National Executive Committee
Annual Report to the National Delegates Assembly

AUGUST 2018 - JULY 2019
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Greetings My BIG Family, on behalf of the National Executive Committee and the National Office Staff, I welcome you to the 2019 National Delegates Assembly. I would first like to take a few moments to pay tribute to ALL of our BIG members who are no longer with us physically, but whose gifts, dignity, compassion and unrelenting commitment will always be remembered and cherished. I especially want to honor one of our Mothers, Honorable Mrs. Hazel Calhoun Hays, who dedicated her life to serving others. She is the last of our “Golden Girls.” She joins our other Mothers, Honorable Ms. Ramona McCarthy Hawkins, and Honorable Ms. Ruby S. Fields. Please keep them in your thoughts as we conduct the business of this great organization and continue their legacy of learning and empowering others.

These are exciting times for Blacks In Government (BIG). I’m excited to share that Blacks In Government on July 10th exceeded the number of registrations for this year’s NTI from the 2013-2017 registration counts with 1,014 registered attendees. Congratulations Blacks In Government!

We continue to establish new strategic alliances and enhance our long-standing collaboration and engagement with the Department of Defense; GovLoop; National Policy Alliance; and other organizations committed to equity and equality. This year we’ve added Graduate School USA, United Benefits, and Troy State University as strategic partners/sponsors.

Our National leadership is committed to continue operating in the black and being fiscally responsible. The National Board of Directors and the National Executive Committee are to be commended for the exceptional financial health of our organization. To ensure our excellent financial performance, we must continue to be vigilant in being financially accountable. Doing so will ensure longer-term financial sustainability and vibrancy of the Blacks In Government organization.

We continue to transmit critical information to our membership at a moment’s notice through our electronic communications. Honorable Leonard T. Stone, National Telecommunications Chair, responds 24/7 to the needs of our members.

National BIG Fundraising Call to Action was conducted to raise funds for those who were negatively impacted by the devastating effect of multiple tornadoes through Ohio and Indiana that occurred earlier this year and their aftermath. Special thanks to Region V Director, Honorable Lillian Barnett for coordinating this effort. The fund-raising effort will continue until mid-August. Please visit our website to make donations.

Our organization continues to be in total alignment with our strategic plan with its emphasis on Communication Flow; Financial Accountability; Advocacy; and Membership. Using BIG’s forward-thinking strategic plan and being accountable for our results will make our organization more transparent and provide more precise alignment with our organization's vision. This year we are preparing in coordination with the National Board of Directors, “A Guide for Executing BIG’s Strategic Plan at the Regional Council and Chapter Levels.” This guide will establish a framework for maximizing the participation of the Regional Councils and the Chapters in the execution of the new 5-Year Strategic Plan. National Strategic Plan Liaison, Mr. Melvin Porter, has worked diligently through all levels of BIG in preparing the 2018 Strategic Performance Evaluation Report.

Impexium Management System. This is an area of improvement for our organization. We have encountered numerous problems in implementing the new system, consisting of having problems registering for the NTI as BIG members, inaccurate membership rosters, and the membership database not being able to capture the newest members.

Our National Officers, National Office Staff, Committee Chairs, and Volunteers have all worked diligently to resolve the issues as they are presented in a timely manner. I commend them ALL for their
efforts. We have conducted several small group discussions of the core team members who are working in the system to discuss solutions; provided refresher training on the system; and worked with the service provider to address our concerns. As with any new system, there will be glitches that are unknown until implementation. However, we are expeditiously resolving them. Our Contract for Impexium is in effect until 2020; so, we have established a way ahead for our improvement efforts.

Our way ahead is to continue to address each membership concern as presented; capture system concerns and work with the service provider to resolve the problem, as needed; and provide continuous updates on any enhancements. We will also continue to clean up the membership database. Please direct all questions and concerns to the National Membership Chair, Ms. Monica Hedgspeth, and she will work with the membership team to respond and provide assistance in an efficient and expeditious manner.

**The following is a summary of our accomplishments:**

The 2019 Combined Federal Campaign (CFC) application for Blacks In Government was approved by the Director of the US Office of Personnel Management for inclusion in the 2019 CFC National/International charity list. The CFC is the official workplace giving campaign of the Federal government. Our CFC code is **10790**.

BIG continues its Community Projects. Darlene H. Young Leadership Academy (DYLA) Alumni continues its “Food for Thought” Community Service Project. Please help to feed the hungry families throughout Texas. This program will support the North Texas Food Bank. You can make donations at the DYLA Alumni booth inside the Exhibit Hall.

Military Veterans Emphasis Program (MVEP), Chair, Dr. Candace S. P. Williams, in partnership with Team DYLA Visionaries Coordinator, Ms. Fawntrella (Fawn) Thompson, collected items to support “BIG GiveBack To Veterans Campaign.” The items will be donated to the Veterans Administration (VA) North Texas Health Care Systems, Dallas VA Medical Center Volunteer Services, in Dallas, Texas.

Third Vice President, Dr. Deborah McClanahan, coordinated the 2019 National BIG Military Meritorious Service Awards. These awards honor military members and Department of Defense (DoD) civilian employees, men and women, who have supported the DoD mission, overseas contingency operations, or whose attributes best epitomized the qualities and core values of their respective Military Service or other DoD component. This year, we will recognize the top nine (9) winners during the President’s reception.

Affirmative Employment/Equal Employment Opportunity (AE/EEO) Committee, chaired by Ms. Alice Mercer, is monitoring all matters pertaining to affirmative action and assisting in developing positions on any legislation or regulations impacting advancement or employment opportunities of Blacks in government.

Our Corporate Sponsorship Committee led by Mrs. Mazella Thomas has generated an estimate of $350,638 in monetary and in-kind donations for our programs, services, and initiatives. The Corporate Sponsorship Committee recruited 98% of 2018 Corporate Sponsors to return as Sponsors in 2019. One returning Sponsor increased its monetary sponsorship by 50% and three (3) new Sponsors/Partners were recruited.

Fifty-six (56) BIG Members received the 2019 Annual National Training Assistance. Per the Resolution adopted at the 2002 National Delegates Assembly, and the Board of Director’s revision to Policy 1:26, provide training registration assistance for one (1) member of Blacks In Government from each chapter as recommended by the chapter officers. Kudos to chapters for using this assistance program.

NTI Special Edition Newsletter was distributed in July. Special thanks to the Communications and Public Relations Chair, Mr. Chris Jones and Deputy Chair, Ms. Marie Perry for preparing the newsletter highlighting events/activities during this year’s NTI.
The NOW Generation has been conducting online training to attract younger generations to BIG. NOW Generation receptions have been hosted by Management Concepts and Young Government Leaders. Mr. Stephan Matthews, the NOW Generation Coordinator, is using social media to attract more millennials. In collaboration with Young Government Leaders (YGL) and sponsored by Management Concepts, NOW Generation hosted the Emerging Leader Empowerment Forum in Washington, D.C. in October 2018 and the event was very successful.

Legislative Committee chaired by Dr. Charles Horne addressed matters of concern to government workers. In coordination with the AE/EEO Chair, Ms. Alice Mercer, they helped prepare the National Coalition for Equity in Public Service (NCEPS) letter to government leaders (President, Speaker of the House, and Senate Majority Leader) reference the need to end the government shutdown. They also prepared the letter to the Chairman of the Oversight and Reform Committee noting opposition to the reorganization of OPM. The National Legislative Committee and AE/EEO Committee provide periodic email blasts on critical issues facing government employees. They closely monitor congressional proposals and any pending legislation.

Blacks In Government continues to use cost savings measures. A projected amount of more than $25,000 was saved by using the high-quality printer purchased for our BIG National Office.

We made a charitable contribution of $1,000 as a Bronze Sponsor for the Federal Employee Education and Assistance Fund (FEEA) Public Service Charity 5K Run/Walk that celebrates and supports federal public servants across the country. All contributions go to our Partner – FEEA that helps Federal Employees in Emergencies. Also, six (6) 2019 BIG-FEEA scholarships were awarded to children of BIG members.

Enhancement of National Training Institute. Incorporated Career Fair and First Time Attendees Presentation (FTAP) as part of this year’s NTI. The First Time Attendees Presentation will take place immediately after the Opening Plenary Session. Attendees will meet representatives from BIG’s leadership, learn more about BIG, engage in initial networking with colleagues, hear an appeal for membership, and learn tips on how to make the most out of the NTI. Honorable Gerald R. Reed, Former National President and Presidential Advisor is coordinating this event. This event will continue First Time Attendees exposure to our world-class training.

National Training Chair, Mr. Richard Shields, and his committee have worked numerous hours to ensure a successful NTI.

Congratulations to the Chicago Midwest Chapter who won the May National Membership Drive with an increase of 12 members. National Membership Chair, Ms. Monica Hedgspeth, coordinated the May National Membership Drive.

Project BIG Vote Committee (Chair, Honorable Toni Pearson) created and posted the Voter Registration Information which can be found on www.bignet.org and click on Project BIG Vote Link. You will find everything you need to vote in your state election centers.

Historian/Librarian, Honorable C. Jacquie Beatty-Sammons prepared our 2017 Annual Corporate Report.

Mr. Chris Jones, Chair, National Public Relations and Communications Chair, prepared an ad for the USA Today 2019 Blacks History Month Special Edition.

Program and Planning Chair, Dr. Vera McKethan, conducted a Professional Development Officer Leadership Train-the-Trainer session. Your success as a leader in Blacks In Government (BIG) requires a deep understanding of your organization and your leadership path. I encourage all of you who can, to please attend the Officer Leadership Training (OLT) on Tuesday, August 6, 2019 from 8:00 a.m. – 12:00 p.m. The training will take place in the Lone Star Ballroom C1 in the Convention Center. OLT will help prepare you for increased leadership responsibilities, not only, in BIG, but also in your workplace.
While these are only a snapshot of the NEC’s activities since our last National Delegates Assembly, as you can see, YOUR National Executive Committee has been quite engaged in furthering the mission of Blacks In Government. We 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. Finally, I would like to thank all of you for making BIG an outstanding organization, and I am humbled by your continued commitment and dedication to our great organization.

THANK YOU FOR THINKING BIG!

Sincerely,

Honorable Dr. Doris P. Sartor
National President
Blacks In Government, Inc.
NATIONAL CONSTITUTION RESPONSIBILITIES

President. The President shall serve as Chair of the Executive Committee and shall be an ex-officio member of all committees except the National Nominating and Election Committees. In addition, the President shall guide the implementation of policies which have been approved by the Board of Directors; shall recommend to the Board of Directors changes in policies and procedures; shall present the President’s annual report at the Annual Delegates Assembly; shall countersign, with the Secretary, requisitions for the disbursement of funds; shall countersign with the Treasurer or the Assistant Treasurer (in the absence of the Treasurer) checks drawn on the organization’s treasury; shall co-sign with the Treasurer all contractual agreements requiring disbursement of the organizations funds, shall receive reports on activities of the Regional Councils and the Chapters; shall assure notification of Chapters and Regional Councils of National meetings; shall appoint a Parliamentarian and a Historian/Librarian; and shall perform such functions and exercise such other authorities as may be prescribed by the Board of Directors; shall directly supervise the work of any National salaried staff and shall be accountable to the Board of Directors regarding the staff.

INITIATIVES / ACCOMPLISHMENTS

August/September 2018

- **Collaborative Meetings with Sponsors.** Attended meetings with Corporate Sponsors (Globe Life and Blue Cross/Blue Shield) during National Training Institute.
- **New Orleans Veterans Medical Center.** Received tour of New Orleans Veterans Medical Center during NTI. Very impressive facility. Event coordinated by MVEP Chair, Dr. Candace SP Williams.
- **NTI Department of Defense Agency Forum.** Attended and introduced Keynote Speaker for DOD Agency Forum, Mr. Clarence A. Johnson, Director, Diversity Management and Equal Opportunity.
- **Congressional Black Caucus Annual Legislative Conference.** September 11-15, 2018, attended sessions, town hall, and other events during 48th Annual Legislative Conference.

October/November 2018

- **NCEP Meeting.** NCEPS teleconference took place on October 15, 2018. Proposed NCEPS actions were discussed on such topics as the possibility of setting up meetings with OPM, DoD, and EEOC; conducting Diversity and Inclusion Summit in 2019; and preparing joint white paper on issues faced by federal employees.
- **Meeting with Morgan State University on DYLA on October 3, 2018.** Teleconference conducted with Morgan State University on 2018-2019 DYLA contract. DYLA Coordinator, Mr. Johnny Barideaux and I clarified requirements to implement the upcoming class.
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- **Congressional Black Caucus Annual Legislative Conference.** Prepared article on September 11-15, 2018 conference. Conference theme was “The Dream Still Demands.”

- **OPM’s 60+Diversity and Inclusion Strategic Partners Meeting.** Attended meeting on November 27, 2018 at OPM in Washington, DC. Topics included Diversity and Inclusion in Government Council recap; responses to Strategic Partners questionnaire; update on Federal Equal Opportunity Recruitment Plan (FEORP); and Inclusion Cafés.

- **Founders Plaque.** Based on resolution passed at NDA, Founders plaque has been ordered to be displayed in the National Office.

**December 2018**

- **Darlene H. Young Leadership Academy.** November 29-December 1, initial orientation and training session for 2018-2019 DYLA at Morgan State University, Baltimore, MD. Meetings with Dr. Willie Bragg, Assistant Dean, School of Graduate Studies, Director, Center for Continuing and Professional Studies.

- **Region XI Christmas Gala.** Attended Region XI 24th Annual Holiday Awards Gala, Washington, D.C., December 1st.

- **NBOD Financial Oversight Committee meeting.** Attended teleconference on December 13th with Board Committee to discuss NEC 2019 budget submission.

- **GovLoop Next Generation Board Meeting.** Attended teleconference on December 18th to discuss training agenda for Next Generation of Government Training Summit scheduled for July 25-26, 2019.

**January/February 2019**

- **World Conference of Mayors.** Attended World Conference of Mayors in Orlando, Florida and provided greetings and was one of the keynote speakers, January 30th – February 1st. National Board Chair, Honorable Darlene H. Young, member of the Board of Directors for the World Conference of Mayors, also participated in the conference. Voted on as one of the newest members on the Board of Directors for the World Conference of Mayors.

- **NCEP Meeting.** NCEPS face-to-face meeting conducted on January 10, 2019 in Washington, DC. Requested joint letter noting our united position on immediately ending the government shutdown. Letter provided to President Trump, Majority Leader of the Senate, and Speaker of the House dated January 15th (memo posted on BIG website).

- **DoD Meeting with NCEPS.** Meeting with DoD’s Diversity and Operations Center (DMOC) on January 10, 2019. Open discussion between DoD, various services, and NCEPS partners on what support DoD can provide which are in line with DoD’s related executive orders.

- **M&T Bank Official.** Met with M &T Bank Official, along with National Treasurer, Honorable Normal Samuel on 11 January 2019 to update bank records.

- **Management of Salaried Staff.** Meeting with Ms. Susan Harmon, BIG National Office Manager, on 11 January 2019 and collaborated on requirements in accordance with Board Policy 2:17.

- **Government Shutdown.** Provided BIG’s perspective and impact of the government shutdown.

- **National Headquarter Renovation.** National Board of Directors approved renovations for National Office building.

- **Region IX Training Conference & Council Meeting.** Prepared article on Region IX and email blast and photos provided to members on 22 February. Congratulations to Region IX for their successful conference and meeting. Also, kudos to the Pacific Ocean Chapter for celebrating its 10th Anniversary.
March /April 2019

- **Entrance Brief for Upcoming 2018 Audit.** Attended entrance brief for upcoming audit coordinated by NBoD FAOC Chair, Honorable Gary Blackmon on 22 February. BIG officers in attendance were the Chair and Vice Chair of the NBoD and the National Treasurer.

- **Troy State University.** Teleconference with representatives from Troy State University on 4 February to discuss possible partnership.

- **National Building.** Final renovations completed on 12 April. Our National Office has an enhanced appearance.

- **NTI Assistance Memo.** NTI Assistance Memo sent out via email blast on April 16, 2019. NTI Assistance provides training registration assistance for one (1) member of Blacks In Government from each chapter as recommended by the chapter officers.

- **Impexium Public Go-Live.** BIG’s upgraded system went live on 17 April. A special thanks to the Impexium System Upgrade Project Core Team. Lead, Honorable Norma Samuel; Yolanda Tines; Monica Hedgspeth; Dale Scott; Honorable Farnese Hicks; Honorable Cassandra Jones; BillyRay Townes; Viola Hubbard; Rochelle Bryant; Mazella Thomas; Dr. Vera McKethan; Honorable Leonard T. Stone; and Technical Advisor Honorable Darlene H. Young. Also, thanks to the many NEC members who had critical roles in providing inputs for the new system.

- **Agency/Organizational Support for NTI.** Memo submitted on 22 April to OPM for Chief Learning Officers (CLOs) and Chief Human Capital Officers support of NTI and funding employees to attend NTI. Memo provided to DoD’s Diversity Management Operations Center (DMOC) for submission to DoD agencies inclusive of the Military Services.

- **National Third Vice Presidents Meeting.** Attended April 22nd meeting. Chair, National Third Vice President, Dr. Deborah McClanahan, did an exceptional job of facilitating the meeting and addressing areas of concern noted by attendees.

- **2019 Combined Federal Campaign Application.** Submitted description of real services from 15 different states to Ms. Susan Harmon for CFC application. Special thanks to Ms. Susan Harmon and National Treasurer, Honorable Norma Samuel for submitting the application.

May/June 2019

- **Tribute to Honorable Hazel Hays.** Prepared tribute to Honorable Hazel Calhoun Hays, Mother of Region VI, who was laid to rest on Friday, 17 May 2019. Special thanks to Former National President, Honorable Gregory Reeves, for providing remarks on behalf of National Blacks In Government. Please continue to keep her family in your prayers.

- **2020 NTI Contracts.** BIG signatures on all 2020 contracts as of 18 June 2019. National President and National Treasurer coordinated Negotiation Team’s recommendations with respective hotels.

- **Region IV Training Conference, Atlanta, GA.** Presented session on May 18th, “Becoming a More Effective Leader via Personality Assessment,” and provided remarks during Region IV Luncheon. Kudos to Region IV for successful training conference.

- **National Prayer Breakfast, L.A. Civic Center Area Chapter, Inglewood, CA.** Provided remarks during the program on May 25, 2019. Exceptional program coordinated by Chapter President, Rev. Eddie Royal, Sr. and the LA Civic Center Area Chapter. Keynote Speaker was Pastor Lois Moore-Williams. National Program and Planning Chair, Dr. Vera McKethan and I were interviewed by Rev. Thomas Blackwood, CEO/President of KTYM Gospel internet radio station—topic: “What is BIG?”
• **Department of Defense.** Teleconferences with POC from DoD reference Supporting Partner Agreement; DoD Agency Forum; and participation of Director, Office of Diversity Management and Equal Opportunity, Mr. Clarence Johnson, at this year’s NTI.

• **NCEP Meeting.** Teleconference meeting held on June 12th. Veronica Vasquez (National Image, Inc.) serving as NCEPS President. FEDQ dissolving organization, effective June 12th. Projected activities include hosting a Diversity and Inclusion Summit (date/location pending); and scheduling of meetings with GAO and GSA to discuss NCEPS interests.

• **NBoD Action Items.** Coordinated following NBoD requests:
  - Reduce Gold Plus Membership Rate to $200.00 during the timeframe of the National Training Institute (for 2019 and 2020). Membership Chair prepared 2019 announcement.
  - Display Founder’s Day Plaque on Website (displayed on 6 June) and display during NDA.

July 2019

• **Department of Defense.** Continued discussions with DoD to finalize details of strategic partnership. DoD increasing monetary support.

• **National Policy Alliance Recipient of “Women of Power Honoree.”** July 1st notified of award. The Awards Luncheon will take place on September 13, 2019 at the Hamilton Hotel in Washington, DC. Selected as one of five honorees.

• **NCEPS Support.** Followed up on NCEPS partners request for template of wordings for strategic alliances. Submitted template on June 18, 2019.

• **NTI Assistance Memo.** Reviewed submissions for NTI Assistance program on 12 July. Coordinated requests with National Office, Ms. Susan Harmon, to process submissions. Notifications provided to recipients.

**ACTIVITIES/ACTIONS THAT SUPPORT BIG STRATEGIC PLAN**

• **Communications Flow**
  - Institute visit by the National President to at least two different Regional Councils
    - Annually or attend programs annually
      - Attended Region IX Training Conference, 15 February
      - Attended Region IX Council Meeting, 16 February
      - Attended Pacific Ocean Chapter 10th Anniversary Celebration, 16 February
      - Attended Region IV Training Conference/Council Meeting, 18 May.
      - Attended National Prayer Breakfast, LA Civic Center Area Chapter, Inglewood, CA., May 25
  - Continue all current interest groups/activities periodically evaluating the need for new groups/activities and eliminating groups that out-live their useful purpose.
    - Outreach Initiative with Department of Defense, Jan. 10th meeting
    - Partnership with Troy State University, March 2019 and May 2019
    - Continued GovLoop partnership, February 2019
    - Keynote Speaker for 10th Anniversary Celebration for Pacific Ocean Chapter, February 2019
    - Keynote Speaker for World Conference of Mayors in January 2019
    - Strategic Alliance with Tom Joyner Foundation, on-going
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- World Conference of Mayors on January 31st (National Chair Board of Directors and National President serving on World Conference of Mayors Board of Directors for 2019)
- Continuing relationship with National Policy Alliance
- Continuing relationship with NCEPS and National Forum for Black Public Administrators
- Serving on GovLoop Next Generation Board (National President and NOW Generation coordinator)
  - Enhance the mechanism for gathering and disseminating information to Blacks In Government membership.
    - Continuous updates via BIG email blasts and on social media
    - Publication of December BIG Reporter in January 2019
    - BIG Ad placed in February edition of USA Today
    - Special Edition 2019 NTI Newsletter
  - Allow the membership to request to be part of the groups.
    - Requested volunteers to serve on Standing and Special Committees
    - Requested volunteers to serve on NTI Subcommittees, March and April 2019
    - Provided list of Committee Volunteers to respective committee chairs on January 29th
    - Progress reporting inputs to JOAPI based on member participation (on-going)
  - Use traditional media outlets (trade shows, speaking venues, community events and other organizations).
    - Improved interoperability of BIG website -- National President’s Highlights—continuous updates of timely activities, initiatives, and programs
    - Participation in FEW and FAPAC conferences to market BIG
    - Provided BIG’s position on partial Government Shutdown to reporters from NBC News Digital; The Philadelphia Inquirer; and Daily News; and WHUR Radio Station radio host.
    - Keynote Speaker for World Conference of Mayors
    - Provided full page ads to FAPAC, FEW, SAIGE for placement in their Souvenir Journals
    - Radio Interview, KTYM Gospel internet radio station, May 25th
NATIONAL CONSTITUTION RESPONSIBILITIES
In the absence of the President or in the event of disability of the President, the Executive Vice President shall perform all the duties and functions of the President. During such a period, the Executive Vice President shall have all the powers of and be subject to all restrictions placed upon the President. The Executive Vice President shall also serve as Regional Liaison. The Executive Vice President shall perform such other duties as may be assigned by the President.

INITIATIVES / ACCOMPLISHMENTS
January 2019 Highlights
- January 8, 2019 – Responded to a Region XI member inquiry regarding participating in rallies and marches related to the government shutdown.
- January 14, 2019 – Spoke with Region XI Council President regarding suggestions for assistance related to the government shutdown.
- January 16, 2019 – Communicated with the National 1st Vice President on suggestions related to the government shutdown.
- January 17, 2018 - As Regional Liaison sent email to the Regional Council President’s (RCP) group with a message from the National President regarding the shutdown for distribution.
- January 18, 2019 – Reviewed a draft message from the Region XI Council President to Region XI members with an offer of gas and grocery gift cards for members affected by shutdown.
- January 18, 2019 – As Regional Liaison, sent the Council Presidents a request from the National President for assistance in securing 2-3 furloughed black federal employees (ideally at different points on the GS scale) to chat with them about how the furlough personally affected them and their sense of the way the country responds to households in financial distress.
- January 18, 2019 - Spoke with the National President regarding a request from a reporter with NBC 4 News regarding the government shutdown.
- January 21, 2019 - As Regional Liaison scheduled RCP first quarter meeting for February 6, 2019.
- January 26, 2019 – Attended NEC face to face meeting and national installation in Atlanta.
- As Regional Liaison sent email communications throughout the month, including requests from the National President, National 1st Vice President, National Assistant Treasurer, National 3rd Vice President, National Programs and Planning Chair, National Legislative Committee Chair, and National AE/EEO Chair.

February 2019 Highlights
- February 6, 2019 – As Regional Liaison, convened first meeting of the year with RCP group.
- February 8, 2019 – Appointed by the U.S. Comptroller General to serve as Managing Associate General Counsel becoming the first African American female in the agency’s history to be appointed to a Senior Executive Service (SES) position in GAO’s Office of General Counsel.
• February 16, 2019 – Represented NEC at the Association for the Study of African American Life and History (ASALH) Annual Black History Month Luncheon.

• February 23, 2019 – Served as Guest Speaker discussing the history and purpose of BIG at Region XI Chapter Presidents Round Table.

• February 25, 2019 – Sent 2019 SEP forms and request for information to national officers and chairs for NTI special events.

• As Regional Liaison sent email communications throughout the month, including requests from the National Strategic Planning Chair and the National AE/EEO Committee Chair.

March 2019 Highlights

• March 14, 2019 – Attended meeting with EPA Administrator at the request of EPA Chapter President LaShan Haynes to discuss racial incidents at the agency.

• March 23, 2019 – Served as Guest Speaker discussing the history and purpose of BIG at Region XI New Members Orientation.

• Coordinated receipt of SEP forms and in turn submitted those forms to the National President for review and approval.

• As Regional Liaison sent email communications throughout the period, including requests from National Assistant Treasurer, National 3rd Vice President, National MVEP Chair, National Legislative Committee Chair, and National AE/EEO Chair.

• Collaborated with Region XI AE/EEO Chair and Region XI President on supporting a Region XI member facing workplace suspension.

April 2019 Highlights

• April 17, 2019, Discussed importance of networking through employee groups like BIG and FEW during Speed Mentoring Program sponsored by GAO African American Senior Executives.

• As Regional Liaison, assisted in coordinating 2nd quarter RCP meeting, including inviting select NEC members to present important national programming information.

• As Regional Liaison sent email communications throughout the period to and from the Regional Council Presidents, including requests from National Assistant Treasurer, National MVEP Chair, and National Programs and Planning Chair.

May 2018 Highlights

• May 1, 2019 – Discussed the importance of networking through employee resource groups like BIG during an African American Senior Executive Services (SES) Panel and Meet and Greet for GAO Summer Interns.

• May 13, 2019 - Began conducting follow up outreach for 2019 JOAPI progress report.

• May 15, 2019- Participated in Regional Council Presidents 2nd Quarter Meeting

• May 15, 2019- Served as Guest Speaker, Benjamin Banneker GSA BIG Chapter Membership Month and Scholarship Program.

• May 18, 2019- Provided greetings on behalf of Madam National President and the NEC at the opening plenary for the Region XI Region XI Training Conference.

• May 18, 2019- Served as a Training Presenter for the Region XI Regional Training Conference.

• May 21, 2019- As Regional Liaison sent request from National 1st Vice Presidents for Memorial Wall submissions.
• May 27, 2019 - As Regional Liaison sent request to NTI Chair for meeting space for RCP’s annual face to face meeting during NTI.

• As Regional Liaison sent email communications throughout the period to and from the Regional Council Presidents, including requests from National Assistant Treasurer, National Membership Chair, and National Evaluations Chair.

June 2019 Highlights

• June 1, 2018 – As Regional Liaison sent a request to the NTI Chair from the RCP group inquiring about the room location for their 2018 NTI face to face meeting.

• June 12, 2019 - As Regional Liaison sent Delegates Assembly information from National Assistant Treasurer to the Regional Council Presidents.

• June 17, 2019 - As SEP coordinator for the National President’s Reception at NTI, prepared and submitted an article for the NTI Special edition Newsletter.

• June 18, 2019 - As Regional Liaison sent reminder regarding deadline for NTI assistance.

• June 18, 2019 - As Regional Liaison forwarded call for bids to host BIG’s 2021 and/or 2022 NTI.

• June 19, 2019 - As Regional Liaison forwarded request for primary and alternate delegates.

• June 21, 2019 - Participated in discussion with Region XI leaders regarding call for bids to host 2021 and/or 2022 NTI.

• June 22, 2019 - Attended Region XI youth oratorical and STEM competition.

• June 26, 2019 – Delivered greetings on behalf of the National President and NEC at Region XI BIG- DOL annual scholarship luncheon.

• As SEP coordinator for the National President’s Reception coordinated preparation of and submitted printed program for event and otherwise participated in preparations for the event.

• As POC for NCEPS partners attending NTI, sent reminders, responded to inquiries, and submitted list of attendees.

• As Regional Liaison assisted with planning for RCPs face to face meeting at NTI.

• As Regional Liaison sent email communications throughout the period to and from the Regional Council Presidents, including requests from the National President and National Assistant Treasurer.

July 2019 Invitations and Planned Activities


• July Date TBD – Conference call meeting with NOW Generation Chair to discuss NTI panel “Unleashing the Leader Within” for which I will be serving as moderator.

• As Regional Liaison will continue assistance with planning for RCPs face to face meeting at NTI.

• As Regional Liaison will send email communications to and from the Regional Council Presidents, particularly with regard to upcoming deadlines related to Delegates Assembly and the NTI.

• Preparing to serve as panelist for FLAG’s Sister to Sister panel discussion, Wed., August 7, 2019.
National Second Vice President's Report
ANNUAL REPORT TO NATIONAL DELEGATES ASSEMBLY
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Name: Dr. Matthew Fogg
E-Mail Address: USMarshal.Fogg@Gmail.com
Home Phone: 301-899-6207
Work Phone: 301-899-8153
Cell Phone: 240-375-3580

NATIONAL CONSTITUTION RESPONSIBILITIES
National 2nd Vice President is BIG’s primary focal point for coordinating programs and activities to promote the employment status of State employees in the workplace. Coordinates with BIG State chapters to address areas of concerns involving State employment discrimination & related matters.

INITIATIVES /ACCOMPLISHMENTS
- July 29 – August 1, 2018 Attended and Guest Panelist at 2018 Whistle Blower Summit
- September 8, 2018 Attended ‘The National Prayer Garden’ representing BIG
- September 16, 2018 Represented BIG National at Congressional Black Caucus (CBC)
- September 13, 2018 Represented BIG at CBC Foundation” Annual Legislative Conference – “Islands Engaged”
- September 25, 2018 Presented BIG National Testimony in support of DC Employees’ Pension Benefits and Annuity Tax reduction
- September 26, 2018 Telecom Meeting with BIG National AE/EEO Chair Alice Mercer
- October 1, 2018 – Participated in LEAP Webinar: “Restorative Justice Policing” Policing in U.S. Communities & Police Accountability addressing BIG State issues
- Authored (3) Three BIG National Resolutions Adopted on August 12 by National BIG Delegates
  (1) Support for Maryland House Bill 1016 – Changing the Maryland Law Enforcement Officers Bill of Rights. Recruitment for BIG State employees
  (2) Support for the Honorable Anthony Brown’s Congressional Resolution H. Res. 423: Condemning in the strongest terms the unprovoked and racially motivated murder of Lt. Richard W. Collins III in College Park, Maryland, on May 20, 2017,
- October 17-22, 2018 Introduced BIG mission at the EMPOWER U Global Trade, Health & Wealth Conference with Global Ove Dei Seminary & University” held in Miramar FL.
- December 6, 2018 Honored at “The Made Man” Event involving some BIG State supported events held at the Embassy of Ghana NW Washington, DC 20018
- January 23, 2019 Attended Bringing the Magic Back to the Ballou Community Special Address given by Mr. Earvin “Magic” Johnson along with remarks from Community Leaders involving some BIG State and Local initiatives
- February 12, 2019 Guest Speaker at GODSU Men of Power Tuesday
February 22, 2019 Attended Mayor's Budget Engagement Forum Tax Relief for Seniors - at the Arthur Capper Community Center regarding District of Columbia (DC) and Maryland (MD) Tax Liability – This is the 3rd Introduction of Bill23-0060, the Pension Exclusion Restoration and Expansion Act 2019

March 4, 2019 Attended Progressive Maryland Lobby Night in Annapolis, MD

April 10, 2019 Invited to Glaros Town Hall Meeting at Wirt Middle School, Riverdale, MD. BIG State VP member support.

April 18 – 22, 2019 Attended GODSU 4th Annual Men's/Family Empower U Conference & Graduation BIG Outreach State & Local/Recruitment

April 24, 2019 Invited and attended Peace Starts with Me God Bless America Luncheon - A Time for Healing, Blessing & Family Renewal, Washington Time Building, Washington, DC -- BIG State Outreach initiatives and member recruitment

May 4, 2019 Invited Speaker at For Kathy's Sake Inc., & C.A.S.T. 4th Annual Advocacy Brunch Laurel, MD. BIG State employee outreach / member recruitment

May 30, 2019 Attended and introduced BIG membership at the American Clergy Leadership Conference Monthly Prayer Gathering "Restoration of The Garden" BBQ Lunch Capital Heights, Maryland Introduced BIG. Member recruitment

June 2, 2019, We Care Ministries presents “Wind Beneath My Wings” ceremony at the Way of The Cross Church INC. - Honors Dr. Matthew Fogg for his outstanding service in the community for helping seniors and, for feeding the hungry through his BIG Chapter BIG Outreach for State & Local programs

June 21, 2019 Proposed (5) BIG Resolutions (below) pending adoption by 2019 National Delegates.

(1) BIG Supports U.S. Senate passage of the U.S. House of Representatives “For The Peoples Act” H.R. 1 legislation

(2) BIG Supports NAACP urging the U.S. House of Representatives passage of H.R. 1500 “The Consumers First Act” by Congresswoman Maxine Waters

(3) BIG Stands In Solidarity with the National Urban Leagues State of Black America Report Identifying Erosion of the 1965 Voting Rights Act

(4) BIG Honors Sarah Haycox for Spearheading Early Learning Center Named in Honor of Slain Civil Rights Leader; Edwin T. Pratt

(5) BIG Conducts Feasibility Study on each BIG member in good financial standing voting for BIG National Elected Officers making up the National Executive Committee

ACTIVITIES/ACTIONS THAT SUPPORT BIG STRATEGIC PLAN

July 14, 2018 attended BIG RXI Council Meeting

July 2018 Attended NEC Conference Call

July 16 – 19, 2018 Attended Federally Employed Women 49th National Training Conference in Atlanta, GA – NCEPS Partner

August 2018 BIG 40th National Training Institute (NTI) In New Orleans, LA. Theme: “Leveraging Your Professional Attributes for Sustained Growth & Development”

NTI 2018 - Participate in BIG National Executive (face to face) Committee meeting

NTI 2018 - BIG National Board Meeting for National President & Treasurer’s Report

NTI 2018 Conducted BIG Workshop “Winning $4-million With EEO & Title VII law
NTI 2018 Assisted the Memorial Wall Program with National 1st VP Dr. Jesse Sharp
NTI 2018 Conducted BIG State & Local Program with 3rd National VP Dr Deborah McClanahan
NTI 2018 Cochair for BIG Legislative Review Program with Chair Ms. Ruth Benson
September Attended BIG RXI Council Meeting
September 13, 2018 Press TV Skype Interview regarding Amnesty International on Gun Laws and Human Rights – BIG State issue and concern
September 14, 2018 TV Interview: Race in America with Ashly Banks (Shooting in Dallas police officer shot her 26-year-old neighbor) BIG Outreach State & Local
September 20, 2018 Attended National Executive Committee (NEC) monthly meeting via teleconference
October 18, 2018 Attended National Executive Committee (NEC) monthly meeting via teleconference
November 10, 2018 Attended BIG RXI Council Meeting
November 22, 2018 Attended National Executive Committee monthly teleconference
December 1, 2018 Attended BIG Annual Holiday Gala Dinner and Awards Program
December 5, 2018 Attended NEC 2019 Budget Call Meeting
December 20, 2018 Attended NEC 2019 Budget Call Meeting
January 25-26, 2019 Attended National Executive Committee (face to face) monthly meeting and NEC/NBOD Installation of National Officers in Atlanta, GA
March 21, 2019 Attended National Executive Committee (NEC) monthly meeting
April 4, 2019 Attend NCEPS Member FEW Town Hall Teleconference
April 13, 2019 Attended BIG Region XI Council Meeting
April 18, 2019 Attended National Executive Committee (NEC) monthly meeting
May 11, 2019 Attended BIG Region XI Council Meeting
May 12 – May 17, 2019 Represented BIG NCEPS Partner at Federal Asian Pacific American Council (FAPAC) 34th National Leadership Training Program-Huntsville, AL.
May 17 Attended the Homegoing Service for the Honorable Hazel Calhoun Hayes in San Antonio, Texas
June 8, 2019 BIG Region XI Council Meeting at NOAA Silver Spring
June 12th Participated in SAIGE NCEPS Panel – “Strength In Diversity”
June 13th Conducted SAIGE EEO Workshop – “I Fought the Giant and I Won!!!”
Prepare and submit NTI State & Local Program to National President for approval
July 13th Region XI Delegate Training and Council Meeting
BIG RXI Heritage Chapter President from August 2018 through July 2019
Name: Dr. Deborah A. McClanahan  
E-mail: emf9@cdc.gov  
Work Phone: (404) 427-0269  
Home Phone: (678) 289-5954  
Cell Phone: (404) 932-7683

NATIONAL CONSTITUTION RESPONSIBILITIES
Local—The Third Vice President shall serve as a primary focal point for coordinating programs and activities to promote the employment status of local employees in the workplace; shall coordinate with BIG specific local chapter to address their areas of concern regarding employment discrimination. They shall perform such other duties as may be assigned them by the President.

INITIATIVES /ACCOMPLISHMENTS
• Reelected during the 2018 NDA for a second term as the National Third Vice President. 
• Conducted National Third Vice President’s monthly meetings and invited local members, and officers serving as the chapters and regionals Third Vice President’s or their designated representatives to attend. The goal of the meetings was to coordinate programs and activities to promote the employment status of local employees in the workplace; and coordinate with BIG specific local chapters to address their areas of concern regarding employment discrimination.
• Distributed the 2019 Blacks In Government Military Meritorious Service Awards packages to six military branches and 4 DoD components.
• Received and processed 28 nominations for the 2019 Military Meritorious Service Award.
• Processed 9 recipients to receive the 2019 Military Meritorious Service Award.
• Will serve as the 2019 Blacks In Government Military Meritorious Service Awards Coordinator during the Presidents’ Reception and will recognize 9 recipients who had performed outstanding while serving in the Armed Forces and or their DoD Components.
• Instrumental in assisting with the planning and implementation of the 2019 President’s Reception.
• Orchestrated and coordinated the 2019 State and Local Forum for Tuesday, August 6, 2019 from 10:00 a.m.-12:00 p.m. The panel will include the following dynamic speakers:
  o Mr. Tommy Dortch, Chair Emeritus 100 Black Men of America, CEO and Founder TWD, Inc., Author, Entrepreneur, and Community Activist
  o Mr. Montez Jones, CEO of TEZ Jones Training Solutions
  o Mr. Kevin Felder, City Councilman, District 7, Dallas, TX will bring the Greetings.
• Recruited over 20 members to join BIG and was instrumental in collecting dues or encouraging over 40 members to renew their BIG memberships.
Served as the CDC/ATSDR chapter Sr. FLAG Advisor and worked with the National FLAG Coordinator and Membership Chair to ensure that their membership dues were processed annually. Also provided instructions on FLAF Five Tiers:
  - Mentorship
  - Pre-Professional Career Opportunities (Internships)
  - Training Academy
  - Career Training and Education
  - College Scholarships

Instrumental in 52 CDC/ATSDR employees attending the 2019 NTI and 32 BIG members serving as delegates (primary or alternates) during the NDA.

Attended Regional IV Spring Council meeting in Atlanta, GA.

Attended the monthly CDC/ATSDR chapter meetings.

Attended the bi-monthly CDC/ATSDR EEO meetings.

Attended the quarterly CDC/ATSDR Employee Organization meetings.

Participated in the National Executive Committee (NEC) monthly meetings.

Attended the 2019 NTI and NDA.

Served as a chapter delegate during the 2019 NDA.

Served as a participant during the 2019 CDC/ATSDR Martin Luther King Jr. Commemorative Celebration program.

Served as the Program Moderator during the 2019 CDC/ATSDR Black History Month program.

Met all BIG NEC administrative requirements in a timely, proficient and professional manner.

Instrumental in two CDC/ATSDR Sr. FLAG students attending the National Youth Leadership Summit during the 2019 NTI.

Invited the Mayor and City Council persons of Dallas, TX to attend the 2019 NTI, Dallas, TX and to bring greetings during the State and Local Forum. Received one confirmation on August 27, 2018 from City Councilman Mr. Kevin Felder.

Completed the proposed 2019 State and Local Forum Budget.

Worked collaboratively with other Standing, Special and Appointed Chairs to complete task required for the continued growth of the BIG organization.

**INVITATIONS & EVENTS**

- September 14, 2017, attended the CDC/ATSDR Chapter meeting
- September 20, 2017, 9:30 a.m. - 4:30 p.m. attended the State and Local Government Innovators Virtual Summit.
- September 21, 2017, 7:30 p.m., attended the monthly teleconference NEC meeting.
- October 12, 2017 - attended the CDC/ATSDR Chapter meeting
- October 12, 2017 – chaired a meeting with Blacks In Government Military Meritorious Service Award POCs (10:00-11:00) (Skype)
- October 13, 2017, conducted a telephone conference with (2) Detroit chapter members
- October 16, 2017 – chaired a meeting with the State and Local Representatives
- October 19, 2017 - participated in the monthly teleconference NEC meeting
- October 23-27, 2017 - attended the World Conference of Mayors, Detroit, MI
- October 27 attended the CDC/ATSDR chapter budget meeting.
- October 28, 2017 – attended the Regional IV Training Conference, Atlanta, GA
- October 30 attended the BIG National budget meeting
- November 4 attended the 5th Annual CDC/ATSDR chapter’s Black and White Gala and provided the opening remarks.
- November 6 met with the Special Ad Hoc Committee Co-Chair, Mr. Melvin Porter.
- November 6 chaired the Special Ad Hoc Committee meeting.
- November 8 as the Committee chair conducted the CDC/ATSDR Dr. MLK, Jr. committee meeting.
- November 10 attended the CDC/ATSDR Chapter meeting (11:30 a.m.-12:30 p.m.), Atlanta, GA.
- November 13 met with the Special Ad Hoc Committee Co-Chair.
- November 14 attended the CDC/ATSDR Chapter FLAG Mentor meeting.
- November 15 chaired the Special Ad Hoc Committee meeting.
- November 16 attended the monthly NEC meeting.
- November 18 attended the CDC/ATSDR FLAG Mentor session.
- November 28 teleconference with Special Ad Hoc Committee Co-Chair
- November 29 teleconference with Special Ad Hoc Committee.
- December 4 Chaired the Dr. Martin Luther King Jr. 2018 CDC/ATSDR Committee meeting.
- December 4 attended a vendor demo Dec 5.
- December 5 teleconference with Special Ad Hoc Committee.
- December 14 attended a vendor demo.
- December 20 teleconference with Special Ad Hoc Committee.
- December 21 attended the monthly NEC meeting.
- January 11, 2018, (10:00 a.m.-1200p.m.-Chamblee Campus Building 106). Invited The Honorable Dr. Doris Sartor to be the CDC/ATSDR Distinguished Guest and Keynote Speaker for the 2018 CDC Dr. Martin Luther King, Jr. Commemorative Celebration.
- June 23, 2018, chaired the CDC/ATSDR BIG Family Reunion and invited State and Local officials to speak briefly about community activities.

ACTIVITIES/ACTIONS THAT SUPPORT BIG STRATEGIC PLAN

- Communications Flow-
  - Contacted over 20 State and Local officials to participate in the 2019 NTI State and Local Forum,
  - Distributed over 350 BIG applications to non-BIG members over the past year.
  - Upon request, spoke at different CDC Internal and External Divisions about the Blacks In Government organization.
  - Worked fervently with 19 Sr. FLAG students.
  - Collaborated with NEC members, Standing and Special Chairs on task and projects to enhance and continue the growth of the BIG organization
• Membership-
  o Recruited and or encouraged Blacks In Government membership renewal with over 60 members.
  o Instrumental in distributing over 350 membership applications at different forums and settings to non-BIG members

• Advocacy-
  o Upon request, presented to several organization about the Blacks In Government organization.
  o Chaired the 2019 State and Local Forum, inviting State and Local officials to serve as panel members
  o Coordinated the 2019 Military Meritorious Service Award program

• Financial Accountability-
  o Remained within the allotted budget for hosting the State and Local events.
  o Submitted Budget request for the State and Local Forum
Name: Paula E. Davis  
E-mail Address: paula.e.davis2@irs.gov  
Home Phone: (301) 638-2622  
Work Phone: (240) 613-6897

NATIONAL CONSTITUTION RESPONSIBILITIES: The Secretary shall maintain a record of the proceedings of the organization; shall produce such records upon request of any member in good standing; shall read the minutes of the previous meeting at each National Board of Directors and Executive Committee meeting; shall maintain in safe custody the Seal of the Organization and be empowered to affix such Seal to all contracts and instruments to be executed by the Organization; and countersign with the President requisitions for distribution of funds.

INITIATIVES / ACCOMPLISHMENTS / PROBLEMS

- Distributed correspondences to the National Executive Committee as requested.
- Updated the 2019 National Executive Committee Roster and distributed to members.
- Transcribed and drafted National Executive Committee Meeting Minutes, dated February 21, 2019.
- Transcribed and drafted National Executive Committee Meeting Minutes, dated March 21, 2019.
- Transcribed and drafted National Executive Committee Meeting Minutes, dated April 18, 2019.
- Prepared various correspondences in support of the National Training Institute.
- Distributed correspondences to the National Board of Directors as requested.

ACTIVITIES / ACTIONS THAT SUPPORT BIG STRATEGIC PLAN

- Prepare draft for upcoming BIG events and activities after the NEC and NBoD meetings; will distribute BIG-wide.
National Corresponding Secretary’s Report
ANNUAL REPORT TO NATIONAL DELEGATES ASSEMBLY
AUGUST 2018 – JULY 2019

Name: Sandra F. Glenn
E-Mail Address: sfglenn2@gmail.com
Home Phone: (334) 281-0332
Work Phone: (334) 416-1592

NATIONAL CONSTITUTION RESPONSIBILITIES:
• Responsible for all correspondence of the National Executive Committee (NEC)
• Notifications of National meetings
• Perform duties and functions of the secretary during the absence or incapacitation of the latter

INITIATIVES / ACCOMPLISHMENTS
• Distributed correspondences to the National Executive Committee as requested.
• Transcribed and drafted National Executive Committee Meeting Minutes, dated May 17, 2019.
• Transcribed and drafted National Executive Committee Meeting Minutes, dated June 2019.
• Transcribed and drafted the 2018 National Delegates Assembly Meeting Minutes; submitted for printing; distributed BIG wide.
• Prepared the National Executive Committee Annual Report to the National Delegates Assembly
• Coordinated with the transcriber on travel and documents for the National Delegates Assembly.
• Prepared the National Board of Directors Annual Report to the National Delegates Assembly.
• Prepared the Distinguished Service Hall of Fame Booklet.
Name: Rochelle Bryant  
E-Mail Address: roceob@gmail.com

NATIONAL CONSTITUTION RESPONSIBILITIES
Assistant Treasurer: The Assistant Treasurer shall maintain a record of all dues-paying members and submit notification of renewals when due; shall provide for collection of dues; and shall report on the status of paid-up memberships. In case of absence of disability of the Treasurer, the Assistant Treasurer shall perform all the duties and functions of the Treasurer. During such a period, the Assistant Treasurer shall have all the powers of and be subject to all restrictions of that office.

INITIATIVES / ACCOMPLISHMENTS
- Membership database was down January thru April 2019 – Members were reminded monthly to mail membership renewals to the National Office. 752 Memberships were expected to expire between the months of January – April 2019
- Worked with the Membership Chair on Membership descriptions for IMPEXIMUM
- Created 2019 990 Financial Compliance log\Template for the National Office to track 990 packets
- Provided several letters of Determination for IRS & CFC Compliance
- Created and distributed 2019 990 990 Financial Compliance Call memo for CY 2018
  - Disseminated information via internet and provided online documents
  - Distributed Call memo to the National Board Chair and Council Presidents Chair for further distribution
  - Forwarded all electronic copies of the 990 documents to Ms. Harmon\National Office for file purposes
  - Forwarded updated copies of the Financial Compliance Report as requested
- Signed bank documents with the Executive Vice President Jan 10th
- Provided Training on Financial Compliance Reporting
- Followed up and consulted with various Regions on outstanding 2017 990’s
- Attended Call Meeting for NEC Budget Request Submission
- Sent electronic confirmations on receipt of Chapter and Region 2018 E-Postcards and Financial Compliance
- Assisted the DYLA Coordinator with an outstanding invoice for Signature Limousine Services
- Completed the National Assistant Treasurer annual activity report for the NBoD
- Assisted the DYLA Coordinator with getting a Letter of intent signed for Sheraton Baltimore
Received an invitation from the Agape Chapter to participate in the Baltimore Mayor’s Christmas Parade.

Received an invitation from the Agape Chapter to participate in the 19th Annual Dr. Martin Luther King, Jr. Parade, on Monday, January 21, 2019 in Baltimore, MD

Confirmed attendance to attend the Association for the Study of African American Life and History (ASALH) Luncheon will take place on Saturday, February 16, 2019 at 12:00 noon

Conference with the Honorable Trek Powell Credentials Committee Chair NDAT
  o Of major concern is Credentialing members
  o Set Credentialing and delegates timelines
    ▪ National Training Institute  8/4/2019
    ▪ Delegate Cutoff date  6/5/2019
      ▪ 2018 National Delegates Strength Deadline memo  4/11/2019
      ▪ Chapter Primary Delegates Count NDA 2019 memo  6/12/2019
      ▪ Call for Delegate and Alternate Information memo  6/17/2019

Gave a presentation at the Region XI Presidents Round Table on Financial Compliance

Gave a presentation to Region IV on Financial Compliance

Corresponded with Chapters and Regions on Financial Compliance issues.

Developed and provided Financial Compliance training materials to Region IV and XI

Attended Region XI Council Meeting

Impexium Database - Quite a number of issues have been encountered with the database and all have been elevated to the National Membership Chair and the Program Manager, The National Treasurer. These issues have the potential to impact the Delegates count
  o On going Conference Call’s to assist the National Membership Chair
  o Absent available reports in the Membership database, I provided Membership reports at the request of the National President, National Delegates Chair and National Membership Chair
  o Developed the National Chapter Membership Count report for use in issuing the NDAT Delegate Count
  o Provided Chapter report on request
  o Provided a complete membership roster to the National Membership Chair
  o Region XI Membership Chair, Barbara Johnson Cox, assisted with validating Membership data in Impexium prior to distributing Chapter Membership Rosters

Issued the NDAT National Chapter Delegate Eligibility Report
  o Due to the ongoing issues with the membership database fielded numerous calls, texts and emails regarding the delegate count.
Provided a due by date to resolve any issues the Chapters have with Chapter Delegate Eligibility Report

A revised report will be issued the First of July

**ACTIVITIES/ACTIONS THAT SUPPORT BIG STRATEGIC PLAN**
Communication – Financial Accountability – Advocacy – Membership

**Financial Accountability**

Issue monthly Renewal notices

Annual Financial Compliance
   Issue Call memo
   Forward bi-monthly updates
   Send receipt of compliance

National Chapter Delegate Eligibility Report

Prepare Chapter Strength Notice

Prepare National Delegates Strength data and memo
Name:  Alice D. Mercer  
E-Mail Address:  nationalbiggeo@gmail.com  
Home Phone:  (803) 652-7996  
Cell Phone:  (803) 439-1607  

**NATIONAL CONSTITUTION RESPONSIBILITIES**

Affirmative Employment/Equal Employment Opportunity (EEO). The Affirmative Employment/EEO committee shall develop programs to address issues of employment discrimination raised by BIG members; shall review/monitor federal agencies annual EEO Program Status Reports to the EEO Commission to ensure compliance with EEO Management Directive 715 and the goal of achieving a Model EEO program; shall provide statistical feedback to the organization on the status of Black government employees in all areas noted on the annual Federal Equal Opportunity Recruitment Program Report. The committee will monitor all matters pertaining to affirmative action and work to assist in developing BIG’s position on any legislation or regulations impacting the advancement and employment opportunities of Blacks in government. 

**INITIATIVES / ACCOMPLISHMENTS**

- The EEO Institute was held August 13-15, 2018, NTI. EEOC, MSPB, OFCCP, C4S and the Management Roundtable Team were very supportive of the EEO Institute and did an outstanding job in educating the attendees on EEO process, policies, and practices.  
  - The Equal Employment Opportunity Committee certified BIG EEO Institute to conduct the 8-hours Refresher Mandatory Training in MD 110.  
  - Fifty-one EEO Practitioners received their 8-hours Refresher Certificate.  
  - All attendees did not sign the rosters in the EEO Institute, three hundred and eighty-five attendees signed in.  
  - Dedicated to the Honorable Oscar Eason  
  - During the EEO Forum on Monday afternoon provided agencies with jurisdiction over discrimination will discuss their roles and responsibilities.  
  - A mock hearing was conducted that provided attendees an opportunity to observe the hearing proceeding as well as become familiar with terminology used in the EEO process.  
  - Agencies that presented workshops were the Equal Employment Opportunity Commission, Merit System Protection Board, Department of Labor Office of Federal Contractor Compliance Program as well as Tully Rinckey PLLC and The Coalition for Change, Inc. 

- Conducted webinars training for membership:

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- Participated in First Fridays Webinars with EEOC OFO
  - 2018
    - August 3 Introducing the EEO Education Consortium
    - September 7, Let’s Talk About Respect In the Workplace and Wy It Matters At All Levels of Your Organization (A Respectful Workplace Training Teaser
    - November 2 Case Updates
  - 2019
    - April 4 Review of the Federal Sector EEOC Processes
    - May 1 Disability Awareness and Reasonable Accommodations
    - June 7 Let’s Talk ROI Sufficiency and Hot Topics In Retaliation
- Discussions were held with six Chapters and 3 non-member groups regarding systemic discrimination.
- Conducted Monthly AE/EEO committee meeting.
- Conduct Federal EEO Process Training on September 22, 2018, from 10:30 am to 3:00pm Suburban Atlanta Chapter at DeKalb County Public Library, 4022 Flat Shoals Parkway, Decatur 30034.
- Participate in BIG Regional Council Presidents Group - 4th Quarter Conference Call on November 14.
- Conducted BIG Advocacy Training during Region III Council Meeting on October 27 as well as met with individual member to address issues and concerns facing membership in the workplace.
- Submitted AE/EEO input into Strategic Plan
- Participated in BIG Regional Council Presidents Group - 4th Quarter Conference Call on November 14
- Met with Middle Georgia President, Fred Wilson and Union Representative from Robins Air Force Base Marion Williams and Sharon Kornegay (BIG Member) to discuss disparate impact of minorities.
- Participated in an Equal Employment Opportunity Commission’s Webinar on December 18, 2018, regarding Management Directives 715
- Collaborated with Executive Vice President to request 2019 Regional and Chapter AE/EEO Chairperson as well as schedule affirmative employment/equal employment opportunity workshop at the Regional Training Conferences
- Submitted Position Papers on EEOC proposes limited technical change to Federal Sector Complaint Processing Regulations and Proposes Rules Update for Digital Charge System”..
- Continue to monitor, collect and analyze data from all segments of government regarding the status of African American in relationship to affirmative employment and equal employment opportunity, this information will be posted on the webpage.
- Drafted letter from the National President to agencies head and Regional Council President requesting their annual affirmative employment/equal employment opportunity reports. Region III has provided names of their Regional AE/EEO Chair as well as all Chapters AE/EEO Chairs.
• The feasibility for providing a list of non-attorney representatives is not doable because at this time there is no way to vet the non-attorney representatives.

• 2019 EEO Institute
  o Attended the NTI Face-to-Face Meeting April 19-20, 2019
    ▪ EEOC, MSPB, OFCCP, and OSC has accepted BIG invitation to participate as presenters during the EEO Institute. EEOC has agreed to certificate the EEO Institute for 8-hour Counselor Refresher Training in accordance with Management Directive 110.

• Attended Virginia National Guard Unity/Diversity Day April 24, 2019 - Three BIG, Region III members attended event; Charita Branch, President, Region III, Latarche Singh, AE/EEO Chair, Region III, and Dian Carr, Regional Representative and Treasurer, Bellwood Chapter, Region III.
  o Region III President provided handout material about Blacks In Government membership to attendees.
  o Virginia National Guard leadership expressed the benefit of their employees getting involved with Blacks In Government, especially for training purposes.
  o Met with the Defense Logistics Agency Aviation EEO and Diversity Office staff and leadership. Equal Employment Manager, DLA Aviation, expressed interest in collaborating with BIG National AE/EEO Chair barriers impacting Blacks in the workplace. They were very interested in the training webinars offered by BIG.

• Coordinate with the Program and Planning Chair to rollout webinars and computer-based training.

• Several members of the AE/EEO Committee will serve on the EEOC’s Office of Federal Operations (OFO) Education Consortium with federal EEO programs. The goal of the EEO Education Consortium is to collective seek to eradicate unlawful discrimination in the workplace, collaboratively develop EEO outreach materials and other educational curricula to share with the Consortium community, and disseminate and discuss information regarding prevailing topics/issues in EEO and EEO best practices, techniques, and methods. The AE/EEO Committee is participating in this initiative.

ACTIVITIES/ACTIONS THAT SUPPORT BIG STRATEGIC PLAN

GOAL 1: Advocacy via BIG programs.

• Objective 1a: NEC, Regions, and Chapters distribute information emphasizing BIG’s advocacy programs via the internet and other media. This emphasis should be done on a quarterly basis. The advocacy programs are on Appendix “A” (SWOT) Strengths of this plan.
  o Conducted webinars for the membership.
  o Trained Complaint Advisors in all eleven regions as well as at some chapter level.
  o The AE/EEO Committee met on a monthly basis to discuss the membership concerns and to keep abreast on the latest information
  o Participated in the EEOC OFO Webinars to collectively discuss EEO issues and receive training. This information was shared with the AE/EEO Committee.
    ▪ 2018
      ▪ August 3 Introducing the EEO Education Consortium
      ▪ September 7, Let’s Talk About Respect In the Workplace and Wy It Matters At All Levels of Your Organization (A Respectful Workplace Training Teaser
      ▪ November 2 Case Updates
    ▪ 2019
      ▪ April 4 Review of the Federal Sector EEOC Processes
      ▪ May 1, Disability Awareness and Reasonable Accommodations
      ▪ June 7 Let’s Talk ROI Sufficiency and Hot Topics In Retaliation
BLACKS IN GOVERNMENT
2019 NATIONAL EXECUTIVE COMMITTEE

- EEOC, OSC, OPM, DOJ, Bureau of Labor Statistical, and MSPB websites are monitored, this information is shared and used to provide feedback as needed on laws and regulations.

GOAL 2: Eliminate practices of racism and racial discrimination against Blacks in government at the federal, state, and local levels.

- Reviewed MD-715 and EO-1, 2,3, 4 & 5 Reports. Responded to members request to address systemic racism
  - Information was downloaded from agencies and websites to conduct the Statistical Report.
  - The webpage provided information regarding the AE/EEO program and provide a mechanism for individuals to request assistance in addressing their issues and/or concerns regarding discrimination in the workplace.

  Objective 2a: Region and Chapter EEO Chairs report to the NEC AE/EEO Chair of the effectiveness of the programs.

- Conducted webinar and training for complaint advisors as well as membership.
- Attended Regional Council meetings sharing information about BIG Advocacy role and services provided.
  - Region III, IV and X
  - Suburban Atlanta and Middle Georgia

- Worked with Region and Chapter AE/EEO Chairs/President to address members concerns and issues.
  - Suburban Atlanta
  - Middle Georgia
  - Delaware Chapter
  - Benjamin Banner EPA
  - Region X
  - Region IV
  - Region III

- Conducted monthly meeting with Region and Chapter AE/EEO Chairs and other members of the committee.
- Seven referrals were made to the Legal Review Chair for attorney referral
- Thirty members and 14 non-members contacted the AE/EEO Committee for assistance
- Discussed systemic discrimination with six groups.
- Assisted a chapter address a racist incident at their agency.
- EEO briefings or presentations and the type of audience reached
  - EEO Institute – nine presentations were made to three hundred and eighty-five attendees and 51 EEO Practitioners received their 8-hours Refresher Training.
  - EEO Presentations were conducted in Regions III, IV, and X. and the Suburban Atlanta Chapter and Virginia National Guard’s Diversity and Unity Day.

Focus Area – Communication Flow

GOAL 3:

Continue all current interest groups/activities/programs, periodically evaluating the need for new groups/activities/programs and eliminating groups that have out-lived their useful purpose.
• Objective 3a: Consider restructuring of the group/programs to appeal to a wider audience.
  o Conducted training via webinars.
  o Trained AE/EEO Chairs in each Region as well as other to assist the memberships address workplace discrimination and issues and concerns.
    ▪ Conducted complaint advisors’ webinars
    ▪ Working the Program and Planning Chair to develop computer-based training for complaint advisors
    ▪ Conducted Training in Region III, IV and X.
    ▪ Fifty-one EEO Practitioners received certificate for the 8-hour EEO Counselor Refresher.
    ▪ Three hundred and eighty-five attendees signed in to the EEO Institute during the NTI, however, all attendees did not signed in.

• Objective 3b: Foster self-government by groups responsible for setting up meetings and agendas of the greater interest and benefit to the membership.
  o The AE/EEO Committee has established subgroup within the committee Legislative Compliance Review, Agency Compliance, Complaint Advisors and Assistance, and Training
  o Contacted EEOC, OPM, OSC, MSPB, OFCCP and other enforcement agencies to address issues of membership as well as coordination of membership trainings from these agencies.
    ▪ EEOC, OSC, MSPB, and OFCCP will be participating in the EEO Institute
    ▪ EEOC approved the EEO Institute for certification of the 8 hours Counselor Refresher Training
    ▪ Participated in EEOC First Friday Webinars
    ▪ Several members of the AE/EEO Committee names were submitted to serve on the EEOC’s Office of Federal Operations (OFO) Education Consortium with federal EEO programs. The goal of the EEO Education Consortium is to collective seek to eradicate unlawful discrimination in the workplace, collaboratively develop EEO outreach materials and other educational curricula to share with the Consortium community, and disseminate and discuss information regarding prevailing topics/issues in EEO and EEO best practices, techniques, and methods.
Name: Monica R Hedgspeth  
E-Mail Address: monicahedgspeth@aol.com  
Home Phone: (240) 348-4833  
Work Phone: (703) 994-3254  
Cell Phone: (240) 778-7616

**NATIONAL CONSTITUTION RESPONSIBILITIES**

- Develop and implement comprehensive membership activities.
- Recruit employees at all levels of government.
- Project the philosophy, goals, and objectives of the organization.

**INITIATIVES / ACCOMPLISHMENTS**

- Updated Membership application so that it is in conjunction with needed statistical data
- Updated Membership Packet Information to include new BIG programs and initiatives
- Attending Impexium Membership database training
- Updating Membership category information to be provided on the website
- Assisting members with the utilization of the new membership database
- Membership Committee clean up to prepare for the transfer of information to the new database
- Held quarterly membership committee meeting
- Attended one-on-one training at Impexium on new membership database functions
- Chaired Membership committee meeting May 21, 2019
- Prepared 2019 Sterling Award nomination package.
- Prepared memo and flyer to announce Gold Plus Life membership price reduction notification
- Submitted Membership committee article to be published in the Special Edition NTI Newsletter
- Facilitated the preparation for the DSHOF ceremony recognition of the Gold Plus and Life
- Awarded May Membership Drive winner based on applications submitted and memberships achieved
- Selected Sterling Award recipients based on applications received and their ability to meet the criteria of the award.
- Responding to membership inquiries and chapter officer’s request for access to database to retrieve their rosters.
- Membership Committee is working diligently with BIG Leadership and members to complete membership enrollments, correction and updates.
- Total membership count as of July 29, 2019 is 6,232; count remains steady from March to July.
ACTIVITIES/ACTIONS THAT SUPPORT BIG STRATEGIC PLAN

Communications Flow:

- Provided letters of announcement to organization in reference to National Membership Programs such as: New Membership database “Go Live” date, Instructions to access membership information, National May Membership Drive, Sterling Awards criteria and application.

Advocacy:

- I assisted numerous members with information about the organization of BIG and met with GSA Leadership to give them an up-to-date briefing on BIGs new initiatives and programs. As the President of the Benjamin Banneker Chapter, I met with GSA Senior leadership and have again this year obtained the GSA Administrator to attend this year’s Agency Forum in Dallas, Texas.

- **Financial Accountability.**
  
  - Attended Membership Database Training to ensure that I have the full understanding of the system capabilities so that I can assist members to have a complete understanding of how to work within the new system
  
  - Provided statistical membership data to the 2019 Strategic Planning Committee that will assist the organization in making critical financial decision for the good of current and future members
Name: Dr. Vera A. McKethan  
Home Phone: (334) 398-8354  
Cell Phone: (334) 312-1275  
E-Mail Address: bigprogramandplanning@gmail.com

NATIONAL CONSTITUTION RESPONSIBILITIES
The Program and Planning Committee shall develop and coordinate a comprehensive on-going general program for the organization to include all member service programs and other educational and training programs.

INITIATIVES / ACCOMPLISHMENTS

- Conducted BIG Oratorical and STEM competitions at 2018 NTI.

<table>
<thead>
<tr>
<th>ORATORICAL COMPETITION WINNER</th>
<th>STEM COMPETITION WINNERS</th>
</tr>
</thead>
</table>
| 1st Place – Wesley L. Days, Jr./Reg 1  
Talijah Vann/Reg 4 | 1st Place – Jayleen Bell/Reg 9 |
| 2nd Place – McKenzie Page/Reg 3 | 2nd Place – Aaron Chu/Reg 11 |
| 3rd Place – Robert Earl Bradshaw, Jr./Reg 5 | 3rd Place – Andre Dorns/Reg 3 |

- One Monetary Assistance Program (MAP) was awarded to Kings Bay Chapter.
- Provided one face-to-face Officer Leadership training session at 2018 NTI.
- Assisted EEO Committee Chair with February training.
- Six (6) 2019 BIG-FEEA scholarships were awarded to children of BIG members.
- Accomplished monthly teleconferences with Regional Program and Planning Chairs.
- Executed Blended Officer Leadership Train-the-Trainer Course to provide BIG members the skills to help deliver engaging and compelling Officer leadership training (OLT). Skills such as being a servant leader, teaching adult learners, and managing OLT topics will give them what they require to become a trainer. Course was executed from May 6 – May 24, 2019 via webinar and Canvas Learning Management System.
- Revised 2019 NTI face-to-face Officer Leadership Training to broaden the attendees’ understanding of the leadership environment and the enterprise perspective of the Blacks In Government organization. The academic framework for new Officer Leadership Training uses a building block approach, starting with leadership theory and concepts as a foundation, and then providing opportunities for real-world situations using the BIG organizional culture. In addition to establishing a solid academic foundation for understanding leadership, this course will also provide practical tools that the student can apply immediately in his or her current job, as well as BIG. The 4-hour session addresses communication in problem-solving processes, leadership
skills and management, and influence of effective leadership at the chapter, regional, and national level, as well as, in their organizations.

- Executed National Oratorical and STEM competitions at 2018 NTI
- Finalized guidelines for 2019 Oratorical Competition and sent to Regional POCs to review before release
- Finalized guidelines for 2019 coding/programming competition with technical advisor and program and planning POCs
- Revised BIG Program booklet to be placed on the website for membership access.

ACTIVITIES/ACTIONS THAT SUPPORT BIG STRATEGIC PLAN
Activities accomplished in 2018 support the BIG Strategic Plan in the following focus areas:

- **Communications Flow**
  Accomplished monthly teleconferences with Regional Program and Planning Chairs and interested parties.
  Finalized guidelines for Oratorical Competition and sent to Regional POCs to distribute to chapters.
  Finalized guidelines for coding/programming STEM competition and sent to Regional POCs to distribute to chapters.

- **Advocacy**
  Assisted EEO Committee Chair prepare for EEO Institute preparation.

- **Membership**
  Monetary Assistance Program (MAP) was awarded to Jacksonville First Coast.
  MAP was awarded to Kings Bay Chapter.
  Provided one face-to-face Officer Leadership training session.
  Awarded five BIG-FEEA scholarships to children of BIG members.
  Executed National Oratorical and STEM competitions at 2018 NTI.
  Executed blended Officer Leadership Train-the-Trainer Course to provide BIG leaders and future leaders the skills to help deliver engaging and compelling Officer Leadership Training (OLT).
  Taught in 2018-2019 DYLA orientation.
National Historian/ Librarian
ANNUAL REPORT TO NATIONAL DELEGATES ASSEMBLY
AUGUST 2018 – JULY 2019

Name: C. Jacquie Beatty-Sammons
E-mail: jacquie3613@comcast.net
Home Phone: 770-323-0815
Cell Phone: 404-290-0815

NATIONAL CONSTITUTION RESPONSIBILITIES

Collection and Maintenance—shall be responsible for the collection of books or other written or printed material relating to the organization.

Archives – Ensure that all BIG-related material are stored in the National Office Archives.

INITIATIVES / ACCOMPLISHMENTS

- Completed the first draft of Blacks In Government History, “Reflections”, and forwarded it to be edited.
- Developed a Power Point presentation honoring the founders of BIG.
- Drafted the BIG Founders plaque.
- Developed the 2017 Annual Corporate Report
- Gathering information to develop the 2018 Annual Corporate Report

ACTIVITIES/ACTIONS THAT SUPPORT BIG STRATEGIC PLAN

- Disseminates BIG historical information upon request.
Name: Gerald R. Reed  
E-Mail: Geraldreed72@gmail.com  
Cell: 202-438-2427

NATIONAL CONSTITUTION RESPONSIBILITIES

Article VI, Section 5 – Special Committees/Adhoc Committee Structure –

Serve at the discretion of the National President. Provide advice that advances the cause of Blacks In Government, Inc. (BIG).

INITIATIVES & ACCOMPLISHMENTS

• Panel member during NTI 2018 FLAG Brother-2-Brother Symposium
• Keynote speaker for multiple agency/chapter Martin Luther King, Jr. Holiday Celebrations, Black History Month recognitions, & Chapter Open Houses
• Continuous participation at Regional Council and Chapter meetings
• Presenter during RXI Council Presidents & Officers Roundtable & RTC
• Supported Chapter & Regional Youth Programs
• (I) – Developing Historical BIG Table of Excellence

ACTIVITIES/ACTIONS THAT SUPPORT BIG STRATEGIC PLAN:

Strategic Plan Focus Areas:

   o **Communication Flow:** assurance of both horizontal and vertical communication throughout BIG
   o **Financial Accountability:** conformance to BIG budget constraints
   o **Advocacy:** conformance to both explicit and implicit constitutional advocacy:
     - Attended Congressional Black Caucus (CBC) Legislative Weekend
     - Represented BIG at the Corporate Counsel Men of Color Life/Strategies and Power Networking Conference
   o **Membership:**
     - Enhanced NTI Justification Impact Statement
     - Coordinator for BIG’s NTI First Time Attendee Presentation
     - Wrote “BIG Says Yes to SES” article
     - Potential implementation of organizational-wide Health and Welfare checks of BIG Chapters for foundational recruitment, retention, and reclamation activities
Name: Melvin C. Porter  
E-Mail Address: mpo3574316@aol.com  
Home Phone: (410) 461-3050  
Cell Phone: (443) 520-9319

RESPONSIBILITIES

The National Strategic Liaison supports the National President in the execution of BIG’s 5-Year Strategic Plan through coordination and collaboration with the NEC Chairs and the Regional Presidents on their strategic performance evaluation reporting. He/she also provides advice and consultation to the BIG Strategic Planning Committee, as needed.

INITIATIVES/ACCOMPLISHMENTS

- In September 2018, I collaborated with NEC members and Regional Council Presidents in obtaining information and data to support their performance in 2017 under the BIG Strategic Plan.
- On October 7, 2018, I completed and forwarded a Draft 2017 Strategic Performance Evaluation Report to the National President for her review and approval. On October 23, 2018, the Final Evaluation Report was approved by the National President and forwarded with recommendations to the National Board Chair.
- On Feb 6, 2018, I completed a draft notification to the NEC members on providing information and data to support their performance in 2018 under the BIG Strategic Plan. The notification was approved by the National President and sent to NEC members for action on Feb. 8, 2019.
- In February 2019, I collaborated with the National Executive Vice President in sending a notification to the Regional Presidents on providing information and data on Regional Council and Chapter performance in 2018 under the BIG Strategic Plan. The notification was sent by the National Executive Vice President to the Regional Council Presidents for action on Feb. 14, 2019.
- On April 18, 2019, I completed and forwarded a Draft 2018 Strategic Performance Evaluation Report to the National President for her review and approval. On April 30, 2019, the Final Evaluation Report was approved by the National President and forwarded with recommendations to the National Board Chair.

ACTIVITIES/ACTIONS THAT SUPPORT BIG STRATEGIC PLAN

- Assisted the National Strategic Planning Committee Chair in finalizing the draft revision to BIG’s policy on the “Strategic Planning Process”.
- Assisted and advised the National Strategic Planning Committee on (1) ways to improve the BIG strategic planning process and (2) the feasibility of conducting a survey in 2019 to obtain information and feedback from BIG leadership and members for use in preparing the organization’s new 5-Year Strategic Plan.
Completed a review of the National President’s Draft Guidance on Executing BIG’s Strategic Plan at the Regional and Chapter Levels. The Draft Guidance provides a framework for maximizing the participation of the Regional Councils and Chapters in the execution of the final year of BIG’s 5-Year Strategic Plan, as well as in the execution of the organization’s new 5-Year Strategic Plan. The National President forwarded the document to the National Board Chair and National Strategic Planning Committee Chair on 6/17/2019, requesting recommendations for enhancing the document.
Name: Mazella J. Thomas  
E-Mail Address: mazellathomas@aol.com  
Mazella.j.thomas@gmail.com  
Work Phone: (601) 634-2697  
Cell Phone: (601) 618-4689

**NATIONAL CONSTITUTION RESPONSIBILITIES:** Obtain corporate donations (monetary and in-kind) for BIG National Programs, services, and initiatives to assist BIG in accomplishing its mission.

**INITIATIVES (Current and Future)**

- **Department of Defense (DoD) Outreach Partnership.** In 2017, BIG announced the outreach and partnership initiative with DoD. With this initiative, DoD provided Bronze Sponsorship in 2018 and 2019. This engagement established outreach efforts to increasing the full representation of minorities and women. DoD is energetically pursuing diversity through a magnitude of contemporary challenges and issues to achieve a high-performing, diverse workplace. This is an annual effort with DoD supporting our Science, Technology, Engineering and Mathematics-Student Competition (STEM-SC); NOW Generation; Future Leaders in America's Government (FLAG); and Darlene Young Leadership Academy (DYLA) programs. They will also participate in the Agency Forums to support workforce development and career enhancement training. These actions are a testament to DoD’s commitment and contributions to increasing diversity in the workplace though outreach.

- **Graduate School, USA (GSUSA).** In May 2019, BIG signed a new Partnership agreement with Graduate School, USA with the purpose of GSUSA awarding continuing education units (CEU) to the BIG National Training Institute. The GSUSA, is an independent, nonprofit educational institution based in Washington, DC, Graduate School USA offers workforce training and services across the U.S. and around the world. We are a leading provider of professional development and training courses for the federal government and the private sector, serving organizations and individuals with programs designed to support career and occupational development, and the personal ambitions of adult learners. GSUSA will host training workshops during the NTI and award CEUs to courses that are taught by GSUSA. This year BIG was invited to the Federal Workforce Development Conference hosted by GSUSA.

- **Grantham University Enhanced Partnership.** Grantham University awards one full scholarship (undergraduate or graduate degree) annually. This year, three (3) additional Certificate scholarships or three (3) $5,000 Undergraduate or Graduate scholarships, toward the degree program of their choice. The program is also open to immediate family members of BIG Members. The Grantham University partnership with BIG will continue to enhance membership opportunities in the following ways: (1) An aggressive marketing strategy to market the full scholarship through social media; (2) Grantham University will host webinar for their graduates and students this Fall highlighting benefits of becoming a member of BIG. BIG leadership will be invited to address the group; and (3) Discussions on strategic way ahead in which Grantham University would offer Continuing Education Units (CEU) credits for the NTI. This should increase agency funding and support of our NTI. The next scholarship application opportunity is 2020.
Management Concepts. Management Concepts returned as a Corporate Sponsor in 2019 supporting the National Programs and NTI. Their Gold Sponsorship Package includes two (2) scholarships, for the completion of the Management Concepts Leadership Certificate Program; Munch and Mingle event for the Now Generation, and new this year a one-day leadership training course during BIG’s 2018 National Training Program. We are sponsoring the BIGNOW generation (separate MOU) and the regional conference in DC next week. Management Concepts shall donate a one-day leadership training course to be provided during BIG's 2019 National Training Program, for up to 35 registrants. Management Concepts will provide a joint certificate to the participants that complete all four sessions. The total value of the training (will not exceed $15,000 (in-kind). This one-day leadership course will cover the following topics: Building Relationships, Creating a Collaborative Culture, Inspiring Motivation, and Fostering Employee Engagement.

GovLoop Partnership for NTI/National Program to support Media, Advertising and Marketing. New Partnership with GOVLoop in its second year. GovLoop is an online social network for people in and around government. The community, which is built on Ning technology, was originally aimed at federal, state, and local government employees in the United States, but has since grown to include students, government contractors, employees of governments outside the United States, and individuals interested in government service. GovLoop hosts personal profile pages, discussion groups and forums, blogs, photographs, videos, slide presentations, a wiki, and two weekly podcasts. GovLoop serves a community of more than 270,000 government leaders by helping them to foster collaboration, learn from each other, and solve problems and advance in their government careers. This Partnership is also an expansion of professional resources and networks for BIG Members, which will provide tools, training and knowledge of government for topic, training and education, for career growth. GovLoop will provide social media promotions for BIG events on social media channels; feature BIG on the Nextgen website and provide complimentary registrations to attend the NextGen Government Training Summit. This Summit is about inspiring government innovation.

GEICO. GEICO returned as a Corporate Sponsors in 2018 and 2019. A new portfolio manager was assigned with the departure of Eric Empram. In March 2019, Ms. Ashley Johnson was assigned as BIG’s new portfolio manager. As part of her leadership and commitment to BIG, she negotiated the continuance of the Insurance Quote Campaign for BIG through December 2019, which also provides a quarterly monetary award, based on the number of insurance quotes requested from GEICO. In 2018, more than 700 inquiries were submitted.

Corporate Sponsor - Government Employees Health Association, Inc (GEHA), Sponsor since 2017. Ms. Vanessa Callaghan, POC for GEHA, returned as a 2018 Sponsorship at the Silver Sponsorship Level and again in 2019 at the Gold Level. The organization is very interested in a long-term partnership with BIG and continues to provide monetary sponsorship in support of the NTI. GEHA, is looking for innovative ways to support the NTI and other national program initiatives.

Troy University. The new Partnership with Troy University was announced in March 2019 to facilitate professional development and educational opportunities for BIG Members. The common goals of this partnership is to expand access to high quality educational opportunities for learners consistent with the missions and stated objectives of both organizations. Troy University will provide the following though the Partnership with BIG: Access to all educational programs, at the Associate, Bachelors, Masters and Doctoral degree programs; Waive all application fees and offer a tuition scholarship of ten percent (10%) to all BIG members for programs of study. This Partnership is also
an expansion of educational and professional resources for Regions and Chapters. Troy University is also willing to provide on-site and webinar training sessions and workshops.

- **United Benefits.** A new Sponsor this year. United Benefits is an independently owned insurance group with over 250 years of collective experience and offers over 30 carriers to design benefits that best supports your paycheck, protecting your life, and protecting your retirement. United Benefits also offer sessions to help educate employees and members on the importance of understanding their employee benefit package. We focus on how those benefits change over the course of their career and provide solutions for any gaps or inefficiencies. We strive to provide and design solutions that fit individual or family needs.

- **2018/2019 BIG Member Sponsors.** This new initiative started in 2015, which is an invitation for BIG member to become sponsors supporting BIG programs, services, and initiatives. BIG Members provided more than $15,000 in 2018 to celebrate the 40th National Training Institute - the Corporate Sponsorship Committee, embarked on a “Ruby” Campaign, included BIG Member would give Sponsorship in the amount of $1040. The annual initiatives is ongoing and BIG member are encouraged to provide monetary donations to support the NTI and national programs.

*Special thanks to all the BIG Members for leads and recruiting efforts of Corporate Sponsors!!!*  
Special thanks to the 2018/2019 BIG Member Sponsors.

**ACCOMPLISHMENTS:**

- **2019 Corporate Sponsorship Committee.** The Team was formed in March and they are identifying potential organization to invite as Sponsors or Partner with BIG. The search includes over 75 new organization, and 6 targeted foundations. The recruiting efforts are ongoing.

- **Corporate Sponsorship Brochure.** This brochure is posted and available on the National web site. This brochure can be used in recruiting Corporate Sponsors or Partners, as well as provide information about the Organization and current Sponsors. This is valuable information at your fingertips!!

- **Corporate Sponsorship Guidelines.** The handbook is available on the National website to assist with recruiting Sponsors at all levels with BIG. A valuable resource for Regions and Chapters.

- DiversityComm is offering 1500 copies of following journals to BIG members for the NTI: Black EOE Journal, US Veteran’s Magazine, Diversity in STEAM (a science, technology, engineering, arts/design and mathematics magazine), Professional Women’s Magazine, and DIversability, Summer 2019 issue.

- **Registration Materials.** Again this year, NTI Registration materials is being provided by Corporate Sponsorship. The items include NTI conference bags, lanyards, and name badges at **NO cost** to BIG.

- **AETNA Foundation.** The Aetna Foundation has agreed to sponsor Blacks In Government 41st Annual National Training Institute Health and Wellness Awareness Program at the Silver sponsor level. The Aetna Foundation is dedicated to improving health in local communities, through community-based programs and dynamic partnerships.

- **Corporate Sponsorship Recruitment.** The Corporate Sponsorship Committee recruited 98% of 2018 Corporate Sponsors to return as Sponsors in 2019. One returning Sponsor increased their monetary sponsorship by 50% and three (3) new Sponsors/Partners were recruited.
Annual Corporate Sponsorship Trends:

<table>
<thead>
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<th></th>
<th>2016*</th>
<th>2017*</th>
<th>2018*</th>
<th>2019</th>
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<tbody>
<tr>
<td>In-Kind Donations</td>
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<td>Monetary Donations</td>
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<td>Annual Totals</td>
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<td>$316,510</td>
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</table>

*Actual amounts

HIGHLIGHTED ACTIVITIES:

- Successful Recruitment of Corporate Sponsors for 2019 NTI!!
- Department of Defense returns in 2019 as Outreach Partner.
- Graduate School USA as Corporate Sponsor.
- Graduate School USA to award CEUs to the NTI Workshops in 2019.
- GEHA returned as Corporate Sponsorship with increase in monetary Sponsorship.
- United Benefits recruited as new Sponsor in 2018.
- GEICO to continue the Insurance Quote Campaign through December 2019.
- BIG/Grantham University Scholarship Open, June 2019.
- BIG Member 41st NTI Bronze Member Campaign, $1000 Sponsorship
- Collaboration of calls/email updates with National President, National Treasurer, National Assistant Treasurer and National Office (Ms. Susan Harmon).
- Attendance at monthly NTI Committee Meetings, March – Aug, 2019.
- NTI Committee Planning Meeting, April 19-21, 2019, Dallas, Texas.
- Teleconferences with meeting with Grantham University, May – June 2018
- Email messages to BIG Membership on Corporate Sponsorship activities
- Monthly meetings with Corporate Sponsors.
- New Corporate Sponsorship with United Benefits.
- New Partnership with Troy University.
Name: Johnny R. Barideaux  
E-Mail Address: jbarideaux@comcast.net  
Work Phone: 303-270-6540  
Cell Phone: 303-261-5632

**NATIONAL CONSTITUTION RESPONSIBILITIES**

The Darlene H. Young Leadership Academy (DYLA) Program is a developmental program designed to develop future public service leaders through providing assessment, experiential learning and individual development activities and opportunities.

• Support the mission and goals of the DYLA Program.
• Support participants needs to ensure completion of program requirement.
• Coordinate DYLA program related activities.

**INITIATIVES (Current and Future):**

- DYLA 8-Month Leadership Development Program, Certification by Morgan State University
- 2018-2019 DYLA Graduation, Dallas, Texas, Louisiana, August 2019
- NTI Dallas, Texas – “Food for Thought” Community Service Project, August 2019
- Plan for the 2019-2020 DYLA Class Orientation with the graduation held at the 2020 National Training Institute in Tampa, Florida
- DYLA 8-Month Leadership Development Program, Certification by Morgan State University
- 2018-2019 DYLA Graduation, Dallas, Texas, Louisiana, August 2019
- NTI Dallas, Texas – “Food for Thought” Community Service Project, August 2019
- Plan for the 2019-2020 DYLA Class Orientation with the graduation held at the 2020 National Training Institute in Tampa, Florida

**ACCOMPLISHMENTS**

Ten students successfully completed the 2017-2018 DYLA Program, with the graduation held at the 2018 National Training Institute in New Orleans, Louisiana. Kicked off the 2018-2019 DYLA Program with our partner Morgan State University. There are thirteen students currently enrolled in the program with 3 coaches readily available to ensure the students stay on track throughout the program. The program is funded by Corporate Sponsor Blue Cross and Blue Shield with the support of the DYLA Alumni Association.

- Completed the 2018-2019 Orientation at Morgan State University in November 2019
- Coordinated with the Center for Continuing Education, Morgan State University, to discuss participant assignments and Team Project Proposals
- Worked with Dr. Vera McKethan, National Program and Planning Committee Chair to discuss DYLA Program Requirements and graduation planning
- Created a new DYLA website: [http://www.bignet.org/regional/yla/home.html](http://www.bignet.org/regional/yla/home.html)
• DYLA 2018/2019 Program Coordination/Development
• Attended DYLA Coaches and Team conference calls
• Attended DYLA Alumni Association conference calls as Program Chair and Webmaster
• Reviewed DYLA participant draft writing assignments
• Submitted request to obtain Exhibit Booth for the DYLA Alumni Association
• Provided informative updates of DYLA initiatives at Region VIII Council and Mile High Chapter meetings

ACTIVITIES/ACTIONS THAT SUPPORT BIG STRATEGIC PLAN

• Communications Flow – Provided valuable DYLA information to the BIG membership and the DYLA Alumni Association by maintaining an accurate membership roster and updating the DYLA Alumni Association Website and Facebook page.
• Seek/Maintain Partnerships – Continue to partner with Morgan State University in providing a first-rate leadership program to the BIG membership
Military Veterans Emphasis Program (MVEP)  
ANNUAL REPORT TO NATIONAL DELEGATES ASSEMBLY  
AUGUST 2018 – JULY 2019

Name: Dr. Candace SP Williams, Chair  
E-mail: Candacespjohnson@yahoo.com  
Cell Phone: (703) 499-3674

NATIONAL CONSTITUTION RESPONSIBILITIES

The National Blacks In Government (BIG), Military Veterans Emphasis Committee (MVEC) was renamed by the National President and NEC to the Military Veterans Emphasis Program (MVEP) as of May 2018.

MVEP’s mission is to provide interpersonal and online information and support to BIG’s military veterans and their families that create more effective pathways to military veteran - oriented resources provided by local and national government, commercial, and private organizations by fostering synergies that help ensure BIG military veterans and their families maximize military veteran-oriented resources and services.

INITIATIVES / ACCOMPLISHMENTS

- Dr. Williams and two MVEP members attended the Women Veterans Diversity and Leadership Conference, November 8-11, 2018 in Crystal City, VA.
- Dr. Williams will host MVEP’s 4th Annual Forum at the 2019 NTI on August 6, 2019 from 8:00am to 5:00pm with six panel speakers, donation drive and Vietnam Veterans awards.
- Dr. Williams attended and participated by providing Special Remarks for the BIG’s George Washington Carver Chapter Veterans Day Program on November 8, 2018 in Riverdale, MD.
- MVEP is still currently collaborating the “Adopt-A-VA-Program” with the Regional Council Presidents liaisons. The liaisons have been diligently coordinating with the Department of Veterans Affairs Voluntary Support Services Specialist and have provided great support, i.e., toiletries, clothes, coats, etc.
- Dr. Williams conducted a four-panel speakers for BIG’s 2018 NTI 3rd Annual Military Veterans Forum entitled “Veterans’ Straight Talk” that is scheduled for Monday, August 13, 2018 from 2:00-5:00pm on the 2nd floor, Prince of Whales Room. Agenda as follows: The Honorable Dr. Doris P. Sartor and Honorable Ms. Darlene Young provided remarks. The speakers consisted of two speakers from the Department of Veterans Affairs Medical Center, New Orleans, LA; one speaker from HQ Department of Veterans Affairs Benefits Office; and one speaker from Department of Labor. The speakers will speak on veterans’ benefits, education, vocational rehabilitation, employment, PTSD/depression, Suicide Prevention, and Crisis Hotline, etc., relating to military personnel, veterans, and families. Ms. Ginger Miller, President/CEO, Women Veterans Interactive, displayed a booth in support of MVEC and women veterans as well. Dr. Williams will also provide donations to the New Orleans VA Director for the “GiveBack to Veterans 2018 Donations Campaign Drive.” Vietnam and Vietnam Era Veterans were presented with Pins and a Proclamation signed by President Barack Obama. Dr. Williams along with Dr. Sartor, NEC, BOD and MVEP members attend a very informational tour to the New Orleans Facility.
- Dr. Williams attended and supported various 2018-2019 Special Emphasis Observances such as: Dr. Martin Luther King Jr.; Black History Month, Women History Month; Asian American/Pacific
Islander, Juneteenth; and Lesbian, Gay, Bi-sexual and Transgender (LGBT) events and activities from August 2018 to July 2019.

- Committee Member Ms. Sheila Stevens attended a Veterans Fair in Maryland, February 27, 2019 in Dr. Williams’ absence.

- Dr. Williams is supporting various other veterans and military events as requested or deemed necessary.

- MVEP continues to update the Website and Facebook Page by posting various military articles to include the Military Birthdays (Army, Navy, Air Force, Marine Corps, Coast Guard and National Guard), Military and Veterans Resources to include benefits, training, mentoring, outreach, community activities, etc., various Special Emphasis Observance (SEP) Articles, provided BIG quarterly Reporter updates, other various veterans resource articles and information.

- Dr. Williams is currently assisting and/or providing support for BIG’s Programs as well as willing to assist in 2019 as follows:
  - Ms. Alice Mercer, Chair, BIG EEO, provides EEO Training and serves as an EEO Advisor to BIG Members.
  - Dr. Vera McKethan, Chair, BIG Programing and Planning, assists with OLT’s Train-the- trainer.
  - Mr. Stephan Matthews assists with revamping the Mentoring Program for the NOW Generation.
  - Ms. Kathy Best, FLAG Coordinator, continue support of the FLAG Program.

**ACTIVITIES/ACTIONS THAT SUPPORT BIG STRATEGIC PLAN**

- Communication Flow: MVEP has been in communication with various agencies in order to solicit support and assistance with scholarships and in-kind donations; collaboration for partnerships via Memorandum of Understandings (MOUs); and, connections to veteran-oriented resources and services.

- Financial Accountability: MVEP continues to provide effective oversight for its annual budget. Dr. Williams requested a slight increase for 2019 budget due to additional resources required for the NTI, seminars, educational resources, which are being utilized.

- Advocacy: MVEP currently creates methods and procedures in order to reduce/eliminate barriers that prevent BIG’s military veterans and their families from leveraging existing military veteran resources, products and services offered by local and national entities.

- Membership: MVEP has been actively recruiting via Big and MVEC’s Website, Fairs, Conferences, Facebook Page, Word-of-Mouth, SEP Articles and Brochures.
Future Leaders of America’s Government (FLAG)
ANNUAL REPORT TO NATIONAL DELEGATES ASSEMBLY
AUGUST 2018 – JULY 2019

Name: Kathy K. Best
E-Mail Address: Bigfutureleaders@gmail.com
Home Phone: N/A
Work Phone: 617-825-3400
Cell Phone: 617-256-8187

NATIONAL CONSTITUTION RESPONSIBILITIES
Chapters shall conduct programs and activities that are in accord with the objectives of Blacks In Government (BIG). Any undergraduate student who is enrolled in an accredited college or university who is in accord with the principles, policies and objectives of the organization and who agrees to adhere to the same and is not qualified as a regular member, may become a student member of this organization with the consent of the Board of Directors and by paying the student membership fee of twenty dollars ($20.00).

INITIATIVES / ACCOMPLISHMENTS
• Executed FLAG Leadership Summit. Over eighty students from around the country participated in this year’s summit. Agencies represented included: Coast Guard, FBI, DEA, HUD, HHS, GAO.
• Established new Senior FLAG at Stillman College
• Conducted monthly committee meetings with committee members: J. David Reeves, LaWanda J. Young, and Jewel Martin
• Submitted monthly NEC reports and attended monthly calls
• Met with Thomas Joyner Jr., President and CEO and Barbara Dunn-Harrington, Executive Director of the Tom Joyner Foundation regarding the BIG/TJF Strategic Alliance efforts including:
  o Expanding BIG brand
  o Membership Drive
  o Fundraising for FLAG
• Met/spoke with FLAG Coordinators/Advisors, those on form and those who have expressed an interest
• Provided remarks at NIH’s HBCU Industry Day (Jewel Martin)
• Met with Defense Intelligence Agency about youth programming
• Met with FBI Boston about hosting a Boston FLAG Summit
• Forwarded Room List to National Treasurer
• Forwarded Travel List
• Sent draft memo to President for speaker invitations
• Met with USDA 1890 Scholarship Program
• Worked with Jackie Ray Morris regarding Challenge Student participants
• Worked with the Dallas FBI Field Office regarding presenting at FLAG Summit
• Sent Sr. FLAGs information on 2019 FEEA & FEEA/BIG scholarship
• Nominated one FLAGs to the Boston FBI Youth Academy
• Attended Jr. FLAG programs in Boston facilitated by the US Department of Homeland Security and US Marshalls Service
• Created FLAG Annual Reporting Form
• Completed Monthly FLAG Report
• Completed Catering Request Form
• Completed Logistics Request Form
• Completed SEP Request Form
• Drafted Annual FLAG Report Form
• Addressed Stillman College’s FLAG
• Attended the BIG National Legislative Review committee’s summit
• Met with National Evaluation Chair, Dr. Ladel Lewis, regarding culling FLAG survey data for the BIG-FLAG National Youth Summit
• Met with Stephan Matthews to promote synergy between the FLAG program and the NOW Generation
• Spoke with Executive Vice President, Attorney Shirley Jones, and secured support in serving as a panelist for the Sister to Sister module during the 2019 National BIG-FLAG Youth Leadership Summit
• Spoke Presidential Advisor, The Honorable Gerald Reed, and secured support in serving as a panelist for the Brother to Brother module during the 2019 National BIG-FLAG Youth Leadership Summit
• Met with GiaVonni Powell and Charita Branch regarding establishing a Senior FLAG in Region III
• Established new Jr. FLAG chapters in Boston, MA and Middlesex MA

ACTIVITIES/ACTIONS THAT SUPPORT BIG STRATEGIC PLAN

Communication/Flow
• Created new FLAG Social Media Campaign
• Created and updated FLAG database via google docs
• Created and updated FLAG website
• Conducted a FLAG training via Facebook live
• Created FLAG video about the 2018 BIG-FLAG Youth Leadership Summit

Financial Accountability
• Reached out to the Tom Joyner Foundation regarding FLAG scholarships
• Received Corporate Sponsorship

Membership
• Established ongoing process to confer with the Assistant Treasurer to track when Senior FLAGs dues are paid.
• Secured in-kind donations for FLAG
• Continued Strategic Alliance with the Tom Joyner Foundation
Name: Ashanti Huey
Email: ashahue@gmail.com
Cell Phone: 803.571.5246

NATIONAL CONSTITUTION RESPONSIBILITIES
Review legal decisions involving policy interpretations germane to membership and governance of BIG, Inc. Develop strategies and work to create programs that assist BIG, Inc. in making informed decisions about their legal rights.

INITIATIVES /ACCOMPLISHMENTS
- Created various tools, such as PowerPoint presentations and brochures, to further inform membership base of tools that can assist in making informed decisions regarding legal rights.
- Collaboration with other legal and advocacy National Executive Committees to ensure we collectively acknowledge and best serve BIG membership

ACTIVITIES/ACTIONS THAT SUPPORT BIG STRATEGIC PLAN
- Review of Attorney Assistance Program (AAP) applications and submissions for approval of grants by the National Executive Committee.
- Production of legal content regarding BIG Legal Review as requested
- Review of legal memoranda for BIG membership and NEC Committee.
- Discussion with BIG members regarding paths and possibilities as they seek to understand their legal rights.
- Communication with BIG members regarding their legal options, providing assistance taking the first step towards achieving resolutions to their problems
- Provides useful information regarding legal remedies
- Serves as a defense tool against the erosion of BIG members’ civil liberties
Name: Toni Pearson  
E-Mail Address: martin.toni@sbcglobal.net  
Cell Phone: 916-826-8040

NATIONAL CONSTITUTION RESPONSIBILITIES  
Special Committee, Project BIG Vote Chair, appointed by BIG National President

PROGRAM MISSION: Continually provide information and expertise to empower African American civil servants to: actively partner with local community and national resources (churches, sororities, fraternities, civic organizations, social clubs, civil rights organizations, labor unions, and homeless and veteran representatives), and other like-minded organizations; increase US citizens political education, awareness, voter registration and participation voting in local, state and federal elections.

INITIATIVES / ACCOMPLISHMENTS

- Acquired and distributed Voter Registration wrist bands at the BIG 2018 NTI.
- Distributed pens & pencils at the NTI to remind people to vote.
- Had some registrants go online and register to vote at the NTI.
- Provided incremental information to all Regions and Chapters on Registering and Voting via bignet, Facebook and Instagram. (i.e. flyers)
- Provided incremental information to all Regions and Chapters on Registering and Voting via bignet, Facebook and Instagram. (i.e. flyers)
- Updated on-line Your Vote Matters Booklet.
- Kathy Best and her Flag students had a Voter Registration Booth on Saturday, October 6, 2018.
- Sacramento Metropolitan Area Chapter had a Voter Registration table at your 18th Annual Youth Symposium on Thursday, October 11, 2018.
- Two new members to joined Project BIG Vote Committee.
- Ordered Wristbands from Rapid Wristbands to be distributed from Project BIG Vote booth at the 2019 NTI. The different colored wristbands’ wording is Register & Vote, Project BIG Vote.
- Committee created a PSA which provided information to empower our Membership and the communities they serve to partner with local and National resources to increase US citizens political education to Register and Vote in all Local, State and National elections.
- This PSA also recommended, BIG and Community Members to participate in the 2019 off-year Gubernatorial, Congressional, Legislative and Mayoral elections, and for the Extremely important 2020 local/ General Elections.
- Committee created and posted the Voter Registration Information which can be found on www.bignet.org and click on Project BIG Vote Link. You will find everything you need to vote in your state election centers.

ACTIVITIES/ACTIONS THAT SUPPORT BIG STRATEGIC PLAN

Communication Flow Focus Area: Strategic Goals 5(a) & 6(a)

1. Provide information and expertise to empower African American civil servants to:
a. actively partner with local community and national resources (churches, sororities, fraternities, civic organizations, social clubs, civil rights organizations, labor unions, and homeless and veteran representatives), and other like-minded organizations;

b. increase US citizens’ political education, awareness, voter registration and voting in local, state and federal elections.

2. Utilize emails and BIG website postings via the NEC to inform BIG members on the importance of:

a. being politically aware, education, registering and voting in the 2019 elections at the local, state and federal levels;

b. participating in future elections including the 2020 local and national general elections and beyond.
NATIONAL CONSTITUTION RESPONSIBILITIES

The health and Wellness Committee shall develop and coordinate comprehensive on-going activities that;

- Educates the general membership on health care access, prevention, treatment, insurance, finding opportunities and health risk factors that affect the African American community
- Increases the level of awareness and understanding of the initiatives on the elimination of race and ethnic health disparities nationwide
- Exchanges information on healthy lifestyles that lead to reducing the risk of HIV/AIDS, diabetes, cardiovascular diseases, cancer, homicide, mental disorder, lupus, obesity, and infant mortality.
- Helps to foster partnerships within the African-American communities, including survivors.

INITIATIVES / ACCOMPLISHMENTS / PROBLEMS

February 2019

- February monthly healthy awareness materials and activities sent to Regional Health & Wellness Coordinators and committee members on heart, health, colonoscopy, stress, healthy recipes and events.
- February 2019 submitted the monthly NEC report to the National Secretary.
- February 6, 2019 attended a health disparities moderated panel discussion on “Black Health Matters” in Rockville, MD.
- February 9 attended the Region XI monthly meeting in Silver Spring, MD.
- February 9, 2019 met with Region XI Health & Wellness Coordinator.
- February 11, 2019 attended the Mayor and Council Session “Health Outcomes by Montgomery County Zip Codes” in Gaithersburg, MD.
- February 13, 2019 attended a presentation on DVT (Deep vein thrombosis) and participated in the compression CPR exercise in Hyattsville, MD.
- February 16, 2019 attended the Association for the Study of African American Life and History annual Black History Celebration “Black Migration” in Washington, DC.
- February 20, 2019 sent an email to National Executive Vice President, to reach out to the Regional Presidents to submit names and contact information of Regional Health Coordinators by March 29, 2019 to the Health and Wellness Chair.
- February 23, 2019 submitted the monthly NEC report to the National Secretary.
March 2019

• March monthly health awareness materials and activities sent to Regional Health & Wellness Coordinators and committee members on Nutrition, Colorectal Cancer Awareness, and National Women and Girls HIV/AIDS Day.
• Held a telephone conference with members of the Health and Wellness Committee to vote on the theme and discuss activities for the Annual National Training Institute.
• Researched health and wellness topics to be discussed during the health and wellness symposium, health fair, health walk, and morning work-out.
• Received emails from five Regional Presidents who submitted the names of Regional Health and Wellness Coordinators for 2019.
• Received requests from Regional Health and Wellness Coordinators to participate as volunteers Health and Wellness Committee during the Annual National Training Institute.
• Received emails from individuals to serve as volunteers on the Health and Wellness Committee during the Annual National Training Institute.
• Discussed the Regional Health & Wellness Coordinators Training Workshop that will be held as part of the health and wellness day of activities at the Annual National Training Institute.
• March 2019 submitted the monthly NEC report to the National Secretary.
• March 14 sent an email to the NTI Chair, to receive information regarding forms needed for NTI services.
• March 30, attended the Rockville Goes Purple: Campaign for Opioid Abuse Awareness Panel Discussion and free Narcan Training, Rockville, MD.

April 2019

• April monthly health awareness materials and activities sent to Regional Health & Wellness Coordinators and committee members on Minority Health Awareness Month, National Nutrition, and Alcohol Awareness Month and National Public Health Week.
• The health & wellness committee agreed on a theme for NTI health and wellness symposium.
• Researched and hosted meetings on health and wellness topics to be discussed during the health and wellness symposium, health fair, health walk, and morning work-out.
• Received emails from six of eleven Regional Presidents who submitted the names of Regional Health and Wellness Coordinators for 2019.
• Received requests from Regional Health and Wellness Coordinators to participate as volunteers Health and Wellness Committee during the Annual National Training Institute.
• Received emails from individuals to serve as volunteers on the Health and Wellness Committee during the Annual National Training Institute.
• Ongoing meetings to plan the Regional Health & Wellness Coordinators Training workshop that will be held as part of the health and wellness day of activities at the Annual National Training Institute.
• April 2019 submitted the monthly NEC report to the National Secretary.
• April 1, attended the Montgomery County Health and Human Services, National Public Health Week event, which included a new tradition to honor the legacy of Dr. Ulder Tillman, former Health Officer of Montgomery County, MD. The keynote speaker was Dr. Janine Austin Clayton, Director of the NIH Office of Research on Women’s Health.
• April 16, registered for the Healthiest CIO Challenge six-week journey of health and wellness, National Center for Health Statistics, Hyattsville, MD.
May 2019

- The month of May is Mental Health Awareness.
- The HIV Vaccine Awareness during the month of May.
- The American Stroke month.
- The health & wellness theme is “Hidden in Plain Sight: An Opioid Crisis in the Black Community-Today!” for the NTI health and wellness symposium.
- Completed the early morning workout location in Dallas.
- Completed the health walk route in Dallas.
- In process with identifying health exhibitors in Dallas.
- Continue to request health and wellness materials to be sent to the National office for health and wellness exhibits in Dallas.
- Received health and wellness materials from health committee member for health and wellness exhibit in NTI in Dallas.
- Met with some Dallas connection during the NTI face-face meeting in Dallas.
- Received contact information for the health and wellness exhibitors.
- Made contact with potential speakers and health exhibitors for the NTI in Dallas.
- Received information from potential speaker for the health and wellness symposium.
- Continue to work with several volunteers who indicated their desire to work with the Health Committee during the 2019 NTI.
- Continue to receive emails from individuals to serve as volunteers on the Health and Wellness Committee during the Annual National Training Institute.
- May 2019 submitted the monthly NEC report to the National Secretary.
- May 11, attended the Regional XI Council Meeting, Silver Spring, MD.
- May 11 met with Regional XI Health Coordinator.
- May 14 participated on the NTI conference call.
- May 15 participated on the NEC conference call.
- May 22 attended the Mental Health Hygiene Mind, Body and Nutrition Lecture sponsored by the Department of Labor Chapter, Health and Wellness Chair.

June 2019

- The month of June is Eye Disease Awareness.
- Drafted the health and wellness symposium booklet “Hidden in Plain Sight: An Opioid Crisis in the Black Community-Today” for printing.
- Finalized the list of speakers for the health and wellness symposium.
- Sent the early morning workout flyer to the appropriate chair to be included in the newsletter.
- Sent the health walk flyer to the appropriate chair to be included in the newsletter.
- Provided the list of exhibitors to the appropriate chair for the health and wellness exhibit expo.
- Continue to receive health and wellness materials from health committee member for health and wellness exhibit in NTI in Dallas.
- Continue to accept volunteers who indicated their desire to work with the Health Committee during the 2019 NTI.
- Continue to receive emails from individuals to serve as volunteers on the Health and Wellness Committee during the Annual National Training Institute.
• Continue to work with Health and Wellness Co-Chair.
• Completed the task Assignment duties for the health events during the 2019 NTI.
• June 2019 submitted the monthly NEC report to the National Secretary.
• June 17 met the health and wellness co-chair at the National Office to pack materials to be sent to Dallas by July 1.
• June 22 sponsored an event in Rockville, MD which included a presentation on “Opioid, youth and emergency room visits.
• June 22, partnering with BIG chapters, organizations, churches and individuals to have a conversation on “Racial Equity and Social Justice” as it relates to disparities in health, education and topics that impact individuals in the workplace and the Black community.

July 2019
• Plan to pack by truck with materials to be shipped to Dallas by July 1.
• Plan to finalize and complete the program booklet for printing.
• Plan to have another phone conference with Regional Health and Wellness Coordinators, committee members, and volunteers in preparation for onsite tasks to be covered during the NTI.

ACTIVITIES/ACTIONS THAT SUPPORT BIG STRATEGIC PLAN

Communications- Sent NTI flyer and information to potential speakers and exhibitors. Responded to speakers and exhibitors regarding their participation in the health and wellness symposium and health and wellness exhibit expo. Continue to communicate with Health and Wellness Regional Coordinators.
Advocacy- Always advocating for Blacks In Government’s mission at the workplace, community and county events. Reaching BIG member through Health and Wellness activities. Partnering and participating with other organizations and committees at the worksite.
Membership-Encouraging employees and others to become a member of BIG.
Financial Accountability- Committed to spending less than what budget each year.
NATIONAL CONSTITUTION RESPONSIBILITIES
The National Finance Committee (NFC) shall assist the Treasurer in maintaining the financial records of the organization develop the organization’s yearly budget and recommend ways and means to raise funds.

INITIATIVES / ACCOMPLISHMENTS
- Updating Finance and Administrative Procedures in coordination with updated Policy and Procedures Manual
- Updated National Training Institute (NTI) Finance procedures.
- Reined and implemented Financial Accounting requirements for the transition to IMPEXIVM
- All National Financial Forms updated/revised, printed and soft copies issued to NEC and NTI Chairs. Training sessions were held in April and one on one throughout the year.
- Credit Card Machines software updated for NTI 2019.
- Overseeing and guiding BIG Store Team preparations for NTI 2019.
- Continuously review contract proposals for best value to BIG and make recommendations to National Treasurer and respective Leadership.
- Guide National Executive Committee Chairs with continuous Requests for Expenditures for 2019
- Attend National Executive Committee Meetings as scheduled
- Attend National Training Institute Planning Meetings as scheduled.
- Ongoing financial administrative assistance provided in the National Office.

ACTIVITIES / ACTIONS THAT SUPPORT BIG STRATEGIC PLAN
- Prepared and facilitated 2019 Budget Exercise.
- Pushed out a continuous request to the NEC and NBOD for Fund Raising Ideas.
- Executed Cost analysis and submitted recommendations to NTI Leadership for Day Labor and various NTI supplies and materials for multiple committees.
Name: Stephan P. Matthews  
E-Mail Address: info@bignowgeneration.org  
Cell Phone: (301) 257-3138

**NATIONAL CONSTITUTION RESPONSIBILITIES**

Article VI, Section 5. Special Committees. Special committees are established at the discretion of the National President with the approval of the Executive Committee to meet National BIG objectives lending themselves to a special or Ad Hoc committee structure. These committees shall serve at the discretion of the President as to length of service and composition. The NOW Generation Committee is a special committee; duties are not defined in the national constitution.

**INITIATIVES / ACCOMPLISHMENTS**

2018 NOW Generation Theme: Emerging Leader, Empower Yourself  
August 2018

- Hosted annual SEP “Munch & Mingle” event at the NTI in New Orleans, LA sponsored by Management Concepts

September 2018

- No activities to report

October 2018

- NOW Generation Committee monthly conference call – October 11
- In collaboration with Young Government Leaders (YGL) and sponsored by Management Concepts, hosted the Emerging Leader Empowerment Forum in Washington, D.C. – October 23

November 2018

- No activities to report

December 2018

- No activities to report

2019 NOW Generation Theme: Millennials in Leadership: Cultivating Successful Paths to Leaders in Government and Beyond

January 2019

- No activities to report

February 2019

- Globe Life Federal Employee Benefits and Life Insurance Webinars with Omar Borrego, Director of Recruiting – February 12
- NOW Generation Coordinator hosted virtual booth at GovLoop’s NextGen Virtual Summit – February 27

March 2019

- Finalized 2019 MOU with Management Concepts and Young Government Leaders
(YGL)

- NOW Generation Coordinator presented on NOW Generation Program and BIG at the National Institutes of Health HBCU Industry Day – March 12
- NOW Generation Committee monthly conference call – March 26

April 2019

- Created NOW Generation LinkedIn Group
- NOW Generation Committee monthly conference call – April 30th

May 2019

- Fireside Chat on Diversity and Inclusion in Washington, DC – May 7 (Hosted by Young Government Leaders)
- Webinar – The Emotionally Intelligent Leader – May 8 (In collaboration with Management Concepts and Young Government Leaders (YGL))
- Networking Happy Hour in Celebration of Public Service Recognition Week – Washington, D.C. May 9 - (In collaboration with Management Concepts and Young Government Leaders (YGL))

June 2019

- NOW Generation Committee monthly conference call - June 25th

July 2019

- NOW Generation Committee monthly conference call – July 30th

ACTIVITIES/ACTIONS THAT SUPPORT BIG STRATEGIC PLAN

Brainstorm on topical issues

- Host monthly NOW Generation Committee meetings. The goal is to have each of the 11 regions represented on the committee so that each region can have input on upcoming programming and planning for the NOW Generation. The meeting allows each committee member to bring up and discuss NOW Generation related successes and challenges within their regions and chapters as well as share best practices.

Communication Flow Goal 5 (a) – Posting to the BIGNET and quarterly newsletters, etc.

- All NOW Generation sponsored activities, programs, and webinars will be posted to Bignet.org, as well as distributed to the NOW Generation’s email distribution list.

Communication Flow Goal 6 (b) - Use of Facebook and You Tube platforms to disseminate information for optimum transparency.

- Created NOW Generation LinkedIn group which will allow NOW Generation from each of the 11 regions to communicate and share best practices related to NOW Generation programming and activities within their region as well as to share those programs and activities for others to participate and get involved.
Name: Richard L. Shields  
E-mail: usgsshields@gmail.com  
Cell Phone: 720-234-3227

**NATIONAL CONSTITUTION RESPONSIBILITIES**

Responsible for planning, organizing, directing, and controlling the entire aspect of NTI execution. Shall develop and implement plans for the Annual National Training Institute to include action committees for: training and education; speakers; banquet; communications and public relations, exhibitions, as well as finance and budgeting. Also ensure support for the BIG annual business meeting – National Delegates Assembly.

To ensure the success of the NTI, effective management is essential and management dimensions must include the “How-To” of the planning process.

**INITIATIVES / ACCOMPLISHMENTS / PROBLEMS**

- Submitted the 2018 National Training Institute After-Action Reports to BIG National President for review and approval.
  - Special thanks to the President Honorable Dr. Doris P. Sartor and the National Executive Committee, National Board of Directors Chair Honorable Ms. Darlene H. Young and the National Board of Directors, and the 2018 National Training Institute Planning Committee for another successful training.
- BIG leadership approved National Training Institute committees’ chairs and co-chairs; Ms. Paula E. Davis approved as National Training Deputy Chair.
- Hosted the initial National Training Planning Committee Meeting, April 2019, in Dallas, Texas, and monthly meetings via teleconferences.
- Scheduled deadline to receive all requests for proposal; coordinated with BIG National President and National Treasurer.
- 2019 National Training Institute Registration Information posted on BIG National Website; special thanks to Ms. Cassandra Jones, Conference Registration Chair, for her diligence to serve BIG and the NTI.
  - 41st Annual National Training Institute, August 5-8, 2019, Dallas, Texas; Sheraton Downtown Dallas Hotel.
  - Diligently coordinating with the hotel leadership, BIG National President, and BIG National Treasurer to ensure the training is planned effectively and efficiently.
Name: Peggy Wilson  
E-mail: peggy.wilson1@navy.mil  
Cell Phone: 407-310-3090

NATIONAL RESPONSIBILITIES
Coordination/planning/execution includes the BIG Protocol Administrator and his/her team under the direction of the National President. Responsibilities include, but are not limited to,

- include protocol guidelines with NTI process/procedures
- support any NTI function where BIG has visiting dignitaries and guests, as directed by National President and/or Chair Board of Directors.
- coordinate the protocol requirements for BIG annual National Training Institute.

INITIATIVES /ACCOMPLISHMENTS/PROBLEMS

- Request all committees to submit all names and titles of special guests attending events, forums, and so forth; preparing distinguished visitors’ schedule for President Honorable Dr. Sartor’s review. A form will be distributed for each committee’s submission.
- Prepared schedule template for BIG National President and National Board of Directors’ Chair for use throughout the year.
- Request all committees submit requests for Madam President’s appearance during the NTI; a form will be distributed for each committee’s submission.
- Establishing team members and preparing a teleconference call in May to discuss duties and responsibilities for the National Board of Directors and National Executive Committee
1. Recognition of Mr. Samuel McAfee
2. BIG Supports the Community Empowerment and Police Accountability (CEPA) People’s Coalition in Prince George’s County Calling for Maryland State & County Law Enforcement Officials to Fully Implement Recommended Procedures Outlined in the Enrollment of House Bill 1016
3. BIG Supports the 115th Congress 1st Session U. S. House of Representatives Resolution (H. Res. 423) Introduced by the Honorable Anthony Brown, Maryland Congressman, on June 29, 2017, Condemning in the Strongest Terms the Unprovoked and Racially Motivated Murder of Lt. Richard W. Collins III in College Park, Maryland, on May 20, 2017
5. BIG Endorses Honorary Sponsorship of the Founders of BIG into The Distinguished Service Hall of Fame (DSHOF)
Recognition of Mr. Samuel McAfee

WHEREAS, the National Organization of Blacks In Government® (BIG), was incorporated in 1976, as a non-profit organization to, educate and advocate on behalf of federal, state and municipal government employees;

WHEREAS, the National Delegates Assembly Team (NDAT) responsibility is to ensure the annual Delegates Assembly session is held in accordance with the guidelines set forth in the National Constitution of Blacks In Government® (BIG) and receives its charge directly from the Constitution under the authority of the National President and through the oversight of the National Executive Committee;

WHEREAS, the NDAT will coordinate the election process and shall include the establishment of appropriate technology, provisions, and procedures for conducting any National election;

WHEREAS, it is with highest commendation that we recognize Mr. Samuel McAfee who was instrumental in serving the National Delegates Assembly by providing on-site mechanical voting machines that were used to conduct our National elections from 1985 to 2015;

WHEREAS, Mr. Samuel McAfee demonstrated his commitment and unwavering support to our organization by assisting in our annual election process and whose machines and subject matter expertise were always appreciated;

THEREFORE, BE IT RESOLVED, that we commend Mr. Samuel McAfee for his 30 years of professional service to Blacks In Government® and we extend our sincere appreciation by requesting that a copy of this resolution be sent to him on behalf of the National Delegates Assembly.

BE IT FURTHER RESOLVED, that the National President of Blacks In Government® will write a letter of appreciation within 120 days from the adoption of this resolution, to also include the signature of the Chair of the National Board of Directors, to Mr. Samuel McAfee in recognition of his outstanding service to Blacks In Government®.
BIG Supports the Community Empowerment and Police Accountability (CEPA) People’s Coalition in Prince George’s County Calling for Maryland State & County Law Enforcement Officials to Fully Implement Recommended ProceduresOutlined in the Enrollment of House Bill 1016

WHEREAS, the National Organization of Blacks In Government (BIG), was incorporated in 1976, as a 501©3 non-profit organization to, educate and advocate on behalf of federal, state and municipal government employees and today, BIG seeks to represent 2.5 million public and private civil servants by continuing to address discrimination in the workplace and its effect on public service; and

WHEREAS, Statistical data compiled by the U.S. Department of Justice, FBI and other government and private organizations continues to show a pattern and practice of extreme disparate impact by law enforcement upon racial ethnic communities, groups and individuals, and

WHEREAS, Daily news, social media and other reporting entities depict over aggressive policing, excessive force and targeting by law enforcement entities on a constant basis against ethnic and racial minorities, and

WHEREAS, Dr. Matthew Fogg the BIG National Vice President responsible for State issues and a Retired Chief Deputy United States Marshal and CNN, MSNBC, Press TV and other major news ‘Guest’ law enforcement analyst, along with other police experts have witnessed and/or reported on Federal, State and Municipal operations involving disproportionate racial profiling and police brutality against ethnic minorities often living in urban communities, and

WHEREAS, because of the highly publicized 2015 alleged police brutality and death of a Freddie Graves, a black Baltimore citizen in police custody and the earlier death of Archie Elliot by Prince Georges County Police which, culminated historic police misconduct incidents in Maryland’s major cities, causing public outrage with social unrest to include rioting in Baltimore, Maryland, and

WHEREAS, the citizens of Maryland demand for police reform caused the promulgation of Maryland (MD) House Bill 1016 introduced by legislators in the Maryland General Assembly, ‘Working Group on Public Safety and Policing’ in Annapolis, the Capital of Maryland revised and enrolled on May 17, 2016, (http://tinyurl.com/y8lk4lx9) which, amongst other provisions, specifically makes changes in the Law Enforcement Officers Bill of Rights (LEOBR), and

WHEREAS, HB 1016 develops best practices for the establishment and implementation of a community policing program in each Maryland jurisdiction and in-part, (1) allows for two civilians to participate on police trial boards (2) extend time a citizen has to file a complaint from 90 days to a year and expands who can file; (3) allows complaints to be filed anonymously; and (4) reduces the Law Enforcement Officers Bill of Rights 10 day grace period for police being interviewed about allegations of brutality to 5 days, and

WHEREAS, social justice organizational members from, BIG, ACLU, NAACP, Urban League, Black Lives Matter and, the Community Empowerment and Police Accountability (CEPA) Prince George’s People’s Coalition demanded legislative modifications to police procedures via testimony from experts including, BIG Heritage Chapter President Dr. Matthew Fogg, community organizers, victims and witnesses of police brutality, all in Support of HB 1016, and

WHEREAS, Supporters agree that HB 1016 moves in the right direction for greater police accountability and transparency in the Great State of Maryland but clearly, it still remains not enough, and
WHEREAS, to date, CEPA has reported that Prince Georges County Law Enforcement Officials have not fully instituted the HB 1016 critical provision which, allows for two civilians to participate on police trial boards involving police brutality and excessive force, and

WHEREAS, the National organization of BIG recognizes that its largest membership base lives in the great state of Maryland, and

WHEREAS, in furtherance of its advocacy mission in support of State government operations, BIG endorses Maryland House Bill -1016 recommended, revised and enrolled by the Maryland General Assembly ‘Working Group on Public Safety and Policing’, and

WHEREAS, BIG further supports the outstanding efforts of the Community Empowerment and Police Accountability (CEPA) People’s Coalition for Prince George’s County to monitor and advocate for provisions In HB 1016 that it reports, have not been implemented, and

THEREFORE, BE IT RESOLVED:

1. That the National President of Blacks In Government will write a letter to the Honorable Larry Hogan Governor for the Great State of Maryland, the Honorable Rushern Baker III, County Executive of the Prince Georges County, Henry P. Stawinski III Chief of Police for the Prince Georges County Police Department and Melvin Hide Sherriff for Prince Georges County, expressing BIG support for the advocacy efforts of CEPA and further request full implementation of ALL recommended provisions in HB 1016 throughout the Great State of Maryland and more specifically, request that two civilians are immediately processed and placed on all trial boards, not limited to but, including Prince Georges County, as provided in the enrollment of HB 1016.

2. That the National President of Blacks In Government will write a letter to Mr. Jonathan Hutto, Chairman of the CEPA expressing BIG’s gratitude to be of service in this matter.
WHEREAS, the National Organization of Blacks In Government (BIG), was incorporated in 1976, as a 501[c]3 non-profit organization, to educate and advocate on behalf of Federal, State and Municipal government employees and today, BIG seeks to represent 2.5 million public and private civil servants by continuing to address discrimination in the workplace and its effect on public service; and

WHEREAS, BIG’s National Constitution addresses issues of discrimination and racial bias in Federal, State and Municipal organizations, also funded by government appropriations to include institutions of higher education, and BIG therefore supports verbatim, the language of H. Res 423, and (See H. Res 423 at http://tinyurl.com/y74axb4f)

WHEREAS, H. Res. 423 is supported by each of the Honorable Congressional members -- Mr. BROWN of Maryland (for himself, Mr. BEYER, Ms. BLUNT ROCHESTER, Mr. BUTTERFIELD, Mr. CARSON of Indiana, Mr. CICILLINE, Ms. CLARKE of New York, Mr. COHEN, Mr. CONYERS, Mr. COSTA, Mr. CUMMINGS, Mr. DELANEY, Mrs. DINGELL, Mr. ELLISON, Mr. EVANS, Mr. AL GREEN of Texas, Mr. GRIJALVA, Mr. GUTIÉRREZ, Ms. HANABUSA, Mr. HASTINGS, Ms. NORTON, Mr. HOYER, Ms. JACKSON LEE, Ms. JAYAPAL, Mr. JEFFRIES, Mr. JOHNSON of Georgia, Mr. KHANNA, Mr. KRISHNAMOORTHI, Mrs. LAWRENCE, Ms. LEE, Mr. LEWIS of Georgia, Ms. LOFGREN, Ms. MICHELLE LUJAN GRISHAM of New Mexico, Mr. SEAN PATRICK MALONEY of New York, Ms. MOORE, Mrs. NAPOLITANO, Mr. PALLONE, Mr. PAYNE, Mr. PETERS, Ms. PLASKETT, Mr. POCAN, Mr. QUIGLEY, Mr. RASKIN, Mr. RICHMOND, Mr. RUPPERSBERGER, Mr. RUSH, Mr. SARABANES, Ms. SCHAKOWSKY, Mr. SCOTT of Virginia, Ms. SLAUGHTER, Mr. THOMPSON of Mississippi, Ms. WASSERMAN SCHULTZ, Mrs. WATSON COLEMAN, Ms. WILSON of Florida, and Ms. BASS) who submitted the following resolution; which was referred to the Committee on Education and the Workforce, and

WHEREAS, H. Res 423 condemns in the strongest terms the unprovoked and racially motivated murder of Lt. Richard W. Collins III in College Park, Maryland, on May 20, 2017, expressing concern for the rising tide of racist and hate-based activities being committed on our college campuses, and reaffirming our support for inclusion, diversity, and safety in our higher education institutions in the wake of these attacks, and

WHEREAS, on May 20, 2017, Lt. Collins was heinously stabbed in the chest in an unprovoked attack at a bus-stop on the campus of the University of Maryland, College Park; and

WHEREAS, his alleged attacker, Sean Christopher Urbanski, had a known association with an Alt-Right White-supremacist group called “Alt Reich: Nation”; and

WHEREAS, the incident took the life of Richard W. Collins III, who was recently commissioned as an officer in the United States Army, intelligence branch; and was killed two days before he was set to graduate with a business degree from Bowie State University; and
WHEREAS, the horrific attack on the campus of the University of Maryland is the latest in an escalating rise in racial and hate-motivated activities on college campuses targeting Muslims, Jews, the disabled, immigrants, members of the LGBT community, and people of color; and

WHEREAS, the Anti-Defamation League and Southern Poverty Law Center have catalogued hate crimes in 33 States in recent months, including, and

(1) a noose was found on the campus of American University in Washington, DC, on the same day a Black woman became student body president; and

(2) posters at the University of Texas imploring students to “report any and all illegal aliens. America is a White nation”; and

(3) Adolf Hitler themed valentine’s cards stating “my love 4 u burns like 6,000 Jews” circulated at Central Michigan University; and

(4) flyers at the University of Pennsylvania asking onlookers to “imagine a Muslim-free America”; and

(5) printers were hacked and were forced to print anti-Semitic fliers at Vanderbilt University in Nashville, Tennessee; and

WHEREAS, a growing number of White, nationalist, racist, homophobic, anti-Semitic organizations are engaged in an unprecedented effort to attract and recruit young people on college campuses; and

WHEREAS, these extremist organizations have consciously made the decision to focus their outreach efforts on young people and students, employed a variety of tactics including fliers, online organizing, and bringing national leaders to speak, and have openly boasted of efforts to establish a physical presence on campus; and

WHEREAS, we have a responsibility to uphold the right to free speech that is protected by the United States Constitution, but we must not allow freedom of speech to be translated into hate-based activities and crimes; and

WHEREAS, long-time White supremacist Jared Taylor described the political landscape, as “a sign of rising White consciousness and that now is the time to press our advantage in every way possible”; and

WHEREAS, we have avoided discussion regarding homegrown terrorists that are becoming radicalized on social media and college campuses; and

WHEREAS, we must commit to do a better job at confronting hate in all forms, not just on college campuses; and

WHEREAS, the United States House of Representatives must come together and address the underlying issues leading to these unacceptable and heinous actions.

THEREFORE, BE IT RESOLVED, that the House of Representatives
(1) condemns the recent attack in Maryland, on May 20, 2017, that resulted in the tragic loss of Lt. Richard Collins III and all other hate-motivated incidents since the fall;

(2) acknowledges the efforts undertaken by the university officials at Maryland and across the country to respond to racism, extremism and hate, and create a safer campus for all members of the community;

(3) recognizes the persistent and growing threat posed by hate speech, efforts by extremist organizations to specifically target young people, and the normalization of these practices through platitudes about free speech; and

(4) remains actively committed to offering solutions that promote open, tolerant, and safe learning environments that fully respect diversity on college campuses.

THEREFORE, BE IT FURTHER RESOLVED:

(5) The BIG National President will write a letter to Maryland 4th District, the Honorable Congressman Anthony Brown expressing BIG total support of H. Res 423, seeking to keep our higher institutions of learning a safe place from horrible hate crimes and acts of pervasive bigotry and FURTHER offer BIG support in any way to promote H. Res 423, and

(6) The BIG letter will gracefully ask Congressman Brown to extend BIG’s offer of unwavering support to each of the Congressional members who have signed on (above) to this Resolution, and

(7) The BIG National President will write a letter to Lt. Richard W. Collins, next of kin, expressing BIG’s condolences and support of H. Res 423 and offering any support possible to the family.
WHEREAS, the National Organization of Blacks In Government (BIG), was incorporated in 1976, as a 501[c]3 non-profit organization to, educate and advocate on behalf of Federal, State and Municipal government employees and today, BIG seeks to represent 2.5 million public and private civil servants by continuing to address discrimination in the workplace and its effect on public service; and

WHEREAS, Statistical data compiled by the U.S. Department of Justice, FBI and other government and private organizations continues to show a pattern and practice of extreme disparate impact upon racial ethnic groups and individuals, and

WHEREAS, Daily news, social media and other reporting entities depict over aggressive policing, excessive force and targeting by law enforcement entities on a constant basis against ethnic and racial minorities, and

WHEREAS, Matthew Fogg, a Retired Chief Deputy U.S. Marshal & CNN Guest Law Enforcement Analyst, along with other law enforcement experts, have reported first hand, past experiences of Federal, State and Municipal operations involving racial profiling of ethnic minorities and targeted communities in the government orchestrated “War On Drugs”, and

WHEREAS, Because of the disproportionate numbers of ethnic minorities killed by police has created a legitimate fear of police and, if not for themselves, for their children and grandchildren in America, which has now created a movement known as “Black Lives Matter”, and

WHEREAS, H.R. 1498 “End Racial Profiling Act of 2017” was promulgated to address the fears and concerns by ethnic minorities from a disparate impact of police racial profiling, and

WHEREAS, H.R. 1498 as defined under six (VI) major Titles, prohibits racial profiling and requires Federal, State, Local, and Indian tribal law enforcement to develop programs to eliminate all forms of racial profiling as stipulated in this bill, and

WHEREAS, The United States Attorney General shall issue regulations and guidelines for the operation of administrative complaint procedures and independent audit programs to ensure appropriate response to allegations of racial profiling by law enforcement agents or agencies, and government grants can be withheld from any law enforcement entity found to be in noncompliance, and

WHEREAS, the United States Attorney General in consultation with stakeholders, including Federal, State, and local law enforcement agencies and community, professional, research, and civil rights organizations, shall issue regulations for the collection of compilation of specific data to determine patterns and practices in racial profiling investigations, and

WHEREAS, The U.S. Department of Justice’s Bureau of Justice Statistics shall provide to Congress and make available to the public, together with each annual report mandated by this bill, the data collected pursuant to this Act, excluding any personal identifiable information described in this legislation.
THEREFORE, BE IT RESOLVED:


(1) That the National President of Blacks In Government will write a letter to the Honorable John Conyers, House of Representatives Judiciary Committee; thanking him for sponsoring this legislation and asking Congressman Conyers to notify the 73 Congressional Supporters that BIG has endorsed H.R. 1498,

(2) Write the President of the United States asking him to support H.R. 1498,

(3) Write the Speaker of the U.S. House of Representatives asking him to support H.R. 1498, and

(4) Write the Chairman of the U.S. Senate asking him to support H.R. 1498 in the Senate version.
BIG Endorses Honorary Sponsorship of the Founders of BIG into The Distinguished Service Hall of Fame (DSHOF)

WHEREAS, in 1974, as a result of systemic discrimination in employment and training opportunities, a core group of Black employees at the Department of Health, Education and Welfare (HEW), (now Health and Human Services), began a mobilization effort among Black employees to educate racial minorities about institutional and attitudinal barriers which adversely affected their career and advancement opportunities; and

WHEREAS, in 1975, policies, practices, and procedures within HEW had so disproportionately impacted Blacks that the mandate for an advocacy group was apparent and indeed imperative; and

WHEREAS, in 1975, the Founders of the National Organization of Blacks In Government (BIG), used their collective strength to create a national response to the needs of African Americans in public service; and

WHEREAS, initially conceived as a liaison body to provide career counseling for minority employees, obtain management support for special emphasis events, articulate the concerns of Black employees directly to managers and administrators, and advise management on the development and implementation of various affirmative action programs, the Founders expanded the function of BIG to include advocacy; and

WHEREAS, subsequent to the establishment of the advocacy role, the Founders realized that the concerns of Blacks were not peculiar to any one agency so they had the mental foresight to broaden the scope of membership to incorporate all federal agencies and further expanded to state and local entities; and

WHEREAS, in 1979, the Founders held the first National Training Conference (NTC) in Washington D.C., with more than 4000 registrants; and

WHEREAS, after the phenomenal success and growth of BIG after the first NTC, the Founders sought to bring more structure to BIG through the establishment and creation of Regional Councils and chapters; and

WHEREAS, the Distinguished Service Hall of Fame (DSHOF) Award shall be the highest honor which can be bestowed upon any single member of BIG due to them distinguishing themselves as making exceptional contributions at the National, Regional, and/or Chapter levels of BIG and their respective communities; and

WHEREAS, as it is currently written, DSHOF criteria states that nomination shall be reserved for active and financial members who have been active in BIG for a minimum of fifteen (15) consecutive years; and

WHEREAS, as it is currently written, DSHOF requirements states that candidates must initially be recommended by their Chapter with final recommendation coming from the Region and final vote by the Delegates; and

THEREFORE, BE IT RESOLVED,

(1) Request that the National Delegates waive/suspend DSHOF criteria and requirements for the twelve (12) recognized Founders of BIG.

(2) Request that the National Delegates bestow upon the twelve (12) recognized Founders of BIG, due to their exemplary and historic efforts in the creation of BIG, the title of Honorary Distinguished Service Hall of Fame recipients.

(3) Request that the twelve (12) following Founders of BIG have all the DSHOF benefits currently recognized afforded to their Honorary DSHOF status:
   1. Elaine Bailey
   2. Lonis C. Ballard*
   3. John Caffey
4. Garfield Crawford
5. James Harden “Pat” Daugherty*
6. Rubye S. Fields*
7. Shirlene Gray
8. Ramona McCarthy Hawkins*
9. Fleetwood Roberts
10. Samuel S. Taylor
11. Ronda Thomas
12. Siegel E. Young, Jr.

*Deceased
Name: Jesse Sharpe  
E-Mail Address: jesse.sharpe@verizon.net  
Home Phone: 202-245-7222  
Work Phone: 240-447-9642

NATIONAL CONSTITUTION RESPONSIBILITIES

Article VI, Section 2.C.: 1st, 2nd, 3rd Vice Presidents. The 1st, 2nd and 3rd Vice-Presidents in order of rank shall perform all the duties and functions of the President in the event the President and the Executive Vice President are absent or incapacitated. During such a period, the Vice-President shall have all the powers of and be subject to all the restrictions of that office. In addition, each Vice-President shall be responsible for the following:

1) Federal—The First Vice President shall serve as a primary focal point for coordinating programs and activities and developing initiatives to promote the status of federal employees in the workplace; shall work with the Affirmative Employment/Equal Opportunity standing committee to ensure that the concerns of Federal employees are addressed.

INITIATIVES / ACCOMPLISHMENTS

- Coordination of 2018 NTI OPM’s Alliance of Colleges and Universities – 8/18
- Coordinated 2018 NTI OPM CFC Pathway to Success: Leadership Opportunities - 8/18
- 2018 Memorial Wall Program in New Jersey – 8/18
- Attended 2019 Region XI EEO Summit - 10/18
- Attended BIG RCI Holiday Gala – 12/18
- Participate in BIG National Executive (face to face) Committee meeting - 8/18
- Participated in NEC Face to Face meeting - 1/19
- Participated in NEC Installation of Officer - 1/19
- Attended the Association for the Study of African American Life and History 2/19
- Attended GODSU 4th Annual Men's/Family Empower U Conference & Graduation - 4/18-20
- Received Doctorate from GODSU - 4/20
- SEP Black History Month Article written for 2019 NTI Bulletin - 5/19
- SEP OPM Alliance of College and University NTI Bulletin - 5/19
- Attended 2019 Region XI Regional Training - 5/19
- Attended 2019 Region XI STEM and Oratorical Competition - 6/19
- Assisted members with accessing membership database and Excel reports (throughout the year)
- Assisted members with developing chapter websites (throughout the year)

ACTIVITIES / ACTIONS THAT SUPPORT BIG STRATEGIC PLAN

- Attended BIG 40th National Training Institute (NTI) In New Orleans, LA. Theme: “Leveraging Your Professional Attributes for Sustained Growth & Development” - 8/18
- Article, “Coping with the Federal Government Shutdown” written and posted on National Website - 2/19
- First Vice Presidents Round Table, 2nd Wednesday every month.
- Completed prototype of BIG Learning Lab Portal – 4/19

Sincerely,

Jesse Sharpe

Blacks In Government  
National First Vice President

“Act as if what you do makes a difference, it does.”
THANK YOU

FOR

THINKING