“Remembering The Founders”

Elaine Bailey
Garfield Crawford
John Coffee
Lonis C. Ballard
Fleetwood Roberts
Sibyl E. Young
Pat Dougherty
Rubyshade Fields
Rhonda Thomas
Romona McCarthy Hawkins
Shirlene Gray

TRANSFORMING BIG FROM THE INSIDE OUT
The Honorable Dr. Doris Sartor
National President of Blacks In Government

INSIDE:

LEAVING A LEGACY...
CREATING A NEW VISION
BIG NTI: A PLEASANT SURPRISE

REVIEW: MANAGEMENT CONCEPTS Q&A: EQUAL PAY ACT
Ms. B. Faye Stewart
CHAIR, NATIONAL BOARD OF DIRECTORS of BLACKS IN GOVERNMENT, INC.

HAPPY NEW YEAR!

It gives me great pleasure to extend to you Greetings on behalf of the Blacks In Government (BIG), National Board of Directors! I also would like to take this opportunity to congratulate our incoming President, the Honorable Dr. Doris P. Sartor on her well-deserved election! After countless years of dedicated service, hard work and commitment to achieving the goals and objectives of BIG, her elevation to the highest office in this esteem organization is a natural progression.

However, as we look forward with great anticipation of the opportunities the New Year and new administration will bring, we must first look back on the accomplishments and challenges we have overcome in recent years. This is in large part due to the leadership of our outgoing president, the Honorable Darlene H. Young. I commend all who have made our progress possible. This truly has been a team effort: Officers, Members, Sponsors and Partners alike! We are so thankful for your continued support!

As I continue to fondly reflect back, I must say that it has been a tremendous honor serving as Chairman of the Board for the past two years. During this time we have achieved a number of significant milestones through the efforts of the members of the Board. The Board members faithfully serve as the fiduciaries that steer the organization towards a sustainable future. I am very proud of this group, which has consistently stood committed to doing what is right and in the best interest of BIG, not what is easy!

So as we embark on another year, let us make 2017 a year of successful stories and new achievements. May God bless you all with immeasurable Joy, Health, Wealth and Prosperity in the year to come!

Thank You for Thinking BIG!
It is with great appreciation that I thank you for electing me as your 2017-2018 National President. I am honored to have the opportunity to continue to be accountable, responsive, and serve you, our membership, with integrity. Last year we celebrated 40 years as an organization. An organization that remains committed to its mission of promoting equity, excellence, and opportunity and serving as a mechanism for inclusion, growth and advocacy.

In serving Blacks In Government for more than 28 years, I know that we become stronger and more impactful when we work together to accomplish the goals and objectives of our organization. By utilizing the talents and skills we already have in our organization; empowering others to join us in our journey; and taking action at all levels of BIG (chapter, regional, and national), we will ensure BIG continues toward its vision of being recognized as a world-class training enterprise of excellence and as the clear choice for advocacy.

The four major focus areas of our strategic plan: Communication; Financial Accountability; Advocacy; and Membership totally aligned with my platform message of “Transforming BIG from the Inside Out.” Implementing innovative strategies for membership retention/recruitment; advocating on EO issues; collaborating and building on our relationships with corporate sponsors and partners; re-energizing our member programs and services; and moving forward through financial responsibility will maximize our ability to “Adapt, Grow, and Prepare for the Future.”

Through our combined commitment, we can address the current realities of voter suppression; racial profiling; educational achieve gaps; and barriers to equal employment opportunity. I am filled with great expectations for the next two years as we focus on what needs to be done to enhance diversity, promote inclusion, and be that constant voice for equity, excellence, and opportunity.

In summary, I would like to thank the Immediate Past National President, Honorable Darlene H. Young, for her dedication, commitment, service, and selflessness in ensuring BIG was a financially solvent organization. And, I thank you—“BIG members” for your work at all levels of government and for ensuring our organization continues to move forward.

President’s Brief Leadership Experience at a Glance

ACCOMPLISHMENTS

Generated more than one million dollars in donations for BIG programs, services & initiatives

Coordinated the following member programs:

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Features

THANK YOU FOR GIVING US THE OPPORTUNITY TO DELIVER ENGAGING IN ADVOCACY, TRAINING AND INCENTIVE PROGRAMS.

BIG HAS BEEN COMMITTED TO EQUITY, EXCELLENCE, AND OPPORTUNITY FOR FEDERAL, STATE, AND LOCAL EMPLOYEES FOR THE PAST 40 YEARS.

From the National Presidents Desk
The Honorable Dr. Doris Sartor

National Training Institutes
Welcome to the 38th Annual National Training Institute (NTI) of Blacks In Government, Inc. I am delighted that you have chosen this venue to take advantage of this wonderful training experience.

DYLA 10th Anniversary & Service

Diversity
Interview with CIA Director John O. Brennan and BIG National President The Honorable Darlene H. Young.

Regional Activities

Transforming BIG from the Inside continued from Page 3

--Future Leaders in America's Government
--Darlene H. Young Leadership Academy
--Combined Federal Campaign (CFC) packages
--Training In Communications and Oratorical
--Information Superhighway Student Competition
--Officer Leadership Training
--Complaints and Advisory Training

DEMONSTRATED LEADERSHIP

National Level Leadership
--Executive Vice President (2014-2016)
--Chair, Corporate Sponsorship Committee (2006-present)
--FLAG Coordinator (2009-2010)
--Deputy Chair, National Delegates Assembly (2010-2012)
--Executive Vice President (2006-2009)
--Darlene H. Young Leadership Academy Coordinator (2006-2008)
--National Board of Directors (2003-2005)
--National Program and Planning Chair (1998-2002)

SERVED AS PROJECT MANAGER FOR BIG PUBLICATIONS

--Pay for Performance Proceedings
--Voter Plan of Action
--Report on Discrimination & Solutions Summit
--National Programs Booklet & Pocket Directory
--Report on Racism and Disparate Treatment
--Affirmative Action and Beyond
Leaving a Legacy of Excellence...

Honorable Darlene H. Young has the distinction of being the only National President who has served Blacks In Government (BIG) for four terms (eight years). This speaks to her legacy of leaving valuable skills, ideals and values to ensure BIG continues to excel as the organization of choice for future generations. Her futuristic approach was embedded into everything she accomplished. It was built around constantly performing in ways consistent with excellence, integrity, and steadfastness. Honorable Young took on many daunting challenges during her third term in office. Because of decreased agency training funds, furloughs, and outsourcing, our conference attendee numbers were drastically reduced. Her negotiation skills; proactive reductions in spending; collaborative relationships with our corporate donors and sponsors; ALL contributed to the success of our organization. Honorable Young has always been transparent to the membership; thus obtaining an unprecedented level of love and trust among BIG members at all level of the organization (Chapter, Regional, and National). Now, who is the Honorable Darlene H. Young? (Brief Summary)

- Recipient of the highest award that can be bestowed upon any single member of BIG (Distinguished Service Hall of Fame—DSHOF).
- Founder of the Darlene H. Young Leadership Academy (competency-based eight month leadership program) established because those of color were rarely selected by their agencies to attend career enhancing programs.
- Worldwide traveler to such places as: Minsk, Belarus; Cairo, Egypt; Rome, Italy; and Athens, Greece, just to name a few.
- Holds membership in the NAACP; the National Council of Negro Women; AFGE Local Union 1534; District of Columbia Chapter Six of the American Institute of Parliamentarians, just to name a few.
- Past President of the BIG Carl T. Rowan Chapter.
- Past and Current member of BIG National Board of Directors.

Most importantly, she is an active member of the Washington City Church of the Brethren located in Washington, D.C. to which she attributes most of her growth and success in the business arena. She once said, “I believe that involvement in the things of God prepares us to overcome the many obstacles life has to offer. A connected spiritual life can help you achieve anything you set your mind to.”

As an organization, we have been blessed to have Honorable Darlene H. Young as our National President—not for one term; not for two terms; not for three terms; but for four terms. That speaks volumes of how much we trust, respect, and honor what she has brought to our great organization. In her closing remarks during the 2016 Annual BIG National Training Institute, she spoke of the great expectations and enthusiasms she has for the future of our organization. But we know, that without her dedication and unwavering faith we would not be Celebrating our 40th year as an organization with this heightened level of PASSION and DEDICATION that keeps us all focused on achieving equity, fairness and justice for all.

The Blacks In Government FAMILY, Sincerely Thanks the Honorable Darlene H. Young for taking us to the next level and ensuring we leave a legacy for those who come behind us.

“...And let us consider how we may spur one another on toward love and good deeds, not give up meeting together, as some are in the habit of doing, but encouraging one another—and all the more as you see the Day approaching.” (Hebrews 10: 24-25, New International Version)
Darlene H. Young Leadership Academy (DYLA) Celebrates 10 Years (2006 - 2016).

There has been much individual success through the years for the Academy--career promotions, professional growth, and graduate success stories.

by Mazella Thomas

During the Blacks In Government 38th National Training Institute, held in Atlantic City, New Jersey, the graduates from the Darlene H. Young Leadership Academy (DYLA) paid tribute and recognized the Founder, Honorable Darlene H. Young, National President, for the vision of the Academy and sustainment for 10 years. Ms. Mazella Thomas, National DYLA Coordinator, in concert with the DYLA Alumni Association (formed in 2009), announced the DYLA 10th Anniversary celebration during the Opening Plenary session on August 22, 2016. In her remarks, Ms. Mazella Thomas stated, “It is an honor and privilege for me to stand here today, at the 40th Anniversary of Blacks In Government to recognize the National President, Honorable Darlene H. Young, for her vision of the DYLA program, which was piloted in 2006 and has been sustained through 2016.” Ms. Thomas’ words of gratitude to Honorable Young expressed genuine appreciation for the DYLA Vision, her leadership, commitment, dedication, mentoring and support, which has been a pillar for so many graduates. The program design afforded graduates personal and professional growth for opportunities within their careers.

During the recognition program, DYLA Alumni Officers made personal speeches and presented special engraved plaques and commemorative 10 year pins designed by the Alumni for the 10 year anniversary. Several DYLA Founder Awards were given to individuals for their commitment, dedication and involvement in sustaining the program for 10 years. The Honorable Dr. Doris Sartor, the first DYLA Coordinator, Program developer, and Academic Advisor, and Blacks In Government National President-elect, was honored for being instrumental in supporting the founding of DYLA; her belief and support of the vision; and for her dedication, commitment and sustainment of the program for 10 years. Dr. Vera McKethan, National Programs and Planning Chair, also played a critical role in the development of the DYLA Program. She served as a trainer and Academic Advisor for 10 Years. Dr. Jerome Butler was also recognized as instrumental in the program development which started at the USDA Graduate School in 2006. Dr. Butler, who believed in the vision, worked with Blacks In Government to make DYLA a reality and

“A true Legacy and milestone for the 40th Anniversary Celebration!”
Darlene H. Young Leadership Academy (DYLA) Celebrates 10 Years (2006 - 2016).

has been committed to the success of the program over the years and supported the sustainment for 10 years as a training instructor. In addition, Blue Cross Blue Shield Federal Employee Program was recognized for supporting the vision as a corporate sponsor and supporting the sustainment from 2006-2016. Mr. Grayling Lucas accepted the award at the DYLA Open House on August 23.

2007, the pilot class began with 75 participants and today (2016) DYLA has trained more than 200 BIG members under the program. The program was credited for the uniqueness of the curriculum because it is designed for the individual participant. The program uses the Individual Development Plan to identify a training path for eight months of developmental activities, based on the Executive Core competencies (by the Office of Personnel Management), and no two programs are alike. There has been much individual success through the years for the Academy—career promotions, professional growth, and graduate success stories. The members of BIG are grateful for the training program and thank the leaders for their support and hopes it is around for 10 more years to train and develop the next generation of BIG members. DYLA – Training BIG Members to be Leaders for Life – a true Legacy and milestone for the 40th Anniversary Celebration!!!

D arlene H. Young Leadership Academy (DYLA) hosts graduation at Blacks In Government, 38th National Training Institute (NTI), Atlantic City, NJ.

On August 22, during the Blacks In Government 38th National Training Institute held in Atlantic City New Jersey, the DYLA Program, completed graduation activities and graduated the Class of 2015. The activities were held at the Atlantic City Hotel Resort, in the Avalon Ballroom. The graduation was part of the Blacks In Government Special Enhancement Program and was well attended by more than 80 BIG members. The graduates received greetings and welcoming remarks from Honorable B. Faye Stewart, Chair of the National Board of Directors, and from the National President, Honorable Darlene H. Young. The graduation activities consisted of presentations of team project proposals and the graduation ceremony. The three teams presented their project proposals to the audience and special guests, followed by a question-and-answer sessions. Each team is required to identify a service-oriented team project that will prove beneficial to each participant’s growth and development as a leader, as well as benefit the mission of Blacks In Government. This truly provides a direct benefit of DYLA to the BIG organization. The team project proposals allow the members the opportunity to be creative and think “outside the box” and propose something innovative that will give something tangible back to the community and BIG. The program academic advisors, Dr. Vera McKethan and The Honorable Dr. Doris Sartor (President-elect), and Dr. Nilajah Sims (Morgan State University), provided comments and feedback on the proposals. As Academic Advisor, The Honorable Dr. Sartor stated that all projects were viable to be investigated

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Welcome to the 38th Annual National Training Institute

The Honorable Gerald R. Reed
President, Advisor of Blacks In Government, Inc.

Good Morning, Good Morning, Good Morning.

Before I execute my MC duties I need to get my blood flowing a little bit, so I want to engage in a brief warm-up exercise. I’m reminded of the Dr. Martin Luther King, Jr. Holiday Celebration theme of “Remember, Celebrate, Act, A Day On, Not a Day Off!” When we consider the current events of the day and what’s going on in our communities across the nation, we must:
- Remember, that Black Lives and all other lives do matter
- Celebrate the fact that, we are indeed worthy of a life of longevity; and,
- Act, to stop these senseless killings, especially from those who are sworn to serve and protect the public at large

Now, if we can all agree, the word “REMEMBER,” could be defined as, “To recall for reference.” And, guess what, I wrote a short poem about that, entitled:

“Touching Time with a Grip of Thought!”
Poem recited.
Remember, Celebrate, Act, A Day On, Not A Day Off!
If we can all agree, the word “CELEBRATE,” could be defined as, “To rejoice by being happy.”
And, guess what, I wrote a short poem about that, entitled:
“Happiness!”
Poem recited.
Remember, Celebrate, Act, A Day On, Not A Day Off!
Lastly, especially, on behalf of Dr. Martin Luther King, Jr, the word “ACT,” could be defined as, “To reflect a positive image.” And, guess what, I wrote a short poem about that, entitled:
“Spot Check, Please!”
Poem recited.
Remember, Celebrate, Act, A Day On, Not A Day Off!

I’m warmed up now, welcome to the 38th Annual National Training Institute of Blacks In Government, in the great state of New Jersey, here in Atlantic City. We have what I call, a winning attitude theme of, “Commit to Excellence: Think, Believe, and Achieve BIG!”

What our National President is referring to, “If you can think it, you should believe it, then go ahead and Achieve it.”

That is why you are here this week. We are going to give you some tools and techniques to make you a subject-matter-expert and value-added employee back at your job. We want you to be the walking billboards for BIG by letting your agencies know, it’s good business to do business with BIG.

Again, welcome to the National Training Institute of Blacks In Government.
2016 Opening Plenary
KEYNOTE SPEAKER INTRODUCTION

Before I introduce our keynote speaker, I first must put into context the level of support BIG has received over the years from the agency she now leads as the Administrator of the United States General Services Administration, better known as GSA.

GSA has supported BIG for over 25 years, but, I’m just going to go back 10 years.

For those of you who do not know, BIG has 11 regions across the country. And, this year, we are in Region II, that’s comprised of the states of New York and New Jersey, as well as Puerto Rico and the Virgin Islands.

It just so happens, that 10 years ago, in 2006, we were again in Region II, however, in the great state of New York. GSA had an agency forum that was standing room only and they actually had to call the Fire Marshall for crowd control.

At the time, the GSA Administrator and keynote speaker was the Honorable Lurita A. Doan. She was so enamored and impressed with BIG, she came back to speak in 2007 when we were in Region IV, in Nashville, Tennessee. But, what was ironic about her second visit, is that, she required and made it mandatory for all of her GSA Regional Administrators from around the country to attend the GSA Agency Forum.

Her last remarks in 2007 were, “She wasn’t sure about her status as the Administrator of GSA in 2008, but, it didn’t matter because she still was going to attend BIG’s training conference in her hometown of New Orleans, Louisiana.” She was front and center right there in 2008.

As I introduce the Honorable Denise Turner Roth, I want her to know, just like Allstate says, “You’re in good hands with Blacks In Government.”
Participants In Blacks In Government National Student Competitions Excel In Atlantic City

Dr. Vera McKethan
NATIONAL PROGRAM AND PLANNING CHAIR
of BLACKS IN GOVERNMENT, INC.

Blacks In Government’s (BIG) Annual Science, Technology, Engineering, Mathematical (STEM) Student Competition and Oratorical Contest conducted at the 38th National Training Conference was very inspirational for the organization and the student participants. Before reaching the national level, the competing students won first place in their respective chapter and regional competitions. In August, energetic, articulate, and technologically savvy 9th -12th-grade students traveled to Atlantic City NJ to compete in the BIG’s National STEM and Oratorical Student Competitions.

The STEM program is designed to introduce students to STEM concepts and encourage them to seek STEM professions. The official theme: Exploring the Capability of Robotics Engineering” focused on robotics technology; specifically building a functional robot. The STEM students built, designed, and programmed mobile robots to compete against other students. Students were graded on robot performance, understanding of basic operations and concepts, project engineering notebook, exhibit, and an oral presentation. The most important things students told us was they learned to persevere, solve problems, and work on a team. Blacks In Government also wants to foster an excitement about STEM fields and their implications for everyday use. Trends in the STEM community is that student competitions are becoming a very effective way of engaging students in STEM; even more so than the traditional classroom. Blacks In Government is very proud of the first place winner, Mr. Justin Blue from Eastvale CA; second place winner, Mr. Xavier Maldonado from Atlanta GA; and third place winner, Mr. Caleb Clark from Washington D.C.

Just as exciting, the Oratorical Competition provided youth the opportunity to develop solid oral and written communication skills. Students prepared and delivered a 4 to 6-minute oration on the topic: 21st Century Racial Equality, Justice or Injustice: Where are we headed? The students were judged on delivery, effectiveness, content, and appearance. The student delivered dynamic oral presentations were with professional quality, which drew a standing ovation from the audience. After laborious deliberation, the judges proclaimed the following 2016 national oratorical competition winners: first place winner was Mr. John Clark from Washington DC, second place was Ms. Makhaela French from Las Vegas NV, and third place was Ms. McKinsey Glover from Indianapolis, IN.

The contestants for both competitions competed for top prizes: 1st place ($1000), 2nd Place ($600), and 3rd Place ($400). Because of the generous sponsorship of Blue Cross and Blue Shield Federal Employee Program; the 2016 youth competition programs were an IMMENSE success.

Perhaps the greatest lesson a student can learn from participating in the competitions is that each experience is a teachable moment that prepares them to take the next step. Mr. Caleb Clark and Mr. Justin Blue epitomized this sentiment when they both acknowledged the competition taught them not to give up, but step back and try again.
The First Time at the Plenary Opening

Vivian R. England  
2016 NTI First-Time Attendee

As a first-time attendee, my overall experience at BIG Plenary Opening left me with a sense of warmth and encouragement. Every presenter spoke well and left me with an impression that I could glean from in my pursuit to be all God has designed for me to be. There was an air of cohesiveness and togetherness as a family at-large.

The BIG National President greetings were warm and invigorating. Her leadership and accomplishments made a great impact in the history of BIG and its members. The guest speaker biography and presentation were encouraging to me as a woman of color that nothing is impossible if you persevere towards your goals in life. The only limitations we have are ourselves, for the sky is the limit. We can overcome anything in life, for our past does not dictate our future.

The Opening Plenary was memorable; therefore, I could not wait to take the scheduled training classes of my choice. I was eager to continue this journey for the rest of the week. I am also considering becoming a member of BIG now that I have a better perspective regarding what BIG stands for and the impact they have in the lives of Blacks In Government!

Successful Project Management Certification Exam Prep Course at 38th National Training Institute

Dr. Vera McKethan  
National Program and Planning Chair of Blacks In Government, INC.

Blacks In Government piloted the first Project Management Certification Exam Prep Course on August 22-25, at the 38th National Training Institute, in Atlantic City NJ. The Project Management Professional (PMP®) credential is a globally recognized certification in business.

This distinction certifies that individuals have the education and competency to lead and direct projects successfully. To help prepare project managers and other practitioners for the PMP® certification exam, Blacks In Government offered a 35-hr project management preparatory training course for the first time. Participants gained the essential knowledge needed to understand best practices, tools, and techniques as identified by the PMI®. A View from Grace Foundation Inc., a Registered Education Provider (REP®) approved by the Project Management Institute, Inc. provided the training. According to a salary survey by the PMI®, the PMP® credential can increase your salary by up to 10%.

If student satisfaction is an indicator; then this course was a huge success, with 96% rating the course as excellent. In addition to the education, the course afforded the students the opportunity to network and exchange ideas via interesting discussions between students and instructor. CONGRATULATIONS to the inaugural PMP Certification Exam Prep Course graduates.
Management Concepts, Committed to Excellence: Think Big!

Staff Writer
Blacks In Government, INC.

Management Concepts was a proud gold sponsor of the Blacks In Government (BIG) 38th Annual National Training Institute (NTI) held in Atlantic City, New Jersey from August 22-25, 2016. This was a very special year for the organization as it celebrated its 40th year as a national organization.

This year’s theme was “Commit to Excellence: Think, Believe, and Achieve BIG!” and more than 1,600 attendees had access to 100+ workshops and agency forums addressing an array of critical topics to help them achieve excellence in their careers. The program led with a motivational speech by Denise Turner Roth, the 21st Senate-confirmed Administrator of the U.S. General Services Administration (GSA) and ended with a teary eyed Honorable Darlene H. Young, National President of BIG as she passed the baton to the incoming President Dr. Doris Sartor.

For those of you that don’t know, BIG’s NTI is designed to elevate the day-to-day work performance of government employees. With the increasing challenges and complexities facing all levels of government today, the BIG NTI focuses on providing critical management and supervisory training to enable and assist managers with developing highly capable and competent employees to perform at their maximum level of contribution.

We helped them achieve this goal as we presented four training sessions for the first time at the conference. The following sessions were met with rave reviews from more than 150 attendees:

- Fostering a Diverse and Inclusive Workplace and Fostering Accountability, Adaptability, and Resilience both presented by Maria Morukian, Instructor at Management Concepts
- Mentoring for Millennials, presented twice by Natalya Pestalozzi, Practice Lead, Coaching & Mentoring at Management Concepts and Marcus Brownrigg, Director, Program Impact and Operations, AmeriCorps VISTA, Corporation for National and Community Service

Additionally, for the second year in a row we were able to present the Blacks In Government and Management Concepts National Leadership Certification Program, encouraging others to think big as we awarded two training scholarships. We received many stellar applications and selecting recipients was a truly hard decision.

The winners were:

- Gerald Wilson, Supervisory Management Analyst, Food and Drug Administration, Department of Health and Human Services
- Fawntrella Thompson, Auditor, Office of the Inspector General, Department of Treasury

We also had the opportunity to expand our relationship with BIG’s NOW Generation, their under 40 organization that strives to build up the leadership of the next wave of executives in government, by hosting a Munch & Mingle during the conference. It was standing room only and we had both current...
Management Concept continued from Page 12
BIG President Darlene. H. Young and President-elect Dr. Doris Sartor stopped by to reiterate their support of the next generation of leaders and encourage them to think big!

Lastly, we sought to #thinkBIG and #winBIG with the exhibit hall attendees. The new addition of the Management Concepts prize wheel proved to be a big draw for the attendees. More than 300 surveys were completed and we were able to engage in great conversations as they stayed to find out more about our products and services. Looking forward to a repeat performance for Atlantic City 2017, BIG!

Creating A New Vision continued from Page 14
leader, such as the idea that the family leader is in service to, and not in control of the family, and that the work of each generation is to be self-sufficient, role modeling for the younger generations. We also spoke about the qualities necessary to be a family leader, such as not gossiping about or judging our family members. When I asked how many people have had a family member incarcerated, nearly every hand in the room went up. We had just enough time to scratch the surface, and hopefully to offer participants a paradigm shift of why families must simply take responsibility for their own.

After the class I was met with people who had questions and wanted to talk privately about their personal situations. Others shared some of their concerns with becoming a family leader, such as “How can a woman be a family leader?” Still others said that while they were deeply impacted by the experience, they needed time to think about what they’d just heard.

My mission is to make an urgent call to action for family leaders, to give families a wake-up call about their true condition, as well as to prepare them for the challenging times ahead. I will accomplish this by guiding interested parties to organize their families, create a new vision for their family’s future, and to offer the opportunity to become transformational family leaders.

Thank you BIG, and for allowing me to access this very important audience. I am grateful to your National President, The Honorable Darlene H. Young, the workshop chair, Dr. Vera McKethan, and everyone else who dedicated their time to make this meaningful event a success.

NOTE: Before the class ended, I promised the participants a homework assignment. Unfortunately, my sign in form was not passed around and therefore I did not capture the contact information for most of the participants. If anyone would like the assignment, please forward your contact information to get on the list via email: bobbi@transformationalfamilyleader.com.

Bobbi Hicks is founder of the American Family Responsibility Movement, an entrepreneur, chaplain, and author of two forthcoming books, “Families Rising: How American Families Can Save Themselves” and “The Transformational Family Leader.” Her work has been presented both nationally and internationally, to professionals who work with families, since the early 90’s. She offers a group coaching program on how to become a Transformational Family Leader, is available to consult on integrating a customized family program into your organization, and/or for presentations and events onsite at your company. She can be reached at bobbi@transformationalfamilyleader.com.
Creating a New Vision for Your Family’s Future at the 2016 BIG NTI

By Bobbi Hicks

Over 80 alert and beautifully dressed participants filled Wildwood rooms 18 and 19 of Harrah’s Waterfront Conference Center in Atlantic City, NJ, by 8:00 am, on Thursday morning, August 25th. It was the last day of the 38th Annual National BIG NTI, and they were there to attend a 1-¾ hour workshop called, “How to Create a New Vision for Your Family’s Future”. Impressed by the knowledge that each one of these people could have opted to sleep in, I was determined to make our time together worth their while.

As the attendees entered the room and prepared to take their seats, they were faced with table tents on each desk that displayed titles of some of the most critical issues that impact families today, such as alcoholism, cancer, diabetes, drug abuse, heart disease, homelessness, grandparents raising grandchildren, incarcerated family members, HIV Aids, mental illness and family violence. Each person was requested to sit by the issue that most impacts their family members. Hesitantly, they took their seats as I reminded them--you can’t fix what you don’t acknowledge. One of the primary reasons that we face so many challenges in society today, as well as in our families, is due to the fact that while the family is the most important institution in society, it is the only one that is not organized. Can you imagine what would happen to any financial, educational, religious, or health institution, that was not organized, that did not have a mission, core values, or leadership in place to direct its members to a specific purpose? Because our families are not organized, and due to the frightening reality that no one is at the helm, taking primary responsibility and/or ownership for the condition and the future of our families as a whole, the family is unorganized, deteriorating, not addressing unfinished business, or achieving its maximum potential.

While I am deeply committed to all families, I came to the BIG NTI to reach members of Black families specifically. What I want the members of BIG to know is that while all families are in some type of crisis, black families are imploding and not working on the disparities that relate to their loved ones. At the same time, these potential family leaders can be harder to reach than most. Here’s an example. In 1993, the UN declared 1994 International Year of the Family. It gave an international conference to launch the year on the island country of Valetta, Malta, on the Mediterranean Sea where Africa, Europe and Asia meet. There were over 1000 people from around the world who attended this conference—on family! And yet, to my knowledge there were only 2-3 African Americans, one was with a politician, and myself. For those of us who participate in international events, this experience is common. And so, I offered the BIG attendees this question, “Who is taking responsibility for the future of your family?”

In the workshop, we talked about some of the problems facing famous families and took a look to see if those issues were relevant in our own families; we participated in an exercise to discover the education legacy of each participant’s family. It was wonderful for the attendees to see their family members on paper and to get a glance how far they’ve come. We observed that many of our elders, regardless to how little or how much education they received, were more proactive than current generation family members. They sacrificed and made sure that the younger generation family members were educated. We reviewed the guiding principles of the transformational family.

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Recognition of BIG 2016 Corporate Sponsors, Supporting Partner, Donors, Business Patrons, Corporate Member & BIG Member Sponsors

Blacks In Government was pleased to recognize its 2016 Corporate Sponsors, Donors, and Member Sponsors during this year’s National Training Institute. Sponsorship is one of the fastest-growing mediums in the market. As compared to advertising and sales promotion, sponsorship is steadily increasing. It has also increased for Blacks In Government. In tracking sponsorship over the past nine years, we have received an estimate of over 3 million dollars in in-kind and monetary donations. Our 2016 monetary donations exceeded our in-kind donations at an estimated projection of $177,062 monetary and $171,000 in-kind donations. Also of importance, an estimated $25,000 in printing costs was offset by in-kind printing provided by one of our sponsors. Six new sponsors also joined our list; along with BIG member donors. Cooperation, networking and building alliances have proven beneficial in assisting BIG to enhance professional development opportunities; network and share best practices; empower our youth and young adults; and enhance awareness of health life styles. We applaud them for their support and commitment to equity, excellence and opportunity.
The Coast Guard Chapter of Blacks In Government (CGC) Leaving a BIG Footprint!

Coast Guard Chapter @ The 2016 NTI & Delegates Assembly

by Kristina Williams and Gail Jackson

Last month, Larry Houston, William Speight, Kristina Williams, Gail Jackson, Darren Hill and Michael Burt participated in the National Delegates Assembly and Pre-Caucus. These members chose to be a part of the National decision making process for Blacks In Government. Several amendments to the national constitution were submitted, elections were held and votes were made. Special thanks to these members for their monetary and time commitments.

Ms. Kristina Williams was cited for exceptional meritorious service for her significant contributions to the United States Coast Guard and to the minority communities. Ms. Williams is Chapter President and Region XI Chairperson for the Communications and Public Relations Committee. Her achievements reflect greatly upon herself, the United States Coast Guard, and the Department of Homeland Security.

President’s Chat & Chew Session
Topic: The 2016 National Training Institute
Submitted by Tangela Hummons

The President hosted a chat and chew session with members and potential members to share information about the upcoming training institute. This session allowed members to share professional development materials received from previous conferences/institutes as well as plan for the next opportunity to attend the NTI.

The ByLaws Rewrite
Submitted by Christina Campbell and Darren Hill

The Bylaws Committee updated the Chapter’s 2008 Bylaws. Important updates were identified to include incorporating acceptance of online chapter dues payments and electronic approvals for chapter expenses. In August 2016, The National Office approved the Chapters Revised Bylaws.

A BIG DAY OUT!
Submitted by Gwenda Bradford

CGC Programs & Plans and Fundraising Committees teamed-up and sponsored “A BIG DAY OUT”, a fundraiser outing to New York City’s Bernard Theater to witness African American Artistry of Color Purple The Musical on Broadway provided an opportunity to network with members and potential members and also allowed the chapter to raise approximately $1,400 in funds for its scholarship programs.
BIG NTI: A Pleasant Surprise

by Pricilla Dames

Presented Workshop on “Winning through Conflict Dialogues”

Though the conference held multiple surprises for me, I think I most enjoyed my audience and their positive responses. Often when presenting on a topic relative to conflict, the presenter or facilitator must engage the audience with community building and grabbers to loosen them up. This is particularly due to the negative perception the term conflict garners. Too, very often the attendees are required by a supervisor or another up line. This may have been the case; however, I was pleased not to be able to detect individuals or cliques that were eluding those negative vibes during my session. Opening the session with Pharrell’s Happy no doubt helped. One participant at the conclusion of the workshop shared that she had never been to training with so much movement. There was no way anyone could fall asleep even after lunch and at the end of the day. These participants were willing to dance with me and enjoyed laughing with and at each other in small groups; a lot.

I have attended many conferences over time and enjoyed most. I must admit, I enjoyed my accommodations and all that Harrah’s offered. But here again, the attendees’ warmth and gatherings made this conference most outstanding. Since I attended alone, I was initially hesitant about attending the all-white party but made myself go. Though I arrived late, perhaps 11:30 pm, I found it still well attended with good music, lots of dancing and ladies welcomed me in their circles. I also received these positive gestures during the speakers’ reception. There, I sat at a table with both seasoned and neophyte presenters. There were those that had attended for five, ten and more years. The speaker sitting next to me was also a ‘newbie’ to BIG. Since the conference, we have shared notes, contacts and have promised to keep in touch and continue to pass on speaking opportunities. I also noted the comradery between old friends and colleagues. Several of them from the reception and my audience attendees have also been in touch since the conference. This is what I note is the most significant difference in this conference; the relationships. The fraternal atmosphere is evidenced by the hugs and laughter and embodies a contagiousness like I have not witnessed before. I thank my mentor, Dr. Robert Lemon, one of those seasoned BIG members for encouraging me to attend. It was so worth it. Priscilla Dames is founder and president of Wingspan Seminars, LLC, specializing in strengthening relationships through conflict resolution. She is a member of the national and state crisis teams, certified in conflict resolution and topics relative to conflict. Ms. Dames provides training for the prevention/intervention of conflict and diversity issues for the schools, business and the community. Her website is www.wingspanseminars.net.

THE END
When you have access to everything you need, you can do anything.
That’s why we give you innovative resources that help you
take charge of your health 24/7. And why we’re proud to support
the Blacks In Government (BIG) 38th National Training Institute.
No one does more to help federal employees get healthy and live fearless.

Learn more at fepblue.org

This is a summary of the features for the Blue Cross and Blue Shield Service Benefit Plan. Before making a final decision, please read the plan’s
federal brochure (RI 71-005). All benefits are subject to the definitions, limitations and exclusions set forth in the current federal brochure.
DYLA 10th Anniversary continued from page 7

The DYLA program objectives include team building, leadership development, reflective peer coaching for leaders, leadership values and vision, leadership dialogue, and experimental learning teams. It covers the leadership competencies of leading change, leading people, results driven, business acumen, and building coalitions/communications. The Office of Personnel Management (OPM) identifies these as Executive Core Qualifications. The graduates received 33.4 Continuing Education Units (CEUs) certified for leadership competencies by Morgan State University, Baltimore Maryland, which has been a partner since 2013.

The Coaches for the program year were: Honorable Lillian Barnett (Team 1); Ms. Ruth Benson (Team 2); and Johnny Barideaux (Team 3); and Senior Coach Honorable Alma Garlington. On June 28, 2016, two graduates of the 2015 Class, Ms. Fawntrella Thompson and Mr. Gerald Wilson, were selected as scholarship recipients of the Management Concepts/Blacks In Government National 2016 Leadership Certificate Program and was recognized by the National President, Honorable Darlene H. Young. The graduates also participated and supported the community Service project, “Food for Thought” that was born from a previous team project proposal and was implemented. The DYLA Alumni Association members collect donations during the NTI and provides the funds to a local food bank in the name of Blacks In Government. The projects have donated over $8000 in four states. The 2015 class is the ninth graduation class for DYLA.

CONGRATULATIONS TO CLASS OF 2016 DARLENE YOUNG LEADERSHIP ACADEMY

Team Phoenix – Coach, Honorable Lillian Barnett
Shaquanas S. Carr
Melinda Deloatch-Speight
Jennifer Gilchrist
Delois M. Richards

Team DYLA Visionairies – Coach Ruth Benson
Noneeka Gleason
Benita A. Kitchen
Renita Nowlin Townson
Fawntrella Thompson

Team Power – Coach Johnny Barideaux
Earnestine Frazier
Teresa Pickette Wade
Lisa Watts
Gerald Avery Wilson

One of America’s Most Influential Organizations
“Thank You For Thinking BIG!”

DARLENE H. YOUNG LEADERSHIP ACADEMY ALUMNI
Director John O. Brennan manages intelligence collection, analysis, covert action, counterintelligence, and liaison relationships with foreign intelligence services.

Before becoming Director, Mr. Brennan served at the White House for four years as Assistant to the President for Homeland Security and Counterterrorism. During that time, he advised the President on counterterrorism strategy and helped coordinate the US Government’s approach to homeland security, including its policies for responding to terrorism, cyber attacks, natural disasters, and pandemics.

Director Brennan and Honorable Young responded to the following interview questions:

**Director Brennan, please share with us why are here at the BIG National Training Institute?**
I believe it is an obligation of all departments and agencies to demonstrate their personal commitment to diversity and inclusion. I have worked closely with the UMOJA Chapter (Region XI, Washington, DC) to demonstrate my commitment to BIG.

*He stressed the importance of walking the talk and being actively engaged with Blacks In Government.*

How are you supporting the BIG National Training Institute (NTI) with your employees?
*We have funded 30 or more employees to attend this year’s NTI.*

**What does BIG need to do to encourage participation?**
Encourage participants who attend the conference to reach out to their agencies and make a business case for BIG and raise awareness of the organization. There is moral expectations to support organizations such as BIG.

**President Darlene H. Young, how could BIG enhance its partnership with the CIA?**

*Develop a memorandum of understanding between CIA and BIG focusing on how BIG can help enhance the CIA’s diversity and inclusion initiatives; such as assisting with recruitment efforts at historically black colleges and universities.*

In summary, the CIA is committed to cultivating an inclusive culture that encourages collaboration, flexibility, and fairness enables all officers to contribute to their full potential. When employees feel included, have a voice, and are given opportunities to develop and maximize their potential, we create an organization of choice and become a model employer for the full diversity of America’s talent.
Did you know that at age 68 your FEGLI Basic Amount reduces down to 25% of the original value?

Did you also know that the FEGLI Extra Benefit Amount decreases 10% every year until age 45 then drops to 0?

Through Globe’s supplemental insurance program, you and your family can purchase Ordinary Life or Term insurance protection designed to pick-up where FEGLI leaves off.

GUARANTEED ISSUE
Ordinary Life policies will be issued regardless of health, hobbies or occupation (subject to certain limitations). Spouse, children and grandchildren are also eligible for this program.

NO MEDICAL EXAMS
Coverage is based on being a member of a select group, not on a medical record. The applicant needs only to answer a few questions.

PAYROLL DEDUCTION
Convenient payroll deduction plan through PostalEase.

NO MEMBERSHIP NEEDED
This insurance is written on an individual basis.

To get you and your family enrolled today, call 1-800-759-1917

This is a solicitation for insurance and you will be contacted by a state-licensed insurance Agent representing Globe Life And Accident Insurance Company.
Top 10 Reason You Should Join B.I.G

1. BIG WORKS FOR YOU
   B.I.G is the only organization dedicated to the interest of the African-American public servant. Other organizations may touch upon the problems that impact you, but B.I.G is made up of people who share your interests, concerns, and problems.

2. BIG IS AN ADVOCATE
   B.I.G serves as an advocate for the African-American public employee, expressing their issues at Congress. B.I.G educates Congressional staff on the need for further legislation to enact the policies that help B.I.G members.

3. BIG AS AN EMPLOYEE SUPPORT GROUP
   If you have a problem on the job, your B.I.G chapter can be an excellent resource for help and counseling. Many B.I.G members have had to deal with similar problems and can suggest strategies for combating them. B.I.G also has a list of attorneys experienced in handling the type of problems B.I.G members encounter.

4. BIG IS A PROFESSIONAL DEVELOPMENT ORGANIZATION
   Every year B.I.G sponsors a National Training Conference, which brings together national leaders and experts from around the country to address Black government workers. The conference provides a unique training experience for government workers.

5. BIG IS A COMMUNITY RESOURCE
   Your B.I.G chapter can be a strong force in the community helping fight such community problems as drugs, teenage pregnancy, AIDS, literacy, and voter registration. The skills you develop on the job can be invaluable to promote community activities through your B.I.G chapter.

6. BIG IS NETWORKING
   By becoming a member of B.I.G, you will be a part of an organization that includes workers from all levels of government and all areas of the public workplace. The National Training Conference provides an opportunity to meet experts from around the country, employees from other agencies, and gather information and resources that can help you professionally and in your personal growth.

7. BIG IS A CHANCE TO MAKE A DIFFERENCE
   We can accomplish together what you cannot do alone. With B.I.G, you can work toward your goals with people who have similar goals. You can do something about institutional and socioeconomic problems that you have faced in the workplace and in the community. You can use your talents and skills in a setting in which they are needed.

8. BIG KEEPS YOU INFORMED
   B.I.G keeps you up to date with the latest developments affecting the African-American government employee. From the B.I.G newsletter to our biweekly newsletter, B.I.G keeps you informed. Region and chapter newsletters also publish newsletters that focus on local issues.

9. BIG RECOGNIZES YOUR ACHIEVEMENTS
   Each year B.I.G presents awards to those who have made a major contribution to the goals and objectives of the organization. Regional Councils and local chapters also recognize such achievements. These awards are role models for excellence in the government service.

10. BIG IS AN OPPORTUNITY
    Big is the chance you've been waiting for to set up and take your place in the loop. To be a part of the fast-moving events that affect your world as a government employee, you need an organization like B.I.G that can speak for you and through which you can voice your opinions and views. If you are concerned about equity, excellence, and opportunity in government, you need to be concerned about B.I.G.

#thinkBIG

www.bigast.org | #thinkBIG

THANK YOU FOR GIVING US THE OPPORTUNITY TO DELIVER ENGAGING ADVOCACY, TRAINING AND INCENTIVE PROGRAMS.

BIG HAS BEEN COMMITTED TO EQUITY, EXCELLENCE, AND OPPORTUNITY FOR FEDERAL, STATE, AND LOCAL EMPLOYEES FOR THE PAST 40 YEARS.
Remember, Celebrate, Act, A Day On Not A Day Off!

REMEMBER – To Recall for Reference “Touching Time with A Grip of Thought”
Reaching into sub consciousness
As the world turns,
It brings back the forgotten that was once learned.
A dream you dreamt a week ago is as vivid as life.
The time, place, and event, all fit in just right.
This course of action can seem pretty bleak, because time can wear down remembrance.
But, when you recall, and your memory doesn't fall, time has stopped for an instant.

CELEBRATE – To Rejoice by being Happy “Happiness”

It's not hard being happy but it is when you pretend.
Going around smiling at folks, when you know it's not from within.

It just takes some courage to stand up for what you believe. Knowing exactly what you want, and what you want to receive.

Happiness is a state of being that the individual can only know. And keeping it and sharing it, it's up to that person to show.

So, to get the real feeling of happiness, your

The Honorable Gerald R. Reed
Presidential Advisor at Blacks In Government, INC.

life does not have to be rearranged. Just be yourself and you'll see, there is nothing you have to change.

ACT – To Reflect a Positive Image “Spot Check, Please!”

Pleading for a spot in life that I can call my very own, it should be a simple quote, just say, that's mine, so leave it alone.

I'll earn that spot, and stand with pride, so shame, there shouldn't be none.

For the spot I choose while living this life is what I want to become.

Then when my life tunes on down and earth's symphony begins to stop.

It is nice to know that the life I chose other people might want my spot.

Email: ncprc@bignet.org
Pacific Ocean Chapter’s 2016 Youth Poetry Contest

In celebration of Black History Month, and to celebrate African American culture in honoring African American poets of the past, the Pacific Ocean Chapter of Blacks in Government held its Annual Youth Poetry Contest on Presidents Day, February 15, 2016, in Honolulu. This year’s Youth Poetry Contest was co-sponsored by the Phi Beta Sigma Fraternity, who helped cover some of contest’s expenses. Six contestants from local middle and high schools competed for 1st, 2nd, and 3rd place prizes, and each contest participant was given a certificate of appreciation and a small cash award.

Some thirty family members and friends attended, and light refreshments were served.

Region I Celebrates the National Park Service’s Centennial Celebration!

by Kathy K. Best, Regional Council President

In recognition of the National Park Service’s Centennial and in an effort to increase interest in national parks among Blacks, Region I had its annual picnic at the Lowell National Historical Park in Lowell, Massachusetts. As stated by Ranger Shelton Johnson: “Every year, America is becoming increasingly diverse, but that diversity is not reflected in the national parks, even though African-Americans...”
and other groups played a vital role in the founding of national parks. If the national parks are America's playground, then why are Blacks not playing in the most beautiful places in America?"

Hosted by the Ralph F. Browne Jr. Chapter, the day was jammed-packed with fun-filled activities which provided a historical context for the industrial era. Lowell National Historical Park served as a living monument to the dynamic human story of the Industrial Revolution. The day’s activities were expertly captured by this video https://m.youtube.com/watch?v=_x3GTX3FdHs created by one of the Region I Future Leaders of America’s Government (FLAG) students who were in attendance as well.

Fascinated by connections between our past and present, we dug into the living legacies of the Industrial Revolution with interactive programs and explorations to include but not limited to:

• Getting an insider’s look at life in the mills at the Boott Cotton Mills Museum and Mill Girls & Immigrants Exhibit.
• Exploring two centuries of hard work and innovative engineering on a ranger led Canal Tour and Trolley Tour.
• Grabbing a map of the Canal and walking through the history of Lowell's waterpower, preservation, and urban design.
• Dining sufficiently at the historic Victorian Cobblestone's Restaurant

Our visit to the Lowell National Park celebrated the achievements of the past by Calvin Stevens, former Chapter President

In December 2015, The Atlanta Metro Chapter celebrated its 20th Anniversary with Holiday dinner and scholarship awards presentation.

The chapter was fortunate to have the Honorable Darlene H. Young as its featured speaker. In addition to Honorable Young, the Honorable Doris P. Sartor, former Region IV Council President and National Executive Vice President and the Honorable C. Jacque Beatty Sammons, current Region IV Council President were present. More than 75 guests attended this outstanding and well organized celebration.

The Honorable Darlene H. Young receives the “Ultimate Leader Award” from Atlanta Metro Chapter President, Mr. Johnnie C. Duggans, Jr.

The Chapter, then known as The General Services Administration (GSA) Metropolitan (Metro) Chapter, was officially chartered on August 22, 1995, during the BIG National Training Conference (NTC) in Saint Louis, MO. In
its first year, the GSA Metro Chapter saw its membership grow for the original 12 to 35.

The accomplishments during its first year included: Black History Month Program, clothes drive and contributions to the Atlanta Children Coalition and Clothes Closet, Bake Sale, Lunch and Learn Sessions featuring Deborah Hill, GSA HR Director, Quida Cosey, GSA EEO Director, Wesley Johnson, Small Business Director and Carole Dortch, GSA Regional Administrator.

On 1 December 1995, the GSA Metro Chapter celebrated its first “The Ties that Bind Gala Celebration Anniversary and Awards Banquet”, at the Atlanta City Hall Atrium. Featured speakers included: Danny Thomas and C. Jacquie Beatty, both active members of BIG. During the next 19 years, its membership grew, reaching its highest membership total of 91 members in 2002. A brief summary of its accomplishments since 1994:

In 1999, as a result of reorganizing and downsizing of all agencies of the federal government, the membership and Executive Committee submitted a name change to reflect its diverse membership. Several GSA members were now located in four different federal buildings. Making it difficult to meet and maintain its effectiveness as a chapter. In addition, its membership changed from 100% GSA employees to employees from the IRS, DOE, and other federal employees located in the Peachtree Summit Federal Building. Therefore, on 18 November 2000, the Executive Committee, with approval from the membership, submitted a name change from the GSA Metropolitan Chapter to the Atlanta Metropolitan Chapter. The charter for the name change was officially approved by the National Board of Directors and official presented on 27 August 2001 at NTC, Los Angeles, CA.

On 17 December 2000, the GSA Metro Chapter (the name had not been officially approved) celebrated its Fifth Anniversary and Awards Celebration, “Remembering Our Heritage.” The chapter was blessed to have the BIG National President, Gerald R. Reed as the featured speaker.

During the 2002 National Training Conference (NTC), Denver, CO, the chapter was recognized as a Bronze Elite Chapter for “Achieving the goal of 10 to 14 LIFE members.” The following year at the 2004 NTC, Washington, DC, the chapter was again recognized as a Silver Elite Chapter for “Achieving the goal of 15 to 24 Life members.”

In 2005, the chapter reached several milestones. Five members became GOLD PLUS members bringing the total Life Members to 15. The current makeup of its membership has federal, state and local government employees in the downtown metro area and Associate members not affiliated with government agencies. Its current membership is 71 members and growing.

On 10 December 2005, the Atlanta Metro Chapter celebrated its Tenth Anniversary Gala and Awards Celebration, “Saluting the Past and Shaping the Future!” Beverly B. Johnson, Region IV Council President and member of the Jacksonville First Coast Chapter, was the featured speaker.

Under the current leadership of President Johnnie C. Duggans, Jr., the Atlanta Metro Chapter increased its membership by 50%, sponsored three scholarship golf tournaments; one community bowling fundraiser, hosted a successful Region IV Training Conference in 2013, sponsored its first ever scholarship ball in 2014 and this year, will be presenting four $1,000 scholarships to deserving students from the Atlanta metro area.

Reorganizing and downsizing of all agencies of the federal government, the membership and Executive Committee submitted a name change to reflect its diverse membership.
Washington, who was honored during a reception held in Atlantic City, New Jersey, Aug. 23.

“Totally surprised and happy,” said Evette Washington, a Procurement Analyst with NAVIFOR, expressing how honored she was to receive this award. “I’m mostly a ‘behind-the-scenes’ person. I didn’t really understand the magnitude of this award until I attended the event. I mean, I knew it was important, but not to this extent. What an honor it was to see so many people at this event who believe and support BIG’s mission, purpose, and goals!”

BIG was established in 1975 and incorporated as a non-profit organization under the District of Columbia jurisdiction in 1976 by a small group of African Americans at the Public Health Services, which is a part of the Department of Health, Education and Welfare (HEW) in Rockville, Maryland. BIG has been a national response to the need for African Americans in public service to organize around issues of mutual concern and to use their collective strength to confront workplace and community issues. BIG’s goals are to promote equity in all aspects of American life, excellence in public service, and opportunity for all Americans.

The organization was viewed as essential to the black civil service employee, based on a wide assortment of racially motivated problems faced by the HEW black employees in Rockville. After the umbrella organization was thought to only address the problems at the Federal level, it was soon determined that state, county, and municipal black employees were faced with the same general type of employment problems. The Military Meritorious Service Award was first implemented in 2005 within the Department of Defense through the Office of Diversity, Management and Equal Opportunity. As of 2015, BIG has taken the role on behalf of the DoD of issuing this award.

“I nominated Evette, because her strong work ethic and zeal to get the job done were outstanding,” said Denise Roberts, the Director, Contracts and Acquisitions Management (CAM) for NAVIFOR and Washington’s supervisor. “Her volunteer work and love for people are impressive. She indeed is an up and coming leader within the government. I’m proud to have her as part of NAVIFOR CAM team.”

According to Roberts, Washington made extraordinary contributions to the Navy and the advancement of BIG. She has the responsibility, accountability, and integrity of fulfilling her role as the sole procurement analyst within the CAM Office accomplishing her duties with exemplary results. Similarly, she has excelled in academics by earning a Master of Business Administration (MBA) with a concentration in finance, all while working full-time and being involved with multiple community outreach programs. She understands mission needs and is an innovative leader who is driving change to manage costs and influence a more efficient and effective way in how NAVIFOR procures products and services from the private sector.

“Evette Washington is a dedicated and hard-working team player within NAVIFOR,” said Mark Kosnik, NAVIFOR’s deputy commander. “We are so very proud to have someone at this command with a ‘can do’ attitude, exemplary work ethic and the integrity that contributes so much to NAVIFOR’s mission as the Navy’s Information Warfare TYCOM.”

Starting her civilian government career in 1988 as a file clerk with the Internal Revenue Service in California, Washington is a native of Lewes, Delaware and was raised in Prince George’s County, Maryland. For a majority of her career, she has worked within law enforcement, performing administrative and paraprofessional duties. She even volunteered for Girl Scouts as a co-leader. She currently resides in Portsmouth, Virginia.

“I want others to know that if you work hard, set one’s mind on reaching his/her goals, all things are possible,” said Washington. “I started in federal government as a GS-3 and I would have never thought I would have made it this far! I continue to remind myself that destiny continues to knock at my door as long as I am willing to do the work!”

NAVIFOR’s mission is to support operational commanders ashore and afloat by providing combat-ready Information Warfare forces, which are forward deployable, fully trained, properly manned and capably equipped.

**EQUAL PAY ACT – Q&A**

By Greg T. Rinckey

What does the Equal Pay Act require?

The EPA mandates that men and women be compensated equally when the two individuals work in the same establishment and perform jobs that are substantially equal. Basically, the EPA states that an employer cannot engage in unlawful pay discrimination.

Do women and men have to be performing identical jobs for the EPA to apply? No, women and men do not need to be performing identical jobs for the Equal Pay Act to apply. It is required, however, that the jobs be substantially equal. In order to be considered substantially equal, the content of the jobs performed must be similar. A women and a man do not need to share the same job title, however, for their jobs to be considered substantially equal. Rather, it is required that the content of the jobs be similar, in the sense that the employees perform similar duties.

How similar do jobs have to be under the Equal Pay Act? The two jobs must be substantially similar, which means that the two jobs are essentially equal. In order to be substantially equal, each job must call for equal skill, effort, and responsibility. The working conditions of the two employees must also be substantially equal.

What does the Equal Pay Act mean by the terms “skill,” “effort,” “responsibility,” and “working conditions”? These terms can be defined in the following manner:

* **Skill** – Skill is quantified by the amount of experience, ability, education, and training that is necessary to successfully meet a job's performance requirements.

* **Effort** – Effort is quantified by the physical and mental stamina required to successfully meet a job's performance requirements.

Do the two individuals have to be working in the same place for the Equal Pay Act to apply? The two individuals must be working as part of the same establishment. An establishment can be defined as a business that has a particular physical location or headquarters. This could mean that the two individuals work in the same physical location or building. In limited circumstances, however, the Equal Pay Act could also apply when the two individuals work in two separate physical locations. For example, if the administrative headquarters of a business is in charge of hiring and setting the salary.

* **Responsibility** – Responsibility is quantified by the amount of personal accountability that is placed on a particular employee as part of that employee's specific job duties.

* **Working Conditions** – Working conditions is quantified by looking at two separate factors.

The first consideration is an employee’s physical surroundings, such as the temperature of the building, the circulation of air in the work environment, and any gasses or vapors that are present at the work location. The second factor is hazards. This factor takes into account the amount of physical hazards and the type of injury such hazards may potentially cause.
Q&A

When are pay differentials between men and women lawful under the Equal Pay Act? The EPA includes a list of affirmative defenses that if present warrant pay differentials. These affirmative defenses include seniority, merit, quantity or quality of production, or another consideration that isn't based on an employee's sex.

How do you evaluate seniority, merit, and incentive systems?

In order for a seniority, merit, or incentive system to be an affirmative defense to a pay differential, that particular system must be considered bona fide. In order to be considered bona fide a particular system must meet the following criteria:

• The system was not enacted with the intent to discriminate against a group of individuals based on a protected characteristic (i.e. sex).

What can I do if I believe my employer has violated the EPA?

There are a couple of different routes that you may choose to take if you believe that your employer has violated the EPA. Your first option is to file a charge with the Equal Employment Opportunity Commission (EEOC). Your second option is to file a lawsuit in court. The EPA generally mandates that such a lawsuit be filed within two years of the time you received the unequal pay from your employer.

Do other laws prohibit pay discrimination? Yes, all of the laws regulated by the EEOC prohibit pay discrimination, as do other laws. For example, Title VII of the Civil Rights Act of 1964 prohibits pay discrimination that is based on a person’s race, color, religion, national origin, age, sex or disability. Laws such as the Age Discrimination in Employment Act, the Americans with Disabilities Act, and the Genetic Information Act prohibit pay discrimination on the basis of age, disability, and genetic information, respectively.

If I’m being paid less than someone of the opposite sex who is doing the same job as me at the same location, does that mean my employer is violating the EPA?

This does not automatically mean that your employer is violating the EPA. As stated above, the EPA is applicable only when the two individuals perform jobs that are similar enough to be considered substantially equal. There could also be other lawful reasons, such as seniority and merit, which warrant the pay difference.

physical locations of that business, the headquarters and the other locations could be considered part of the same establishment.

If I'm being paid less than someone of the opposite sex who is doing the same job as me at the same location, does that mean my employer is violating the EPA?
COMPENSATION
Q&A

By Greg T. Rinckey

Is compensation discrimination really a problem? Yes, compensation discrimination is a real problem that is encountered on a daily basis by employees in almost every single occupation.

In 2015, female workers who were employed full-time earned only 79 cents for every dollar earned by men employed full-time.

Under what circumstances is compensation discrimination unlawful under Title VII, the ADEA, and the ADA?

There are a wide variety of circumstances that can trigger compensation discrimination, and thus, this question is best answered by way of outlined examples.

• An employer is engaging in compensation discrimination if that employer pays an employee who has a disability less than another employee who does not have a disability, without any other logical reason for the compensation difference.

• An employer is engaging in compensation discrimination if that employer enacts a compensation scheme under which jobs typically held by women or African-American individuals are consistently paid less than jobs typically held by men or Caucasian individuals.

• An employer is engaging in compensation discrimination if a neutral payment scheme, applied consistently, has a negative impact on an employee in a protected class and that impact is not warranted by a legitimate business reason.

How do you determine whether employees are similarly situated?

Employees are similarly situated if each employee should expect to receive the same pay for the jobs each employee performs. Similarity is measured by determining whether the jobs typically involve performing similar duties, require similar skill, effort and responsibility and the working conditions are substantially similar.

How can you tell whether compensation discrimination may be occurring in a workplace?

There is a high possibility that compensation discrimination is occurring if an employer fails altogether to explain or justify a pay differential or if the employer’s explanation is “too vague, is internally inconsistent, or is facially not credible.”

What if members of one protected group are lower-paid than others but there is no indication that the pay practices themselves are discriminatory?

For example, what if job category A requires less skill, and therefore is lower-paid, and almost all of the employees in job category A are women?

Discrimination will not result as long as the employer has not enacted a compensation scheme that results in consistently lower pay for a job that is typically held by women or another member of a protected class than a job that is typically held by men or another member of an unprotected class. If Job A requires less skill than Job B, lower pay for Job A than Job B may be warranted.
Is it unlawful to discriminate in bonuses, commissions, and other compensation not included in base pay?

Yes, it is unlawful to discriminate in the issuance of bonuses, commissions and other compensation not included in base pay. In determining whether there is discrimination, a court will consider the eligibility requirements for the bonus, commission or other compensation. Eligibility for such benefits must not be based on an employee’s sex. A court will also consider the amount of the bonus, commission or other compensation. Discrimination will be found if an employee who is part of a protected class receives a lower bonus, commission, or other compensation than another employee who is similarly situated.

Where can I find more information about pay discrimination? As the EEOC is in charge of enforcing the EPA, the EEOC website is a great outlet to learn more about pay discrimination. Specifically, you may want to check out the following publications:


• Questions and Answers: Compliance Manual

If you believe that your employer is violating the Equal Pay Act or Title VII by engaging in pay discrimination, you should contact an experienced employment law attorney who will be able to help you ascertain whether or not you have a valid claim.

Greg T. Rinckey, Esq., is a founding partner at Tully Rinckey PLLC, a full-service law firm. He concentrates his practice in representing federal government employees and military personnel and can be reached at Greg Rinckey at 518-218-7100 or askthelawyer@1888law4life.com. To schedule a meeting with one of the firm’s federal employment law attorneys call 202-787-1900. The information in this column is not intended as legal advice.

THE END

Equal Pay Act continued from Page 21

• Revenue production – A pay differential may be justified if one employee draws in more revenue for the business than another similarly situated employee. In order for this factor to be triggered it is required that an employee receive comparable support and opportunity to raise just as much revenue as the employee who actually raised more revenue.

• Part-time/temporary job status – If one employee works part-time or in a temporary job while another employee works full-time or in a permanent job, a pay differential may be warranted. Courts should analyze this factor closely to ensure the employee’s work status and not their sex is the true reason for the pay differential.

• Error – If there is a pay differential that is sex-based, the employer can argue that the pay differential was set up in good-faith and without discriminatory intent. This defense is applicable if an employer is able to demonstrate that it thought the jobs in question were different, even if that belief is erroneous.

How do Title VII and the Equal Pay Act Interact?
Title VII and the Equal Pay Act both prohibit pay discrimination on the basis of sex. Title VII is more expansive than the EPA and also prohibits a pay differential based on a person’s race, color, religion, national origin, age or disability. It is not required that a lower paid employee’s job duties be substantially equal to that of a higher paid employee, nor is it required that the two employees work in the same establishment for Title VII to be applicable.

THE END

Continued from Page 17

On February 10, 2015, Stephanie Morales was the first woman to be elected Commonwealth’s Attorney for the City of Portsmouth, Virginia and is the chief law enforcement officer for her city. She has been featured on TV One’s News One Now and the Tom Joyner Morning Show for her work as Commonwealth’s Attorney, where her work as lead prosecutor led to the voluntary manslaughter conviction of a former police officer in the shooting of an unarmed teen: http://newsone.com/3503047/virginia-prosecutor-speaks-white-cop-convicted-death-unarmed-teen/ She was featured in the Winter 2016 edition of Norfolk State University’s Behold Magazine, honored by the Portsmouth Alumnae Chapter of Delta Sigma Theta Sorority, Inc. with the “Audacity of Hope Award,” by the Epsilon Nu Lambda Chapter of Alpha Phi Alpha Fraternity, Inc. with the “Hugo A. Owens, Sr. Humanitarian Award” and by the MS. JD Organization’s Woman of Inspiration Award nationally since taking office last year. She has established the Stephanie N. Morales Future Leaders Initiative where her office has hosted over 100 youth as Junior Commonwealth’s Attorneys (interns and shadows) over the past year. She also formed the Ctrl + Alt + Del Program to help restore felon rights and reduce recidivism. Currently, she is a member of the Portsmouth Alumnae Chapter of Delta Sigma Theta Sorority, Inc., a member of the Portsmouth Chapter of the Links, Inc., Portsmouth Chapter of Jack & Jill of America, Portsmouth Drug Court Treatment Program Steering Committee, Law Enforcement Leaders to Reduce Crime and Incarceration, Young Elected Officials Network, Blacks in Government, Ice4Life Foundation and the Portsmouth Democratic Committee. She earned her Bachelor of Arts Degree at Norfolk State University, graduating Magna Cum Laude. While there, she was a Thurgood Marshall Scholar, a Hot Ice dancer with the Spartan Legion Marching Band, was crowned Miss Norfolk State University 2003 and became a member of Delta Sigma Theta Sorority, Inc. After obtaining her B.A., she went on to attend the College of William and Mary School of Law, where she obtained her Juris Doctor. She is a wife and mother of four children.

BIG NTI 2014 Impact Statement: In 2014 I attended the BIG NTI in Las Vegas, Nevada. During that time, I was an Assistant Commonwealth’s Attorney in the Portsmouth Commonwealth’s Attorney’s Office. My predecessor, the former elected prosecutor was set to be appointed to become a judge and many people had expressed their interest in running to fill the position. My family suggested to me that I should run for the position, but I thought that at 30 years old and less than five years out of law school, it was not my time. I attended the NTI to learn about leadership and I simply thought I would walk away with new ideas to move up the ranks within the office in time and with new network of associates. During the opening plenary of the NTI, I noticed that many young African American leaders, such as the City Attorney of Las Vegas were present. It was at this time that my perspective began to shift. I looked at all of the leaders present and heard some of their stories of perseverance and remembered all of the
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**Method of Payment:**

- Check
- Cash
- Money Order
- Credit Card: [ ] Visa [ ] Master Card [ ] American Express
- Card Expiration Date:__________

Dues have been paid in full? [ ] Yes [ ] No

**Home E-mail:**

**Work Email:**

Chapter dues are established by each Chapter and are payable in addition to National Membership Dues. Eligibility for Chapter membership is contingent upon National Membership.

**SIGNATURES**

Signature of applicant:________________________ Date:__________

**CHANGE OF ADDRESS/TELEPHONE NUMBER:**

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