MEMORANDUM OF UNDERSTANDING
AFRICAN AMERICAN FEDERAL EXECUTIVE ASSOCIATION AND
NATIONAL BLACKS IN GOVERNMENT

1. PARTIES: The parties to this Memorandum of Understanding (MOU) are the African American Federal Executive Association, Inc., (AAFEA) and National Blacks In Government, Inc. (BIG).

2. PURPOSE: The purpose of this MOU is for AAFEA and BIG to work collaboratively to support the advancement of African Americans employees in the Federal Government.

3. BACKGROUND: AAFEA is the leading non-profit organization dedicated to preparing and supporting African Americans for advancement into and within the senior ranks of the Federal Government. BIG, a non-profit organization, is an advocate for equal opportunity and professional development of African American employees at the local, state, and federal government levels and others dedicated for justice for all. Its mission is to enable present and future African Americans employees to have the ability to maximize their career opportunities and provide a mechanism for inclusion, growth, and advocacy.

4. STATEMENT OF INTENT AND SCOPE OF THIS DOCUMENT: AAFEA and BIG will work collaboratively to develop and enhance the leadership skills of African American federal employees. This MOU provides the framework by which AAFEA and BIG can identify mutual opportunities to aid in developing strategies and implementing solutions aimed at ensuring access to employment and career enhancement opportunities for African Americans.

5. RESPONSIBILITIES OF ALL PARTIES:

AAFEA and BIG will use their individual resources to identify goals and objectives that they jointly would like to pursue. AAFEA and BIG will develop an annual of activities, which will include participation in both national and local chapter events.

AAFEA and BIG will be responsible for any costs associated with implementing this MOU unless agreed otherwise in writing.

AAFEA and BIG will each identify one person in their organization to serve as liaisons.

At a minimum the National Presidents (or designees) of each organization will meet at least quarterly (via teleconference) to discuss opportunities for collaboration and progress in building and maintaining a meaningful relationship.

6. FUNDING AND RESOURCE COMMITMENTS: Nothing in this MOU authorizes or is intended to obligate AAFEA or BIG to expend, exchange, or reimburse funds, services, or supplies or transfer or receive anything of value. Nothing in this document may be construed to obligate AAFEA or BIG to any current or future expenditures of resources.

7. RESOLUTION OF DISAGREEMENT: Should disagreement arise under this agreement, or amendments and/or revisions thereto, that cannot be resolved at the liaison level, the area(s) of disagreement shall be
stated in writing by each party and presented to the Presidents of each organization or designee for consideration.

8. INDEPENDENT RELATIONSHIP: This document is not intended to constitute, create, give effect to or otherwise recognize a joint venture, partnership, or formal business organization, or organization agreement of any kind, and the rights and obligations of the Parties shall be only those expressly set forth herein.

9. RIGHT TO ENGAGE OTHERS: This agreement in no way restricts either of the parties from participating in any activity with other public or private agencies, organizations, or individuals.

10. OTHER PROVISIONS: Nothings in this MOU is intended to conflict with current laws or regulations or the directives of AAFEA and BIG. If a term in this memorandum is inconsistent with such authority, then the term shall be invalid, but the remaining terms and conditions of this memorandum shall remain in full force and effect.

11. EFFECTIVE DATE: The terms of this MOU become effective on the date of the final signature of the parties.

12. MODIFICATION: The terms of this MOU may be modified upon the mutual written consent of the parties.

13. TERMINATION: This MOU will remain in effect December 31, 2020. This MOU may be extended or modified, at any time per mutual written consent of the parties. The MOU may be terminated with a 30 day notice submitted by either party.

Approved by:

For AAFEA

Ms. Leslye M. Fraser
National President AAFEA

Date

For BIG

Dr. Doris Sartor
National President BIG

Date