



2014 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) 2014 Annual Report that is reflective of the tasks that were undertaken during the past year. It is an honor and a privilege to work as the Executive Director of the HHOMA that functions as part of the Governor's Office at the Cabinet level.

In keeping with the lifelong quest for equal rights for all human beings; it continues to be my mission to work diligently in the ongoing efforts for basic human rights that foster equality for the minority citizens of this state.

Through the HHOMA, forums are held across the state to promote and facilitate open dialogue on issues that affect minorities in West Virginia, develop strategies that promote equity, and make recommendations on how we can improve the lives of our minority citizens by improving programs and services that serve our minority groups' needs.

This Annual Report serves to highlight the continuous commitment to equity for citizens throughout the state who are discriminated against and/or do not receive or have access to the programs and services that are readily available to non-minorities.

I am grateful to each of you who support the efforts of this office.

Respectfully submitted,

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 forums 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 (EQUITY) 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 individuals' differences are 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.

GOAL & OBJECTIVE

- GOAL:** The overarching goal is to make recommendations to the Governor and Legislature related to policies that affect the minority population of our state.
- OBJECTIVE:** The main objective of the office is to serve as an advocate to the minority communities and as liaison to the Governor regarding issues affecting minorities across the state.

STRATEGIC GOALS

The HHOMA identified six areas as priorities for the office.

1. **Education** – Participate in discussions with the Department of Education, Community and Technical College Systems of WV, Higher Education Policy Commission, Superintendents, Higher Education Presidents, and constituents to develop best practice strategies to improve the educational outcomes for the citizens of our state.
2. **Workforce Development** – Develop collaborative partnerships to foster the implementation of 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 establish, staff, and maintain an efficient West Virginia Office of Minority Health 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** – (i.e., adult and juvenile) – Collaborate with various partners to develop programs that promotes **equity** for minorities entering, serving sentences, and/or leaving the justice system.
6. **Economic Development** – Collaborate with federal, state, and local government and with the private and public sector on efforts to promote economic development opportunities and initiatives.

2014 HIGHLIGHTS

Activities

- ❖ Southern Region Listening Tour (Welch, McDowell County)
- ❖ Central Region Listening Tour (Institute, Kanawha County)
- ❖ HHOMA Day to Serve Project (Secret Santa)
- ❖ Black Heritage Festival

Sponsored Events

- ❖ Martin Luther King, Jr. State Holiday Commission Annual Celebration

Co-Sponsored Events

- ❖ 2014 Minority Business Expo -co-sponsored with WV Small Business Development Center (WVSBDC), Columbia Pipeline Group (CPG), Kanawha Institute of Social Research in Action (KISRA), Vision Shared and TriState Minority Supplier Development Council (TSMSSDC)
- ❖ Black History Month Celebration of Diversity – co-sponsored with the WV Division of Culture and History
- ❖ Governor’s 11th Annual Civil Rights Day – co-sponsored with Human Rights Commission (HRC)
- ❖ National Night Out Against Crime – co-sponsored with City of Charleston, WV Police Department
- ❖ Moral Rehabilitation Summit –co-sponsored with Partnership of African American Churches (PAAC), WV Division of Corrections and Catalyst Ministries

Professional Development

- ❖ WV Annual Equal Employment Opportunity Conference (Charleston, WV)
- ❖ Tri-State Conference on Diversity & Inclusion (Ironton, Ohio)
- ❖ WV Human Rights Commission Fair Housing Conference (Charleston, WV)
- ❖ Prisoner Re-Entry Issues and Supportive Resources (Charleston, WV)
- ❖ Summit of Race Matters in Appalachia (Charleston, WV)
- ❖ Juvenile Detention Alternatives Inter-Site Conference (JDAI)(Philadelphia, PA)

Service

- ❖ Martin Luther King, Jr. State Holiday Commission Chair
- ❖ Justice Reinvestment Committee Member
- ❖ Reconnecting McDowell Member
- ❖ West Virginia Workforce Planning Council Member
- ❖ West Virginia Intergovernmental Task Force on Juvenile Justice Member
- ❖ Correctional Workforce Collaborative Initiative Member

Collaborations

- ❖ Department of Health and Human Resources (Project Launch)
- ❖ Higher Education Policy Commission (Diversity Initiative)

- ❖ Human Rights Commission (HRC Civil Rights Day)
- ❖ West Virginia Small Business Development Center (WVSBDC, 2014 Minority Business Expo)
- ❖ Partnership of African American Churches (PAAC, Moral Rehabilitation Initiative)
- ❖ West Virginia Division of Highways/ EEO Division (2014 Minority Business Expo)
- ❖ West Virginia State University (WVSU, 2014 **Balancing the Equation**)
- ❖ Vision Shared (2014 Minority Business Expo)
- ❖ Kanawha Institute for Social Research & Action, Inc. (KISRA, 2014 Minority Business Expo)
- ❖ Columbia Pipeline Group (CPG, 2014 Minority Business Expo)
- ❖ TriState Minority Supplier Development Council (TSMSSDC, 2014 Minority Business Expo)

INFORMATION DISSEMINATION

The HHOMA utilizes their www.minorityaffairs.wv.gov website in an effort to increase its presence throughout the state. Press releases, newspaper, television and radio community bulletin boards are also used to keep the public informed and raise awareness about new initiatives and community events that we are involved with. Twitter via the Governor's Communication Department is the social network that we use to disseminate information online. As a way to remind people that the office exists, promotional items such as ink pens, note pads, bookmarks, and tote bags are distributed at every event. Our bookmarks provide information about the services we provide, how to contact us and how to support us.

While there are a number of opportunities that become available at any given time to serve on a Board or Commission, there are not a lot of minorities who submit documentation of their interest in, or qualifications for those roles. Previously, there has been no concerted effort to identify minorities who are qualified to serve in such leadership roles. In an effort to identify qualified minority candidates to serve the state, an application process can be found at www.minorityaffairs.wv.gov.

NETWORKING

Networking for the HHOMA occurs in a variety of ways that includes participating in service projects and community events, as well as attending community activities, and forums. I am able to network with the Governor, Chief of Staff, General Counsel, Cabinet Secretaries, Chancellors, Commissioners, and with the Governor's Senior Staff as needed. In addition to weekly Cabinet meetings, I meet with Cabinet Secretaries as needed to discuss current issues as related to their respective agency. We continue to work together to keep each other informed and educated about how we can work together to ensure equity for the programs and services provided by the various state government agencies.

AVAILABILITY OF STATEWIDE PROGRAMS AND SERVICES FOR MINORITIES

There is still much work to be done regarding the lack of and/or accessibility to programs and services that are specifically aimed at improving the lives of minorities. There still remains little minority representation on boards and commissions, in leadership positions and in areas that inform policy. The Division of Highways/EEO Division's Disadvantaged Business Enterprise and the West Virginia Office of Minority Health (WVOMH) are two of the small number of programs and services that specifically target the advancement of minority populations.

Minority groups often voice concerns regarding programs and services being difficult to access. The lack of access is reportedly due in part to how information is disseminated, and whether the community is educated about the various statewide programs and services that can serve the needs of minorities. While we are living in the age where technology is the driving force, technology can be problematic for many of the communities where there is a high concentration of minority residents. Many residents in such communities have a low fixed monthly income that does not allow them to be able to purchase the technology that would enhance their ability to access information and to educate themselves about available programs and services in their area.

AVAILABILITY OF FUNDING FOR PROGRAMS AND SERVICES FOR MINORITIES

There are a number of instances where legislation is passed that specifically addresses minority issues. Some of the legislation is very narrowly focused in terms of funding and location, and can result in unintentional barriers being created. In an effort to serve the citizens of West Virginia, the Legislature may call for the funding of a project that has no money appropriated to implement the project. Residents in minority communities across the state continue to voice their concerns and frustration about the lack of follow-up regarding the passing of bills that have a direct bearing on minority communities and more often than not, contains the "if funds are available" language. Such language can result in extensive delays for implementing approved projects. The delays can be decades old due to the legislation being overlooked completely as the members of the legislature changes. The HHOMA has worked diligently to overcome this barrier as evidenced by the work done in partnership with the WV Department of Health and Human Resources that resulted in the establishment of the WVOMH.

PLANNING, DELIVERY AND EVALUATION OF PROGRAMS AND SERVICES FOR MINORITIES

When programs and services are not delivered to minority communities in a manner that the intended recipients feels is **with** dignity and respect, it is critical to understand that regardless of how efficient the programs and services might be, the recipients will not access them. Services provided to culturally diverse populations must be provided by people who have an awareness, and sensitivity to the population being served.

Historically, planning, delivery and evaluation of programs and services for minorities are often done with very few, if any minorities involved in the process. The few who are involved are the same individuals who are named to serve in just about all other minority affairs efforts. While having individuals who are known and respected in the community is considered to be positive, it can also be considered to be negative as certain comments and actions can lead to divisiveness; resulting in diminishing support for the entire community.

Evaluation of minority programs and services is an area that continues to require examination. It is often difficult to evaluate the effectiveness of programs and services that minorities participate in because the results are often presented in aggregate. The justification for the continued use of this type of evaluation method is that 'low income' classification generally captures the minority communities as well.

RECOMMENDED TOPICS OF STUDY

The Select Committee on Minority Issues in 2012 identified nine topics to be addressed by the Minority Issues Committee and the HHOMA. The issues of concern are:

1. State Procurement Process
2. Convicted Drug
3. Aptitude Tests
4. Women's Work Program
5. Housing Discrimination Complaint Investigators
6. Social Services
7. Education Issues
8. Minority Health
9. Juvenile/Criminal Justice Issues

With regard to the nine issues that the Select Committee and the HHOMA will address, I continue to attend meetings with the Governor, Chief of Staff, Cabinet Secretaries, and the Governor's Senior Staff, local and state officials, and private and non-profit organizations to discuss the issues. The progress to date is outlined below.

Working with the Purchasing Division of the Department of Administration we were able to identify over 7,000 West Virginia minority, women and small business owners. Letters were sent to those with a complete mailing address to inform them of the procurement process for conducting business with the state of West Virginia. In December 2014 the first Minority Business Expo was held in Charleston, WV with exhibitors, presenters, business owners, state agencies and private corporations were present to provide information on a variety of topics such as marketing, accessing capitol, and securing corporate and federal contracts.

The Advisory Council on Substance Abuse and six Regional Substance Abuse Task Forces were created as the first step of the Governor's long range action plan. The Task Forces identified specific issues and their underlying causes as identified by each region and made recommendations to the Advisory Council regarding how to handle the issues([1/23/13](#) [Governor's Advisory Council on Substance Abuse Releases December 2012 Progress and Recommendations Report](#)). A plan was developed to deal more effectively with the presenting issues. The Legislature passed the substance abuse bill which included a number of the recommendations from the Task Forces. The Plan is available at <http://www.dhhr.wv.gov/bhhf/sections/programs/ProgramsPartnerships/AlcoholismandDrugAbuse/Documents/strategicactionplan-info.pdf>

The Correctional Workforce Collaborative Initiative chaired by Joe Garcia is in the planning stages to address various issues with regard to prison overcrowding and community re-entry. Several meetings have been to garner the degree of interest in developing with faith leaders a Moral Rehabilitation Re-Entry Program. Meetings are still ongoing with the intent to have a program established before the end of Fiscal Year 2015.

Aptitude testing is available to inmates. Dr. Fran Warsing, Superintendent of Institutional Education provided the following information regarding aptitude testing: We do Test of Adult Basic Education (TABE) as entry-exit test for all Adult Basic Education (ABE) students. ACT WorkKeys is given to all Career and Technical Education (CTE) students completing a program and to parole eligible inmates. This is used for receiving the Governor's Workforce Certificates. Jobs are profiled and employers are able to see if a person meets level for a job.

Women's work programs are available at both the state and federal women's correctional facilities. There are work programs where women receive training that positions them for competitive employment when released from the correctional facility.

In speaking with the late Acting Director of the Human Rights Commission (HRC), as well as with the current Director, it was reported that the number of Housing Complaint Discrimination Investigators is adequate; the disparities in wages is the more pressing issue. The rate of employee turnover is high due to employees leaving to accept positions as investigators in other agency because of higher wages being paid.

When asked about the disproportionate number of minority children in the care of the WVDHHR's Bureau of Children and Families, it was reported that there was no statistics kept regarding the race of the children in their care and custody.

Dr. Whisman, Assistant Director of Research for the West Virginia Department of Education reports that although fluctuations occur from year to year in proficiency rates among minority and non-minority subgroups, achievement levels for the most part have remained fairly stable across all groups. Below is a compilation of math and reading proficiency rates by race extending back to the 2009-10 school-year showing the overall trend. These were compiled from

the ZoomWV data dashboard, a publicly available information resource available at <http://zoomwv.k12.wv.us/Dashboard/portalHome.jsp>. Additional education-related information that may be of use to you can be found at this site.

Mathematics Proficiency Rate by Race

	2013-14	2012-13	2011-12	2010-11	2009-10
Group	% Proficient	% Proficient	% Proficient	% Proficient	% Proficient
Asian	73.14%	75.19%	74.58%	71.63%	72.32%
Black or African American	29.09%	32.30%	34.01%	30.68%	29.44%
Hispanic or Latino	36.08%	39.61%	41.64%	38.57%	37.47%
Multi-racial	34.92%	39.01%	42.29%	38.43%	39.97%
Native American	33.49%	42.40%	44.08%	42.06%	39.37%
Pacific Islander	39.22%	47.92%	48.78%	37.50%	50.00%
White	42.67%	45.84%	47.29%	43.79%	42.62%

Reading Proficiency Rate by Race

	2013-14	2012-13	2011-12	2010-11	2009-10
Group	% Proficient	% Proficient	% Proficient	% Proficient	% Proficient
Asian	71.00%	73.27%	71.37%	70.76%	66.02%
Black or African American	35.91%	38.77%	37.75%	38.09%	31.41%
Hispanic or Latino	42.17%	44.97%	44.24%	43.58%	38.86%
Multi-racial	42.40%	44.31%	44.98%	42.99%	42.20%
Native American	43.52%	50.93%	50.48%	45.33%	39.37%
Pacific Islander	48.08%	47.92%	46.34%	46.88%	45.00%
White	47.91%	49.33%	49.09%	48.28%	42.52%

In working closely with the WVDHHR's Bureau for Public Health, the West Virginia Office of Minority Health was established in March 2014 and is currently staffed with a Coordinator.

In an effort to address juvenile and adult criminal justice issues, in May 2013, Governor Tomblin signed into law the West Virginia Justice Reinvestment Act. It is reportedly a comprehensive, bipartisan plan to improve the effectiveness of West Virginia's criminal justice system. A research-driven approach was used to develop a financially sustainable plan to reduce prison overcrowding and rehabilitate individuals released into the community – maximizing correction dollars and improving public safety.” Additionally, the West Virginia Intergovernmental Task Force on Juvenile Justice was established as a way to examine West Virginia's Juvenile Justice System. The Pew Charitable Trust is working with Task Force Members to develop and offer new policies, examine the usefulness of evidence-based programs and develop system level recommendations that would have a direct impact on improving outcomes for youth, families and communities, enhance accountability for juvenile offenders and the system, and contain taxpayer costs by focusing resources on serious juvenile offenders.

According to Jeanette Moll, Senior Associate, State Policy, Public Safety Performance Project of The Pew Charitable Trusts, within the juvenile justice system, the data revealed that minority youth made up 6% of the overall under-18 population in West Virginia, but made up 15% of all former cases in the juvenile justice system. Breaking that number down, minority youth make up 12% of all status offense cases, and 19% of all delinquency cases. **Nationwide**, African-Americans represent 26% of juvenile arrests, 44% of youth who are detained, 46% of the youth who are judicially waived to criminal court, and 58% of the youth admitted to state prisons according to the Center on Juvenile and Criminal Justice. African American adults are incarcerated at a rate of almost six times that of whites. The table below depicts a one day snapshot of both the adult and juvenile population incarcerated on December 10, 2014. It is important to note that the numbers fluctuate and this represents only 1 day out of a year.

Division of Juvenile Services							
African American	Hispanic	White	Multi-racial	Other	Total Count		
26	3	221	12	8	270	Regional Jail Authority	
African American	Hispanic	White	Asian	Other	American Indian/Alaskan Native	Unknown	Total Count
600	39	3,417	1	4	2	12	4,075
Division of Corrections							
African American	Hispanic/Latino	White	Asian	Multi-racial/Other	American Indian/Alaskan Native	Not yet in system	Total Count
700	34	5,011	2	53	12	28	5,843

RECOMMENDATIONS

After meeting with individuals across the state to hear what the issues are that minorities have regarding programs and services, it was no surprise that many of the issues were the same regardless of the area of the state. Based on information gathered from the Listening Tour Forums, meetings, and various other gatherings, I present the following four recommendations:

1. The Office of the Governor develops a diversity statement in an effort to build public trust and confidence regarding minority affairs and the fostering of equity in programs and services for minorities across the state. This shows the support and commitment the Governor has regarding diversity, equality, and equity for minority groups across the state. There is no financial cost associated with this recommendation. Gaining the public's trust and support is invaluable.
2. The HHOMA, Division of Personnel and other agencies such as Equal Employment Opportunity Council be looked to provide annual diversity trainings to the Governor's Senior Staff and Cabinet members and any interested Legislators. Participation in diversity trainings shows a willingness to foster a diverse work environment.
3. DHHR establish a Clearinghouse that would serve as a statewide information and referral system for state programs and services. Non-profit, city, county and federal agencies would have the option to list their services with the Clearinghouse. Individuals throughout the State would be able to obtain information about local, state and federal programs and services, non-profit organizations, faith-based organizations, contracts, small business development, workforce development, and procurement. Staff would be responsible for keeping abreast of current programs and services, services provided, areas served, populations served, and criteria for participation. Linking and referring services would be provided and outcomes tracked. Tracking would generate statewide data regarding information dissemination, access to services, participation in services, and overall satisfaction with the information and referral Clearinghouse. The Cabell County Huntington Library currently maintains an Information and Referral database and could serve as the model for statewide replication.
4. Hold agencies responsible for enacting legislation to include funding programs and services whose target population is minorities. Require agencies to be open and transparent through regular updates regarding the status of funding. Convene stakeholder meetings to develop strategies for enacting legislation. Examine current programs and services that may already address the needs and that will eliminate duplication of efforts and add no additional financial needs.

There is some positive news to report that highlights the need for the HHOMA and for the work that it is doing. We held the first Minority Business Expo on December 3, 2014 with more than 125 current and potential entrepreneurs registered for the event and more than 100 minority business owners attended the event. The event provided information on how to start a new

business or grow your existing business. Based on the more than 4,000 minority and women owned businesses in this state, it is imperative that information is readily available to this population and the HHOMA has taken on the task of providing the information that can help West Virginia's entrepreneurs be successful in their business endeavors.

There continues to be a sufficient number of programs and services available throughout the state. Those programs and services can be re-organized to include a more specific focus on minorities without adding the significant financial burden of funding new programs. Reallocation of funds, culturally responsive staffing, rigorous evaluation methods and regular departmental oversight is critically necessary to begin the re-organization process. Intra- and inter-departmental collaborations as well as Consumer input **are** necessary. The HHOMA remains committed to working with local, state, federal, private and non-profit organizations to utilize existing resources to ensure that minority groups have equal access to all programs and services that the state of West Virginia offers.

Respectfully submitted,

Carolyn L. Stuart, Ph.D.