline	Second Place	Gilbert Middle School
	I. Bateman	Third Place	Dunbar Intermediate School

GRADES K-2	D. Martin	First Place	Burch Elementary School
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Stand Against Racism

Date: April 28, 2017

Location: Lower Rotunda, State Capitol



Participants sign a pledge

This event is a collaboration between the Herbert Henderson Office of Minority Affairs, The Martin Luther King, Jr. State Holiday Commission, YWCA Huntington, the State of West Virginia Equal Employment Opportunity Office and the YWCA Charleston. Founded by YWCA Trenton and YWCA Princeton in 2007, Stand Against Racism is now a signature campaign of YWCA USA.

The campaign is designed to build community among those who work for racial justice and to raise awareness about the negative impact of institutional and structural racism. Students in the public school system, grades 1-12 submit essays.

Visit www.standagainstracism.org/pledge to take the pledge.

AWARDEES

GRADES 1-4	L. Shinn	First Place	St. Michael Parish
	O. Sheller	Second Place	Richie Elementary School
	B. Maloney	Third Place	St. Michael Parish

GRADES 5-8	E. Edinger	First Place	Triadelphia Middle School
	H. Aulick	Second Place	Triadelphia Middle School
	K. Modi	Third Place	Andrew Jackson Middle School

GRADES 9-12	O. Ward	First Place	George Washington High School
	A. Roop	Second Place	Woodrow Wilson High School
	K. Kittinger	Third Place	Woodrow Wilson High School

WV COMMUNITY-BASED PILOT PROJECT

The Herbert Henderson Office of Minority Affairs submitted HB 2724 (West Virginia Community Based Pilot Project) as a bill that was requested by Governor Justice. It was sponsored by Mr. Armstead and Delegate Miley. The bill passed.

A Legislative Initiative is Sponsored by Governor Justice on Behalf of HHOMA

§5-26-3. Establishment of a community-based pilot project March 2017

(a) The Herbert Henderson Office of Minority Affairs shall establish a community-based pilot project. The pilot expires on July 1, 2021. The pilot shall develop a model to promote public health through comprehensive community development in communities across West Virginia. This model shall address poverty, substance abuse and other social determinants of health; improve community and populations' health; improve labor force participation; and support economic development through comprehensive community development in rural, suburban and urban communities.

(b) As selected by the executive director, the pilot shall include a collaborative of nonprofit organizations.

(c) The pilot shall be funded by coordinating existing funded projects. The pilot shall leverage existing resources, including housing and urban development services provided by the federal government and any youth, education and family services offered by the state government or other local organizations. If funds are available, the pilot project may receive funding from the office.

(d) The office shall report to the Select Committee on Minority Affairs Interim Committee on the efforts and progress of the pilot program.

A Request for Proposal has been initiated to hire a coordinator plus additional support to establish a baseline in areas identified for the pilot. West Virginia University and West Virginia State University have committed to being researchers for the project. Discussions with Marshall University are ongoing.

NOTABLE CONTRIBUTIONS

Katherine Johnson Day Declared



A woman born in West Virginia known for her contributions to America's space program and helping to break down race and gender barriers was recognized in 2017 by the West Virginia Legislature.

On April 3, 2017, the West Virginia Legislature named August 26 "Katherine Johnson Day" in honor of the physicist and mathematician's achievements at NASA to the space program. The legislature also voted to request that Congress rename the NASA IV & V facilities after Johnson. Johnson's daughter Katherine Moore participated in the recognition ceremony in both chambers and accepted the honor on her mother's behalf.

Katherine Goble Johnson was born in White Sulphur Springs, Greenbrier County, West Virginia. She enrolled in West Virginia State College (West Virginia State University) at age 14. Johnson graduated with a degree in Mathematics and French with the highest honors in 1937.

Johnson's story was brought to light after the 2016 movie 'Hidden Figures' debuted winning multiple awards. She was a major contributor to the calculations of the Apollo 11 flight to the Moon and other NASA missions. She was awarded the Presidential Medal of Freedom in 2015 by President Barack Obama.



In 1960, Johnson and engineer Ted Skopinski co-authored

Determination of Azimuth Angle at Burnout for Placing Satellite Over a Selected Earth Position, a report that detailed the equations describing an orbital space flight in which the land position of the spacecraft is specified. This was the first time a woman in the Flight Research Division had received credit as an author of a research report. In 1962, John Glenn asked engineers to get Johnson to run the numbers through the same equations a computer had used to calculate the trajectory of the capsule for his Friendship 7 Mission.

Johnson worked on calculations for Project Apollo's lunar lander. She also worked on the Space Shuttle and the Earth Resources Satellite and authored or co-authored 26 research reports. She retired in 1986 after 33 years at Langley.



In 1958, NACA became NASA. Johnson did trajectory analysis for Alan Shepard's May 1961 Mission Freedom 7. It was America's first human space flight.

In celebration of her naming, HHOMA, West Virginia State University, West Virginia University, and Larry Swan hosted a 99th birthday party for Katherine Global Johnson at the Greenbrier Resort in White Sulphur Springs, West Virginia where Katherine G. Johnson and William M. White were inducted in the West Virginia Black High School Athletic and Scholastic Hall of Fame.

HHOMA FESTIVALS AND OTHER EVENTS

First Annual Juneteenth Celebration

Date: June 19, 2017

Location: Municipal Auditorium, Charleston, WV

Headliner: Step Afrika

Featuring Live Entertainment: Artistry by Kimberly Shrader, Unity in the Community Choir, MLK Male Chorus, Mrs. Jean English, spoken word by Ms. Crystal Good & Mrs. Janet Williams, DJ Woody Woods from 98.7 FM, games and much more

Attendance: Over 500 women, men and children



Juneteenth, or Freedom Day, is a holiday that commemorates the June 19, 1865 announcement of the abolition of slavery in Texas, and more generally the emancipation of African slaves throughout the Confederate South on June 19. The word Juneteenth derives from a combination of “June” and “nineteenth. The Juneteenth event was free for the public presented by the Herbert Henderson Office of Minority Affairs (HHOMA).



This Juneteenth celebration featured headliner Step Afrika! This electrifying dance company from Washington, DC promotes an appreciation for stepping as a contemporary dance genre and its use as an educational, motivational and healthy tool for young people.

Sponsors included: 98.7 The Beat, AARP, BrickStreet, Bureau of Senior Services, City of Charleston, CORE, Bluefield State College, Fairmont State University, James “Tiger” Morton Catastrophic Illness Commission, KISRA, Martin Luther King State Holiday Commission, National Association for the Advancement of Colored People, West Virginia Culture and History Museum, West Virginia Department of Commerce, West Virginia State University, West Virginia University, WV Women’s Commission.

HHOMA FESTIVALS AND OTHER EVENTS

14th Annual Advancing Civil Rights Through Advocacy Awards Day Luncheon

Date: August 28, 2017

Location: Beni Kedem Shrine Temple, Charleston



This annual event is held by the West Virginia Human Rights Commission.

HONOREES

Ms. Lee Adler, Esq.

Ms. Ibtesam "Sur" Barazi

Ms. Lynn Clark, Esq.

Dr. Goeffrey Cousins

Dr. Rahul Gupta

Ms. Christy Salters Martin

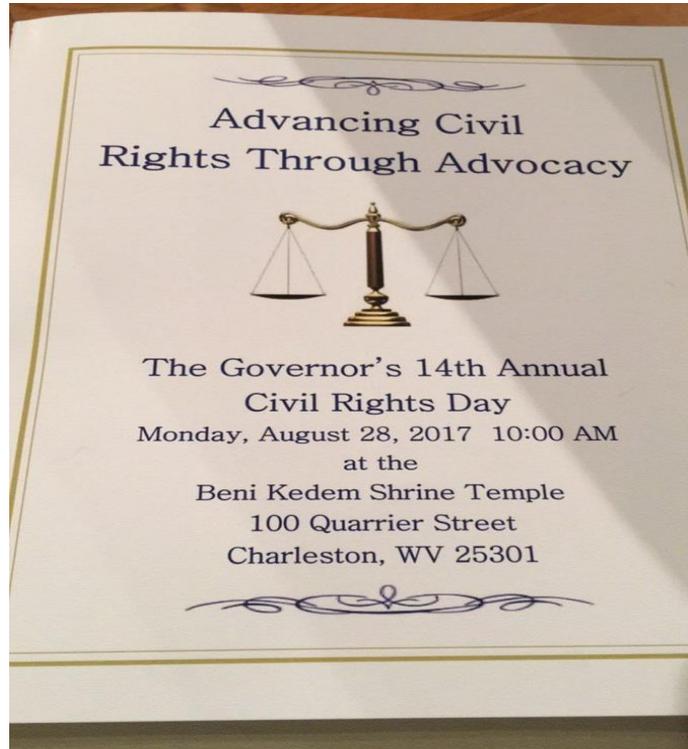
Mr. Randy Gene Moss

Mr. Lewis E. Myers

Ms. Sandra Y. Pope

Dr. Patricia Proudfoot Kelley

Dr. Brenda Wilson



HHOMA FESTIVALS AND OTHER EVENTS

4th Annual Minority Business Expo

Date: October 25, 2017

Time: 10:00am-6:00pm

Location: Charleston Civic Center

Keynote Speaker: Morris Morrison

This represents our premier event of the year. Participants interacted with important business and government leaders looking to promote minority entrepreneurship.

Our mission for the Expo is to correct a simple problem: West Virginia ranks last in the nation in minority workplace participation, at a dismal 53.2%. This includes minority ownership of businesses. We

must do something different if we want to improve our standing. Women and minorities must be included in the creation of businesses, licensure process, and participation in the economic development of our great state.

The goals of the Expo are to support diversity and inclusion, equal employment opportunities, small and disadvantaged businesses, and inclusion of historically under-represented communities to improve the lives of all West Virginians. There were 75 exhibits and 12 concurrent sessions for more than 400 participants to visit. The sessions covered subjects from Financial Responsibility to Leadership Development and Sustainability for entrepreneurs to Bonding and Certification -Navigating State Contracts.

The keynote, Mr. Morris Morrison, is one of America's fastest-growing, highly inspirational motivational speakers, who began his life in the bright lights of New York City and on to the coal mining hills of West Virginia. Morrison's journey to survive after losing his birthparents in New York City and his second set of parents as a teen presented a powerful message on creating one's own success despite the roadblocks presented in life. Morrison was quite a hit! One of the highlights of the Expo was the representation by the West Virginia Department of Education of 10 schools using the world famous Simulated Workplace program.

The reviews from the 2017 Minority Business Expo were superior to three previous Expos according to attendees who have attended all for the Expos.



HHOMA COLLABORATIVE PROJECTS 2017

Early College Academy Pilot Program

HHOMA, the Department of Education and Pierpont Community & Technical College created an Early College Academy as a pilot program to help foster greater engagement with the Career and Technical Education Centers within its service area and to allow high school students to earn college credits while still in high school. Thanks to a very generous grant of \$151,000 from the Claude Worthington Benedum Foundation, the Pierpont Early College Academy will enable high school students at Monongalia County Technical Education Center (MTEC) to enroll in community college courses while simultaneously attending their respective High Schools. As these students successfully complete course equivalencies at the Career and Technical Education Center, they will also receive college course credits. The program also incorporates free college credits earned through participation in the West Virginia Department of Education's EDGE initiative as part of the pilot program. Currently, 19 students are simultaneously enrolled in Health Career Programs at the Pierpont Early College Academy and the Monongalia County Technical Education Center. These students will become contributors even sooner to the economy of our great state by participating in this program, while reducing the cost of earning a degree or certificate.

Recruiting African American Teachers Pilot Program

HHOMA, the Department of Education, the Higher Education Policy Commission and the state National Association for the Advancement of Colored People have begun a program targeted at recruiting 180 African Americans for the teaching profession. The details for the project will be finalized during the first quarter of 2018. AFT and WVEA have been approached to participate in this project. A new study finds that having a black elementary school teacher can significantly impact the dropout rate of low-income black students. The study, co-authored by a Johns Hopkins University economist, found that the high school dropout rate is reduced by 29 percent for those students who have at least one black teacher in the third through fifth grades. West Virginia currently has a deficiency of over 700 certified teachers statewide.

Disparate Disciplinary Referrals for African American Students in WV Pilot

HHOMA and the West Virginia Department of Education (WVDE) have partnered to address disparate disciplinary referrals of minority students as identified by the U.S. Department of Education's Office of Civil Rights. The purpose of the partnership is to better understand the discipline data and research; work with schools, families and communities to determine what supports can be put in place to address the issues; and discuss available resolution with counties. The WVDE recently conducted an internal study of the state's discipline referrals and found that African American students are one-and-a-half times more likely to receive disciplinary interventions as a result of their behavior than white students. Out-of-school suspensions can dramatically impact student performance and graduation rates because students miss out on instruction time and classroom interactions. "The research has shown that discipline gaps such as those we have seen in West Virginia are not being objectively identified and addressed and we need to make sure they are, in order for African American children to have the same opportunities for successes and outcomes in education that white students have," said Dr. William White, Executive Director of the Herbert Henderson Office of Minority Affairs. A report detailing findings with recommendations will be available during 2018.

Recruitment of Women and Minorities for the WV National Guard and Department of Corrections

The WV National Guard and the Department of Corrections is working with HHOMA to recruit women and minorities for employment. The initiative is in its initial stages. A report of the results will be available during 2018.

LISTENING TOURS

Bluefield, Huntington, Weirton & Welch

The Herbert Henderson Office of Minority Affairs held four listening tours in 2017. Listening tours are designed to give the public an opportunity to send their concerns back to the Governor and his staff. They are required by statute, specifically for minority input. Concerns raised were researched and sent to the appropriate state agency for follow-up.

Participants in these tours included: Mr. Jason Williams, Director of Constituent Services; Ms. Emma Wilson, Small Business Administration, Ms. Julie Palas, ESQ., Executive Director of Women's Commission and Catastrophic Illness Commission, Mr. Bruce Murphy, Special Projects Coordinator in the Department of Agriculture and Dr. William White, Executive Director, HHOMA.



Major Concerns Raised:

Welch - Food "desert" issues, leaking library building, how to start a B&B (Off-road recreation vehicles)

Bluefield - Dedicated space for seniors, treating Southern WV as if it belongs to the state, meeting with state officials on economic development issues

Weirton - Being treated as if it belongs to the state, economic development, lack of contact with Charleston

Huntington - Primarily discussed need for assistance with the drug epidemic with Huntington being ground zero



PUBLIC SERVICE ANNOUNCEMENTS

Upon beginning this position, it was very apparent that many citizens in the state are not aware of the Herbert Henderson Office of Minority Affairs. To increase our visibility in the state we created two Public Service Announcements.

Morris Morrison

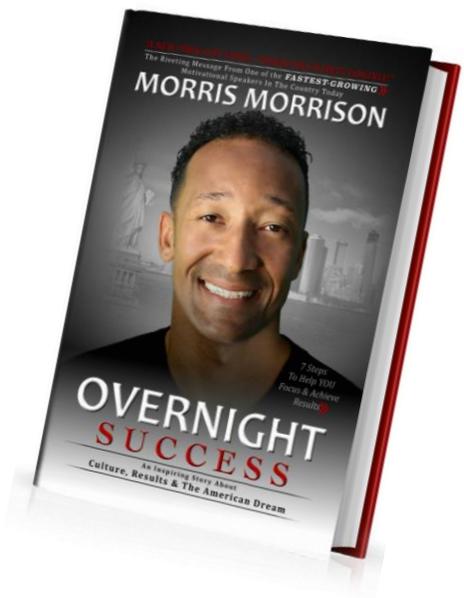


The first was using Morris Morrison, author of *Overnight Success*. Morrison was raised by his aunt and uncle after the death of his mother and father, who were into bad things and choices in New York City. Morrison was left as an orphan. After his aunt who raised him died, Morrison said he made a promise to himself that he would be all he could to glorify his family that took care of him all those years.

After being on his own as an early teen, Morris was able to remain motivated & engaged by becoming involved with many opportunities that enhanced his self-awareness. Morrison obtained his Bachelors in psychology at Fairmont State University in West Virginia followed by a Master's in

Business from West Virginia University.

This former Collegiate Basketball Player, Collegiate Student Body President, Homecoming King, and President of Alpha Phi Alpha Fraternity Inc., has a story that is so inspiring that he has quickly become one of the most sought-after motivational speakers on both the college and business circuit.



Brad Smith



Born and raised in Kenova, West Virginia, his community played a key role in his life. After graduating from Ceredo-Kenova High School, he attended the US Military Academy at West Point for one semester, but his West Virginia roots pulled him back home.

He went on to graduate from Marshall University in 1986 with a bachelor's degree in business administration with an emphasis in marketing.

After graduating college his dad advised him to always pursue what makes his heart beat the fastest. He [also] said I should always make my job choices based on the franchise and not the role. In other words,

look for purpose-driven companies that would challenge him and provide him with stretch assignments so he would continue to grow.

Smith said his life lessons from West Virginia include integrity, humility and teamwork. "You learn in West Virginia that life is a team sport. Communities stick together. Families stick together. Those things have stuck with me and they keep me grounded."

- WV Public Broadcasting, May 1, 2014

His father told him not to focus on title or the money, because that would change over time if he worked hard. Finally, [he said to] understand that there will be good days and bad days, but if the good outweigh the bad, you are on the right course.

Brad loved getting things done through a team as opposed to being an individual contributor. This led him into people management and his first job at Pepsi. He went on to work at ADVO and ADP before joining Intuit in 2003. He held various roles within the company before becoming CEO in 2008, and chairman in 2016.

ADDITIONAL MINORITY CONCERNS

Minority Health Coordinator (DHHR)

The WV Bureau for Public Health is partnering with the Marshall University, College of Health Professions, School of Public Health to develop a health resource exchange and cooperative program in public health education, outreach and research activities. Under this partnership agreement, the Marshall University Minority Health Institute will provide expertise to coordinate statewide efforts to improve health disparities of vulnerable populations as defined by race/ethnicity, socioeconomic status, geography, age, disability status and other at-risk populations. The two entities will collaborate in a staff development project involving recruitment and placement of a Minority Health Coordinator, who will develop a comprehensive plan for a statewide minority health program, with proposed policies, practices and procedure to eliminate health disparities and achieve health equity. The Coordinator will provide outreach services to vulnerable communities to educate at-risk populations, facilitate access to health information, education and risk-reduction activities, and mobilize networks, coalitions and partnerships to identify and resolve minority health disparities.

Human Rights Commission (HRC)

The Human Rights Commission is experiencing problems attracting and retaining qualified employees, including discrimination investigators and an accountant, because of the low pay for the positions. The Commission has traditionally operated with at least 30 personnel, but is currently operating with just 19. Consequently, investigations of discrimination allegations take much longer to complete, and the agency is able to complete fewer cases per year (resulting in loss of Federal revenue). The agency is also severely limited in its ability to conduct public outreach and education. As a result, the Commission was placed on an improvement plan by the U.S. Department of Housing and Urban Development (HUD) in late 2017, because it was unable to complete housing discrimination investigations in the time frame expected by HUD. Leadership and staff were required to implement corrective strategies and attend extensive training as part of the remedy. A final decision on the results of the improvement plan is expected from HUD in or around March 2018. The Commission must be given a budget and personnel assistance that enable it to make its salaries competitive and enable it to attract, train, and retain qualified employees to remain in compliance with its statutory duties and federal mandates.



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