Honorable Dr. Doris Sartor


As I’ve traveled to agencies and chapters throughout the country over these past four months, speaking at various events and interacting with agency and government leaders, I have been so elated and encouraged by their recognition and respect for Blacks In Government as the single civil rights organization whose sole objective is the preservation and enhancement of Black civil servants. I am also so very honored to represent such a prestigious membership and serve side by side with the dedicated members of the National Executive Committee, National Board of Directors, as well as such committed, organized and focused Regional Council and Chapter Presidents; and our BIG members.

Consequently, I want to publicly thank those again who attended the Officer Installation Ceremony in Atlanta, GA on January 28th. We had maximum attendance from all 11 regions. A special thanks to the Installation Planning Chair, Dr. Vera McKethan and all the committee volunteers for planning and implementing a successful event. There was a strong feeling of camaraderie that was both truly uplifting and inspiring. It was the just the perfect way to begin my experiences as your 14th National President of Blacks In Government!

First, I must acknowledge the transformational leadership of one who excels in organizational innovation. I must say that I could not have asked for a better person to transition me into my new position--Immediate Past National President and current National Board Chair, Honorable Darlene H. Young. She did not miss a step in ensuring I received every governing document, every memo, and every e-mail needed to be effective in my position as National President. She took the time to personally introduce me to all our partners, stakeholders, and business contacts during my first two weeks in office. I thank and appreciate her for all these endeavors!

On day 11 when I traveled to Washington, D.C. to be the keynote speaker at USDA, she scheduled numerous meetings in addition to the “Meet and Greet” at BIG’s National Office. With those 15 hour days amidst a whirlwind of activities, I knew there was no time for easing into the job. Now back to the task at hand. Progressive, fast-paced, and wonderfully exciting is how I would describe my first 120 in office! With that said, I’ve been asked to share highlights of my first few months. Here are some of my more notable and exceptional experiences, activities, and events as YOUR leader:

January 2017

* Established a strategic partnership and alliance with the Equal Employment Opportunity Commission (EEOC), Training and Outreach Division committed to Strategic partnership with EEOC through enhancing and increasing outreach; facilitating specialized training and education and training focused on targeted priorities; eliminating barriers in recruitment
and training; protecting vulnerable workers; ensuring equal pay protection for all workers; preserving access to the legal system; and preventing systemic harassment.

* Keynote Speaker, United Stated Department of Agriculture (USDA) 2017 Dr. Martin Luther King Jr. Observance and Drum Major Service Award Ceremony; and networking luncheon with USDA officials.

* Detailed BIG Priorities for 2017 during an interview with the award-winning radio station, the Federal Radio News which helps distribute information.

* Provided comments to Washington Post on how President Trump’s hiring freeze would impact minorities in particular African Americans in the Federal Workforce. January 23rd comment published, “Trump’s plan to further downsize the federal government, an area where Blacks make up nearly 20% of the federal workforce, will have a severe impact on Black Americans who are already struggling for economic security and advancement against racism, disparate treatment and favoritism.”

* Strategized with the Attendees during a Meet and Greet event coordinated by Immediate Past National President, Honorable Darlene H. Young, at the BIG National Office with BIG partners and supporters: FEEA Executive Director, Ms. Joyce Warner; FEEA Communication Chair Robyn Kehoe; Music at the Monument Mr. Darryl Haley; NARFE National President Mr. Richard Thissen; Federal Managers Association Mr. Todd Wells; M&T Bank DC Regional Corporate Vice President, Ms. Danielle Logan; and National Policy Alliance, Ms. Linda Haithcox Taylor.

* Collaborated and Attended the National Coalition for Equity in Public Service (NCEPS) meeting.

* Facilitated the publication of First Quarter BIG Reporter.

* Collaborative Meeting with OPM CFC Director, Mr. Keith Willingham and Ms. Victoria Taiwo, Operations Specialist, Office of Combined Federal Campaign to establish leadership opportunity for BIG members to serve on Local Federal Coordinating Committees (LFCC) which will help them meet skill sets for Executive Core Qualifications.

* Cost Savings: During the transition, moved forward with changing out the Cannon copier and getting a new Kocrich Black & White/ Color copier which will save the National Organization $4,000 plus starting this year. The next cost savings was changing over the phone system from XO Communications which is running between $2000-$2500 per month to Verizon which will lower the cost of the phone (including local and long distance), Wi-Fi and faxing to $679 per month which is a saving ranging from $16,000 to $22,000 in 2017 and onward.
* Annual 2016 Program Report provided to National Board of Directors.

February 2017

* Signed Memorandum of Understanding with African American Federal Executive Association, Inc. (AAFEA). BIG and AFEA will work collaboratively to identify and remove barriers to the advancement of African Americans in federal government.

* Enhanced marketing of BIG National Programs, Services, and Initiatives through updating or developing program brochures to present programs’ focus, the mission, benefits, and outreach efforts. Documents are available on the BIG website for enhanced marketing.

* Provided an opportunity for NOW Generation members to serve on National Committees. This is a vital part of outreach program (process or commitment) to involve and embrace the younger generation into our organization.

* Scheduled training for National Executive Committee on Governing Documents; Roles and Responsibilities; and BIG Strategic Planning Process--Cooperation and Collaboration are Keys to Successful Leadership for the National Executive Committee.

* Laptops. Purchased 12 laptops to help offset expenses at the National Training Institute and to have access in the National Office once we lease out our space (an additional benefit for BIG). Also, received cost savings based on relationship with Morgan State University.

March 2017

* Participated as one of the key panelists for Engineer Research and Development Center (ERDC), US Army Corps of Engineer’s Celebration of Women’s History Month. The First Mississippi Chapter hosted the event. Provided opening remarks for panel presentation and remarks were posted on BIG’s website. Meeting conducted with Mrs. Patricia Sullivan, ERDC Associate Director, and received support for ERDC employees to attend the National Training Institute.

* Meet and Greet Membership Social Hosted by the Mayor of Vicksburg and First Mississippi Chapter. Vicksburg Mayor, the Honorable Gregg Flagg, is COMMITTED to funding individuals to attend the National Training Institute sponsored by Blacks In Government.

* Provided timely updates to the National President’s Highlights consistently and accurately. For example, see the USDA Martin Luther King Speech and photos posted to BIG website under National President’s Highlights.

* Presented an overview of the mission, goals and plans of Blacks In Government at the Gen Chappie James Chapter Professional Development Training, Maxwell Air Force Base.

* Discussed creating a strategic alliance with Ms. Megan Dotson, Event Manager on possible agreement to provide services in connection with both groups on for BIG NTI and Next Generation of Government Training Summit and through the publication in GovLoop Daily newsletter.

April 2017


* Facilitated continuous improvement efforts to enhance agency forums through National Training Institute Memos to US Cabinet Members. Invitations to US Cabinet members sent inviting their agencies to present a forum during the NTI. Continuous improvement effort to increase and enhance agency forums.

* Coordinated with OPM to increase NTI attendance. Sent National Training Institute Memo to Chief Learning Officers and Chief Human Capital Officers. OPM will coordinate requests for support from agency leaders to support employees attending the National Training Institute. Continuous improvement effort to increase NTI attendance.

* Coordinated attendance of BIG officers at EEOC’s “The State of the Workforce and The Future of Work.”

* Promoted BIG’s mission, goals, and plans through radio advertising with WPRS/FM 104.1 Radio, Waldorf, MD. Radio announcements advertising National Training Institute during Black History Month Campaign were made April 3-14, 2017.

While these are only a snapshot of the first 120 days, as you can see, I have been quite engaged in furthering the mission of Blacks in Government during my first few months. The office of the presidency has been both complex and challenging. I look forward to our combined efforts as we continue to represent the ideals of equity, excellence, and opportunity and increase our visibility of BIG in the public and private sector.