

BLACKS IN GOVERNMENT NATIONAL PROGRAMS DIRECTORY



**Committed to
Equity, Excellence, and Opportunity!**

THINK BIG

JOIN BIG

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Preface

The purpose of this booklet is to provide you with a description of the major programs that Blacks In Government (BIG) seeks to accomplish its objectives. The material describes the purpose of the program, how it works to achieve its objectives, and how you can participate. You will note that each program relates to the overall goal to promote equity, excellence and opportunity in government.

In addition to the programs, the booklet describes initiatives currently underway that affect our service to the membership and potential members. It is important that you are aware of these initiatives because they provide valuable opportunities for information and benefits for both members and nonmembers. Blacks In Government's programs and initiatives assist us in reaching our vision:

VISION

Blacks In Government will be recognized as a member-focused, World-class enterprise (business-like), with supporting Infrastructures that are competitive and centered around Excellence.

While some of the described programs are for members only, this fact only underscores the value of BIG membership and should present no obstacle to persons interested in taking advantage of them. The membership fee is reasonable and membership in a BIG chapter provides a host of benefits in addition to these specific programs. Not the least of these is the opportunity to become part of a national organization composed of dedicated, committed, and caring people working unceasingly for your interest.

Remember, these are national programs only. The various chapters sponsor a variety of programs to meet local needs and conditions, including tutoring and mentoring programs, employment advisory programs, and skills training programs.

The best way for you as an individual to become involved in a BIG program is to contact the chapter in your area. You can also call the BIG National Office to mail you a program kit on the particular program or you can download information from BIG's website, www.bignet.org. The address and phone number of the BIG National Office are also printed in the back of this booklet.

If the information in this booklet generates any thoughts about improving our programs, or other programs that we should promote, please don't hesitate to contact us. Thank you for your interest.

NATIONAL PROGRAMS

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AGENCY COMPLIANCE AND REVIEW

Objective: The Agency Compliance and Review program is designed to monitor affirmative action efforts of agencies/employers; in key employment areas of concern to Black government employees to include rates of hiring, firing, training, assignments and details, distribution of authority and responsibility, adverse actions awards, merit pay, and disciplinary actions.

The focus is on reviewing agencies at the national level to determine where, if any, an imbalance or absence of Blacks may exist in their work force. Agencies showing such an absence or imbalance are targeted for monitoring to ensure they comply with equal employment opportunity (EEO) regulations, directives, and laws.

Another focus of this program is to train Blacks In Government (BIG) chapters to monitor/evaluate federal and non-federal agency EEO programs in their immediate locale to ensure compliance with EEO laws, directives, and regulations. This can be accomplished through visits by BIG chapters to local agencies to address the aforementioned employment areas of concern that adversely affect Black government workers. Because of these visits by chapter representatives, identified problems may be addressed to the proper officials through appropriate leadership levels with the goal of resolving matters in dispute.

The Affirmative Employment and EEO Committee is responsible for implementing this activity.

ATTORNEY ASSISTANCE PROGRAM

Objective: This program helps members to exercise their rights guaranteed to them as government employees pursuant to law.

The Attorney Assistance Program provides one-time \$2,500 grants to BIG members to retain legal counsel to address adverse employment actions based on race or color.

Individuals are often unprepared to respond to acts of discrimination in the workplace. Employment discrimination claims require extensive financial resources and claimants are often under great pressure because of the financial strain placed on the complainant and his or her family. In order to assist BIG members with the costs of litigation; BIG created the Attorney Assistance Program. Members must meet the following requirements in order to qualify for the grants:

1. Hold membership in BIG for at least 2 years.
2. Allege adverse employment action because of discrimination based on race or color.
3. Receive the grants after a Report of Investigation is completed in a federal complaint or at a similar point in time in a nonfederal claim.
4. Allege facts that suggest a meritorious claim, and support those facts with documentation.

5. Provide for payment of the \$2,500 grant to a law firm, attorney, or bona fide legal clinic or legal assistance program.
6. Agree to repay the grant if his or her claim is successful.

The program is to be used in conjunction with BIG's Attorney Referral Service, which provides a list of attorneys familiar with employment discrimination law and BIG's Complaint Advisors and Assistance Program, which provides information regarding the EEO process. For additional information regarding this program, contact the Attorney Assistance Program Coordinator at AAP@bignet.org.

The Legal Review Committee is responsible for implementing this activity.

ATTORNEY REFERRAL SERVICE

Objective: This program helps members to exercise their rights guaranteed to them as government employees pursuant to law.

One of the greatest obstacles to winning a discrimination case is finding a good lawyer. Major problems include locating an affordable attorney that is experienced in public sector discrimination law. For this reason, BIG has compiled a list of employment discrimination law attorneys that have been recommended by BIG members.

If you are searching for a lawyer, you may want to start with your own BIG chapter. Get referrals from other employees that have filed similar claims and ask them about the quality of the services they received from their attorneys. Attorneys that are in your local area that have dealt with your agency have an advantage in that they are familiar with your agency's rules and the people that administer those rules.

Lawyer's fees vary. You should compare the fees and services offered by different lawyers and weigh the lawyer's reputations, backgrounds, fees, and availability to make a sound choice.

To get a copy of the Attorney Referral listing, you may contact the Attorney Referral Service Coordinator at ARS@bignet.org.

The Legal Review Committee is responsible for implementing this activity

COMPLAINT ADVISORS AND ASSISTANCE PROGRAM

Objective: This program trains BIG members to help other members and potential members fight discrimination in the workplace. Specifically, members are trained to advise and counsel government workers on how to win their EEO cases under CFR 29, Section 1614, which is the federal government's primary vehicle for resolving discrimination complaints.

Members of BIG who have experience in EEO issues present training and the training draws upon the nationwide experience of BIG members and chapters in dealing with

discrimination in the workplace. Members have been trained from all 11 regions within BIG and they are available to train and/or assist other members.

The program is under the auspices of the Affirmative Employment and EEO Committee. Chapters interested in finding out how they can arrange for training should contact the committee through the national office: Blacks In Government, ATTN: Affirmative Employment and EEO Committee, 3005 Georgia Ave., NW, Washington, DC 20001-5015.

Individuals interested in receiving the training should contact their nearest chapter. Call the BIG National Office at 202-667-3280 to find the chapter nearest you.

The Affirmative Employment and EEO Committee is responsible for implementing this activity.

DISCRIMINATION AWARENESS PROGRAM (BIG-DAP)

Objective: This program allows members to discuss charges of adverse, disparate and inappropriate treatment toward them as minorities in the workplace. It also provides documentary evidence of adverse impact and disparate treatment in the workplace.

These charges and documentary evidence are presented during a Discrimination Awareness Forum (DAF). The DAP allows BIG to work with agencies to develop strategies and plans to address issues and concerns of minority employees. It also provides preventive maintenance strategies and awareness against current public policy that may lead to discriminatory practices.

The Affirmative Employment and EEO Committee is responsible for implementing this activity.

FEDERAL EMPLOYEE EDUCATION AND ASSISTANCE FUND AND BLACKS IN GOVERNMENT SCHOLARSHIP PROGRAM (PILOT PROGRAM)

Objective: To help to open the doors of educational opportunity for BIG members' children, stepchildren, and grandchildren

Blacks In Government (BIG) along with and the Federal Employee Education and Assistance Fund (FEEA) established the FEEA/BIG Scholarship Fund. Through an annual open-competitive, process, this fund provides scholarships to all children, grandchildren, and stepchildren of active, financial BIG members, who have been a member in good standing for at least two consecutive years. The Federal Employee Education and Assistance Fund (FEEA) in Littleton, Colorado administers the scholarship fund.

The Program and Planning Committee is responsible for implementing this activity.

NATIONAL HEALTH INITIATIVE PROGRAM

Objective: Promotes efforts to educate, improve, and address health care issues that affect African Americans, and advocate for the implementation of policies and programs that can dramatically improve the health of dozens, hundreds, or even thousands people.

The National Health Initiative Committee is committed to a single, overarching purpose—promoting health awareness and preventing illness, disability, and premature death. Through its efforts, the committee:

1. Increases the level of awareness and understanding of the initiatives on the elimination of race and ethnic health disparities.
2. Identifies and addresses the knowledge gaps on how to deliver clinical and preventive services in the health field effectively.
3. Educates the general membership on health care access, prevention, treatment, insurance, funding opportunities and health risk factors that affect the African American community.
4. 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.
5. Helps to foster partnerships within the African American communities, including survivors.
6. Provides a regional health care directory of potential speakers.
7. Increases opportunities to network with health advocacy organizations, and health providers.
8. Addresses and identifies the health knowledge gaps on how to deliver clinical and preventive services effectively.

Special Projects:

1. **BIG Nationwide Stepping-for-Health Project** – Established to address lack of physical activity, obesity, and other chronic illnesses in our community. This initiative should motivate the membership to develop and to practice healthier lifestyles and eating habits. Participants are required to step 500,000 steps annually with a minimum of 50,000 steps.
2. **A-Walk-For-Health** – Established to support research for Cardiovascular Diseases, Diabetes, HIV/AIDS, Mental and Child Health for African Americans. Individuals, who attend the annual NTC, participate in a one-mile walk or run.
3. **Regional Health & Wellness Day** – A day-of-health at the chapter or regional level.

The Health Initiative Committee is responsible for implementing this activity.

INFORMATION SUPERHIGHWAY STUDENT COMPETITION ACADEMY

Objective: The competition provides students the opportunity to develop their computer skills and demonstrate their expertise and creativity on the information superhighway.

In an effort to generate greater interest in computer sciences, BIG sponsors an Information Superhighway Student Competition program for students in grades 9-12. The project is based on studies that show that African American students substantially lag behind the national average in use of computers. This is in part a result of the inequity in educational resources available to poorer school districts. However, it may also reflect a lack of interest based in under-exposure to the world of cyberspace at home. Computer skills are essential to success in the workplace of today and certainly the future.

Chapters are encouraged to hold contests within their communities and present awards to the winners. Local churches, schools, and youth organizations (Boy Scouts, Girl Scouts, etc.) are invited to sponsor participants. Chapter winners participate in regional competition, and regional winners then compete at the national level during the National Training Conference.

The Program and Planning Committee is responsible for implementing this activity.

LEGAL REVIEW PROGRAM

Objective: This program furthers the National Organization of BIG's historic goals including the promotion of the well-being, education, and professional development of Blacks in government service.

The following services are offered via the Legal Review Program Committee:

- | | |
|-------------------------------------|--|
| 1. Member Support | The committee responds to members' inquiries and assists members with their chapter activities. |
| 2. Special Projects | The committee aids in the development of strategies to define BIG's legal disposition and direction. It provides accurate and comprehensive legal research regarding BIG's initiatives and special projects. |
| 3. Legal Education Component Online | The committee responds to members' requests for information and education about legal subjects. |
| 4. Online Legal Resources Center | The National Programs section at www.bignet.org contains a link to the Legal Review Committee's online resources. The |

site contains BIG's Attorney Referral Service (ARS) listing, BIG's Attorney Assistance Program (AAP) application, information about BIG's Legal Intern program, the Legal Review section of the Officer Leadership Training Manual, online legal resources, legal reference guides on EEO Law and A76/Privatization, and information sheets on how to find an attorney.

5. Legal Intern Program

This program exposes law students and others to public sector discrimination law and other areas of law that affect government employees. The program will encourage minorities to become government attorneys and private practitioners that represent government employees.

The Legal Review Committee can be reached at legal.review@bignet.org. The Legal Review Committee is responsible for implementing this activity.

MONETARY ASSISTANCE PROGRAM (MAP)

Objective: To help chapters conduct meaningful programs in support of BIG's objectives, BIG provides financial help when requested through MAP. In this way, BIG is assured of a consistently high quality level of activity in support of its goals nationwide.

A chapter or a regional council may request the funds. The program provides funds for any program the chapter or council can relate to a BIG objective. Some applicants have used the funds to conduct tutorial programs, award programs, voter registration, and EEO training.

Requests may be made for refundable or nonrefundable assistance. Monetary assistance that is not to be refunded (grants) may be awarded for up to \$1,500 per chapter or regional council. Monetary assistance that is to be refunded (loans) must not exceed \$3,000, and must be repaid within 24 months. A combination of each type of assistance may be requested, but must not exceed \$4,500.

No more than one award of assistance may be made to a chapter or region within a three-year period. Applications must be submitted during the first month of the quarter prior to the quarter for which funds are needed. For example, funds needed in 11/06 must be requested no later than 7/31/06. Applications received after the deadline will not be reviewed. All applications must be submitted to the BIG National Office.

The application must show clearly, how the project relates to a specific objective and how it promotes the objective. It should include a budget and documentation of the

chapter/regional council's financial status, i.e., bank statements. It must be signed by at least three chapter or regional council members.

The Program and Planning Committee is responsible for implementing this activity.

NATIONAL TRAINING CONFERENCE (NTC)

Objective: BIG's National Training Conference (NTC) provides training that will enlighten civil servants about the issues that affect the public they serve. At the same time, the training supports professional development and self-improvement that can lead to career advancement and upward mobility. Participants learn how to deal with common workplace problems creatively and with minimum risk.

BIG's NTC is its major program activity and affords the organization an occasion to make optimum use of its nationwide membership base and diversity of talent. Each year, BIG brings together nationally known experts, policy makers, and administrators, as well as, grass-roots leaders to address critical issues of the day that affect government workers in the workplace and community. Workshops, plenary sessions, forums, and Special Enhancement Programs (SEP) provide an opportunity for conference participants to receive information in a dynamic and interactive environment.

The NTC is a unique training experience and has been endorsed by federal, state, and local agencies around the country as an authorized government-training venue. For more information on the annual training conference, log on to www.bignet.org.

The Conference Planning Committee is responsible for implementing this activity.

OFFICER LEADERSHIP TRAINING (OLT)

Objectives: The Officer Leadership Training (OLT) objectives are to: (1) help members to maximize their potential and reach their professional and personal goals; (2) increase members' understanding of the organizational structure and functions of BIG; (3) provide members with the tools and techniques needed to better serve BIG members and our constituents; (4) increase members' awareness of the services and programs offered by BIG; and (5) increase members' ability to motivate others to join BIG.

This training is designed to ensure that BIG fulfills its commitment to equity, excellence, and opportunity. It also encapsulates the vision of the organization, in which, BIG will be recognized as a member-focused, world-class enterprise (business-like), with supporting infrastructures that are competitive and centered around excellence.

Officer Leadership Training covers personal and professional development, the history, philosophy, and goals and objectives of BIG. The training also encompasses BIG policies and procedures, programs and operations, and services provided by BIG.

The Program and Planning Committee is responsible for implementing this activity.

PRESTIGE AWARDS PROGRAM

Objective: This program recognizes members, chapters, regional councils, and external individuals, organizations, and businesses for their outstanding contributions to the furtherance of BIG's goals and objectives.

Awards for distinguished service, meritorious service, and special achievement are presented at the Annual National Training Conference.

The National Board of Directors is responsible for implementing this activity.

SCHOLARSHIPS TO ACQUIRE CAREER KEYS (STACK) PROGRAM

Objective: The STACK Program provides BIG members an opportunity to jump-start their careers with additional education and training, and thus become more competitive for promotions and career advancement. The program underwrites specific training expenses associated with a specific government job or promotional opportunity.

Applicants must be able to show that (1) employer funds are not available for the training/education, and that (2) the desired training relates to current or potential employment. The funds may be applied to tuition or associated costs including room and board, books, instructional or lab fees, travel to the training site, or other training related expense to an accredited institution that can be documented.

Awards must be used within the fiscal year or one school term. When funds are used for a continuing course of study, a minimum of 2.00 grade point on a 4.00 point system or 1.50 on a 3.00 point grading scale is required.

Applicants must:

1. Be a financial and active member of BIG for 2 years.
2. Submit a plan to use the award within the fiscal year or one school term.
3. Define and justify the importance of the area of study, the anticipated benefits, and the scope of training.
4. Submit a proposed budget that contains an estimated cost to BIG, which is reasonable considering the anticipated benefits and scope of training.
5. Applications may be acquired from the BIG national office and mailed or hand delivered to the national office. They should be addressed to Blacks In Government, Attn: Chair, Program and Planning Committee, 3005 Georgia Avenue NW, Washington, DC 20001-5015.

The Program and Planning Committee is responsible for implementing this activity.

TRAINING IN COMMUNICATIONS (TIC) PROGRAM

Objective: This program is aimed at helping young people acquire the communication skills they need for success in the workplace as well as in life. The Training In Communications Program gives students a quality learning experience and a challenge in which they can develop life skills. The project also provides youth role models and support systems through one-on-one mentorships with BIG members.

The program is aimed at grades 9-12. It is composed of two parts, a Communications Academy and an Oratorical Contest. The Communications Academy provides youth an eight-session program (1 to 2 hours per session) of workshops and seminars on various communications skills. Topics include public speaking, use of audiovisual aids, and effective listening. Chapters are encouraged to work with local public speaking organizations, such as the Toastmaster's Clubs.

The Oratorical Contest gives students the opportunity to compete for scholarships and other awards at the chapter, regional and national level. Participation in the Communications Academy is encouraged, but not required.

The Program and Planning Committee is responsible for implementing this activity.

YOUNG LEADERSHIP ACADEMY (YLA) PROGRAM

Objective: To provide leadership training that is genuinely empowering, so that the members leave the training not just better educated but better people.

The Young Leadership Academy provides effective leadership training to provide a 21st century infrastructure and an educated membership to conquer the challenges facing the organization and the public servant today and in the future. The Academy focuses on identifying, equipping, and training members to produce leaders at various government levels to strengthen both individual and organizational performance. The Academy also provides leadership training and an opportunity for professional development using interactive workshops and seminars on a wide variety of leadership issues.

The National Executive Vice President is responsible for implementing this activity.

SERVICES AND INITIATIVES

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BIG BULLETIN

Objective: This publication highlights the personal achievements of our members and significant events affecting the organization.

The BIG Bulletin is the organization's newsletter that is published periodically throughout the year. It keeps the member informed of activities at the national, regional, and chapter level. This publication is also used to alert members of personnel and EEO changes that would affect them.

The Communication/Public Relations Committee is responsible for implementing this activity.

BIG HOTLINES

Objective: BIG's hotline is a 48-hour on-demand response tool. BIG's on-line version can be accessed at BIG.Hotline@bignet.org.

The hotline requires a **mandatory** "type category." The type categories are: Membership; EEO; Legislative; BIG Programs; Conference; and General. When using the e-mail Hotline, please include the type category as the **first** word in the Subject-Line.

The National Executive Committee is responsible for implementing this activity.

BIG NATIONAL HEALTH PROGRAM

Objective: The National Health Program promotes efforts to educate, improve, and address health care concerns affecting African Americans, and generate greater interest in the health status of African Americans.

The Health Initiative Committee is responsible for implementing this activity through conducting national health forums and disseminating health information concerning African Americans. This program will help to raise awareness of the unacceptable level of illness, suffering, and death among African Americans. It is designed to stimulate collective responsibility and action to ensure life and good health among members of BIG.

BIGNET

Objective: BIGNET is the Blacks In Government (BIG) membership direct access to the Internet. Its web pages are linked to important government agencies, including those dealing with jobs and employment (OPM, Labor, and DoD) and to the major federal, state, and local job announcements; to other Black-oriented websites, to the news of the day, and to the activities of the BIG organization and the various programs it offers.

BIGNET is has assume a major role in the communication infrastructure of the national BIG organization. Since BIG established its website in 1995, a completely new world of information and communication has opened up for the Blacks In Government members and the African-American community.

BIGNET is the electronic gateway for the National Organization of BIG, the Regional Councils, Local Chapters, and National Office. BIGNET is the World Wide Web connection for BIG members and other African-American public servants. BIGNET main audience has been BIG members who are looking for opportunities not only to advance their professional government careers; but, also to obtain valuable information concerning EEO and Affirmative Action, National and Local Training Conferences, Special Events, Membership Information, Legislative Updates, and National, Regional and Chapter Programs.

The average number of visitors to BIGNET has been over 200,000 visitors per year, with 2004 having 247,805 visitors, 6,867,195 hits and 1,057,645 web pages viewed.

Now, as more and more government workers become computer literate, BIGNET is the tool for advocacy, professionalism, and change for the African-American community.

The Telecommunications Committee is responsible for implementing this activity.

BIG REPORTER

Objective: This publication publicizes and projects the positive image of BIG.

The BIG Reporter is published bi-annually by BIG. It serves to promote BIG as an excellent training organization.

The Communication/Public Relations Committee is responsible for implementing this activity.

BIG RESOURCE AND INFORMATIONAL DIRECTORY

Objective: The directory is BIG's comprehensive organizational resource directory of national programs, services, contact information on all staff and national, regional and chapter presidents to ensure our members and constituents can readily reach our BIG leaders.

The Program and Planning Committee is responsible for implementing this activity.

BIG VOTE

Objective: The program's objective is to promote education, registration, and voting in a way that will result in public policies that support the needs, aspirations, and progress of African Americans.

This project is BIG's vehicle for participation in the political process in a way that assures maximum impact. BIG VOTE is designed to mobilize the resources of the organization as a national force behind Black America's need for political empowerment.

Chapters that participate in BIG VOTE become involved in voter registration on a year-round basis, not just before elections. The idea is to raise public awareness of the issues and the need to vote as a part of the process of responsible living. Education is provided to help voters define their interests in the competition for their votes. On Election Day, transportation to the polls is available to help people fulfill their good intentions.

The Legislative Review Committee is responsible for implementing this activity.

CONFERENCE REGISTRATION ASSISTANCE

Objective: This program is designed to help members to attend the National Training Conference.

This program provides assistance annually to help some members to attend the National Training Conference. The National Organization pays the conference registration fee for one member per chapter based on selection criteria.

The National Executive Committee is responsible for implementing this activity.

EEO INSTITUTE

Objective: Its purpose is to increase awareness of EEO complaint processes and policy issues.

During the National Training Conference, BIG facilitates a collage of workshops centered specifically on issues of EEO as it relates to the federal, state, and local EEO complaint processes and policy issues which impact upon public servants.

The Affirmative Employment and Equal Employment Opportunity Committee is responsible for implementing this activity.

ELITE CHAPTERS

Objective: The initiative recognizes BIG's Life Memberships. It provides a friendly designation and recognition of chapters that have 10 or more life members.

Each chapter that meets the criteria will be recognized at the National Training Conference. There are four Elite Chapter Levels.

1. Platinum – 75 or more Life Members
2. Gold – 25 to 74 Life Members
3. Silver – 15 to 24 Life Members
4. Bronze – 10 to 14 Life Members

The Membership Committee is responsible for implementing this activity.

EXCELLENCE IN GOVERNMENT AWARD'S PROGRAM

Objective: This program recognizes government departments/agencies for their outstanding contributions to the furtherance of BIG's goals and objectives.

An award is presented to the government department/agencies during the Excellence in Government Award's Banquet held during the BIG Annual National Training Conference.

The National Executive Committee is responsible for implementing this activity.

FDIC MONEY SMART INITIATIVE

Objective: The partnership agreement is between the Federal Deposit Insurance Corporation ("FDIC"), BIG Inc., and its local chapters. The purpose of the agreement is to promote financial education, asset building, and self-sufficiency. FDIC, BIG and its local chapters agree that asset building and self-sufficiency begin with a basic understanding of the U.S. banking system. Hence, both parties will work together to serve low and moderate-income communities via financial education.

The FDIC's Money Smart program is a set of 10 instructor-led training modules covering the following basic financial topics:

1. Bank On It — an introduction to bank services
2. Borrowing Basics — an introduction to credit
3. Check It Out — how to choose and keep a checking account
4. Money Matters — how to keep track of your money
5. Pay Yourself First — why you should save
6. Keep It Safe — your rights as a consumer
7. To Your Credit — how your credit history will affect your credit future
8. Charge It Right — how you make a credit card work for you
9. Loan to Own — know what you're borrowing before you buy
10. Your Own Home — what homeownership is all about

FDIC will provide at no cost to BIG and its local chapters CD-ROMs of the Money Smart curriculum in English, Spanish, and Chinese language as needed for its financial education-training program.

FDIC will offer BIG and its local chapters free Money Smart train-the-trainer sessions, as requested. Training sessions must have a minimum of 20 participants.

FDIC will inform BIG and its local chapters of promotional events, conferences, etc. which will benefit the partnership. Where Money Smart model program sites are established in cities where a BIG local chapter is located, FDIC will invite the subject chapter to participate as a partner in the model site.

FDIC will provide to BIG and its local chapters the list of its National Money Smart Alliance Partners as a resource to locate financial institutions in their communities that may be interested in supporting the Money Smart Program.

The Program and Planning Committee is responsible for implementing this activity.

GRASSROOTS LEGISLATIVE ACTION CENTER

Objective: Internet-based information system that allows for rapid notification of our members of important issues and legislation to mobilize them to take action (that is, contact their congressional representatives by e-mail, fax, or letter).

The system, interfaced on BIGNET, includes a congressional directory, a guide to Congress and the legislative process, and basic information for telephoning, writing, e-mailing, or visiting Capitol Hill.

The Legislative Review Committee is responsible for implementing this activity.

LEGISLATIVE POLICY CONFERENCE

Objective: This BIG's assembly addresses current legislative policies and issues that affect public servants at the Federal, State, and local levels.

Congressional representatives and senior public officials, as well as BIG's National Legislative Committee, provide expert knowledge and advice on matters of public policy.

The Legislative Review Committee is responsible for implementing this activity.

LEGISLATIVE REVIEW/ADVISORY GROUP

Objective: BIG established the Advisory Group on the Future of Governance and the Public Sector to advise the Legislative Review Committee, and the national leadership (i.e., National Executive Committee and Board of Directors, and Regional Council Presidents) on

the most effective way to influence public policy on the issue of flexible deregulated government.

The Advisory Board operates as a subcommittee under the National Legislative Review Committee. Members of the Advisory Group would be drawn from prominent business, academic, civic, and professional leaders who are knowledgeable about government, governance and public service.

The Legislative Review Committee is responsible for implementing this activity.

LEGISLATIVE REVIEW/CONGRESSIONAL ROUNDTABLE

Objective: The Congressional Roundtable is a coalition of organizations whose purpose is to address problems that we have in common as federal employees, unions, civil rights groups and minorities effectively.

Policy makers must focus attention on such issues as employment discrimination, privatization, contracting out, affirmative action, demonstration projects (that is, broad-banding, direct hiring, pass/fail systems, pay for performance), union busting, ergonomics, and the EEOC complaint process.

The Legislative Review Committee is responsible for implementing this activity.

LEGISLATIVE REVIEW/FEDERAL LEGISLATIVE REPORT

Objective: This report identifies and analyzes current legislation that will likely impact African American government workers.

The Legislative Review Committee is responsible for implementing this activity.

MEMORIAL WALL

Objective: The purpose the Memorial Wall is to provide formal recognition of deceased members at the National Training Conference.

Regions and chapters submit names of deceased members who have passed since the previous National Training Conference. The names of the deceased members are memorialized and placed in the national archives of BIG. The Memorial Wall is displayed at every National Training Conference.

The National Executive Committee is responsible for implementing this activity.

RAPID RESPONSE PUBLIC SERVICE ANNOUNCEMENTS

Objective: Using real-time information gained from the Legislative Action Center, as well as, staying abreast of current, relevant news that affect our members, BIG strategically positions itself to address the issue and publicly immediately.

The National Executive Committee is responsible for implementing this activity.

USDA TRAINING PARTNERSHIP

Objective: The purpose of the partnership is to offer US Department of Agriculture (USDA) training to BIG members and its affiliates during the National Training Conference.

The Graduate School, US Department of Agriculture (USDA) and BIG formed a partnership to offer US Department of Agriculture (USDA) workshops during the BIG National Training Conference. Information on open enrollment programs that are offered by the USDA Graduate School may be obtained on-line at <http://grad.usda.gov> or by calling 1-888-744-GRAD. Below is a list of USDA Graduate Schools by BIG Regions.

USDA GRADUATE SCHOOLS	BLACKS IN GOVERNMENT REGIONS
National Capitol	Region XI – Metropolitan Washington DC Area – (DC, MD, VA)
Northeast at Philadelphia	Region I – Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont Region II – New York, New Jersey Region III – Maryland, Pennsylvania, Delaware
Southeast at Atlanta	Region III – Virginia Region IV – Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, Tennessee
Midwest at Chicago	Region III – West Virginia Region IV - Kentucky Region V – Illinois, Indiana, Michigan, Minnesota, Ohio, Wisconsin Region VII – Iowa, Kansas, Missouri, Nebraska Region VIII – North Dakota, South Dakota
Southwest at Dallas	Region VI – Arkansas, Louisiana, New Mexico, Oklahoma, Texas Region VIII – Colorado, Montana, Utah, Wyoming Region IX – Arizona

USDA GRADUATE SCHOOLS	BLACKS IN GOVERNMENT REGIONS
Western at San Francisco	Region IX – California, Nevada Region X – Alaska, Idaho, Washington, Oregon

The National Executive Committee is responsible for implementing this activity.

OTHER BIG PROJECTS

**Committed to
Equity, Excellence, and Opportunity!**

COMMUNICATIONS AND PUBLIC RELATIONS

Objective: To increase the awareness of BIG among Federal, State, and Local government, as well as, publicizing and projecting the organization through the media.

The Communications and Public Relations Committee does the following:

1. Promotes the National Training Conferences and creates a medium of what BIG is about for distribution (delete period)
2. Generates media coverage for all major organizational events
3. Promotes the interests of BIG members
4. Keeps members updated on current issues affecting government workers
5. Expands the knowledge of BIG through the media
6. Creates a process for special interest advertising
7. Publishes the BIG Reporter and BIG Bulletin

The Communications/Public Relations Committee is responsible for implementing this activity.

EVALUATIONS

Objective: To develop a mechanism by which BIG programs, services, initiatives, and operations can be assessed to maximize organizational effectiveness.

The National Evaluation Committee is responsible for implementing this activity.

PROTOCOL

Objective: This program is designed to communicate contemporary, universally accepted etiquette and protocol procedures.

Protocol is responsible for planning, organizing, directing, and controlling the itineraries of distinguished visitors and internal and external officials of BIG and maintaining candor and order at official functions of the organization.

The Protocol Committee is responsible for implementing this activity.

GOALS AND OBJECTIVES

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GOALS AND OBJECTIVES

BIG functions as an employee support group, an advocacy group and a resource group for Black civil servants.

Its stated goals are:

1. To be an advocate of equal opportunity for Blacks in government.
2. To eliminate practices of racism and racial discrimination against Blacks in government.
3. To promote professionalism among Blacks in government
4. To develop and promote programs which will enhance ethnic pride and educational opportunities for Blacks in government.
5. To establish a mechanism for the gathering and dissemination of information to Blacks in government
6. To provide a nonpartisan platform on major issues of local, regional, and national significance that affect Blacks in government.

TEN REASONS TO JOIN BIG

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TOP TEN REASONS WHY YOU SHOULD JOIN BIG!

BIG WORKS FOR YOU

BIG is the only organization dedicated to the interests of the African American public servant. Other organizations may touch upon the problems that impact you but BIG is made up of people who share your interests, your concerns, and your problems.

BIG IS AN ADVOCATE

BIG speaks out on issues affecting the government workplace. BIG testified before the Congress on legislation reforming the EEO process, racial discrimination in government, and affirmative employment. BIG also spoke out on the disparate rate of discharge of African Americans from the federal service, the national performance review, and downsizing. BIG had a public hearing on the assault against affirmative action.

BIG IS AN EMPLOYEE SUPPORT GROUP

If you have a problem on the job, our BIG chapter can be an excellent resource for help and counsel. Many BIG members have dealt with similar problems and can suggest strategies for combating them. BIG also has a list of attorneys experienced in handling the type of problems BIG members may encounter.

BIG IS A PROFESSIONAL DEVELOPMENT ORGANIZATION

Every year BIG sponsors a national training conference which brings together national leaders and experts from around the country to address Black government workers. The conference is a unique training experience for government workers, providing you an exposure to issues often overlooked in the day-to-day workplace.

BIG IS A COMMUNITY RESOURCE

Your BIG chapter can be a strong force in the community helping to fight such community problems as drug abuse, teenage pregnancy, AIDS, illiteracy, and voter registration. The skills you develop on the job can be invaluable in promoting community activities through your BIG chapter.

BIG IS NETWORKING

By becoming a member of BIG, you are becoming a part of an organization that includes workers from all levels of government and all areas of the public workforce. The national training conference provides opportunities to meet experts from around the country, employers from other agencies, and pick up information and resources that can help you professionally and in your personal growth.

BIG IS A CHANCE TO MAKE A DIFFERENCE

We can accomplish together what you cannot do alone. With BIG you can work toward your goals with people who have similar goals. You can do something about the institutional and socioeconomic problems you face in the workplace and in the community. You can use your skills and talents in a setting in which they are needed.

BIG KEEPS YOU INFORMED

BIG keeps you up to date with the latest developments affecting the African American government employee. From the Washington, D.C. headquarters, we publish the monthly BIG Bulletin, and a quarterly magazine, The BIG Reporter. Regions and chapters also publish newsletters that focus on local issues.

BIG RECOGNIZES YOUR ACHIEVEMENTS

Each year BIG gives out awards to those who have made a major contribution to the goals and objectives of the organization. Regional councils and local chapters also recognize such achievements. These awards set role models for excellence in government service.

BIG IS AN OPPORTUNITY

BIG is the chance you have been waiting for to step up and take your place in the loop. To be a part of the fast-moving events that affect your world as a government employee, you need an organization like BIG that can speak for you and through which you can voice your views. If you are concerned about equity, excellence, and opportunity in government, you should consider BIG.

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