



# BLACKS IN GOVERNMENT

MEMBERSHIP IS OUR TOP PRIORITY



**Honorable Shirley A. Jones, Esq.,  
National President  
Blacks In Government**

**"Excellence is both colorblind and gender neutral."**

I have spent my entire 33 year career as a public servant at the U.S. Government Accountability Office (GAO). I started as a GS-7 Summer Legal Associate in 1988 and in February 2019, I was appointed by the U.S. Comptroller General to the Senior Executive Service (SES). That appointment made me the first and only African American female in the agency's 100 year history to hold the position of Managing Associate General Counsel. Importantly, as I look back over my career, joining BIG remains among the most meaningful career decisions I've ever made. Of course, I didn't know just how impactful it would be at the time. But, hindsight is always 20-20 so let my hindsight be your foresight.

I was first drawn to BIG because of the youth oratorical program that I attended at my agency sponsored by our GAO-USACE BIG chapter. Through that program, I thought I could give back and pour into the youth we touch with that program in the same manner that I was poured into at that age. I never thought my efforts with BIG would extend beyond that program and the chapter's Black History Month efforts. And, I definitely never planned to run for any elected position at the chapter level let alone at the regional and national level. But, the more I learned about BIG's history and purpose the more intrigued I became. And as an attorney, BIG's mission to serve as "an advocate of equal opportunity and professional development for Black government employees" truly struck a chord with me. Importantly, the more I became involved in BIG, the more I grew professionally.

While the core of our important mission has been the same since BIG's creation in 1975 and that is to create a level playing field for all employees to advance, our advocacy now has a much broader perspective. From mentoring, and networking for a new generation of employees through our NOW Generation efforts, to career development training through our National Training Institute (NTI) and Darlene Young Leadership Academy (DYLA) offered in conjunction with Morgan State University, to youth scholarships and our Future Leaders in America's Government (FLAG) program, BIG offers a wide array of programs and services.

Our advocacy efforts also extend beyond our government walls. If you look on our chapter and regional websites around the country you will see monthly activities where BIG members are in the community at food pantries and serving tables. And, during our NTI, you'll see BIG service projects in each city.

In short, BIG remains committed to advocacy. And, that advocacy extends to promoting greater diversity, equity, and inclusion within our government agencies and to addressing issues of mutual concern within the community.

So, that's why we are looking for partners and members just like you to bring your subject matter expertise to mentor, train, support, and to join forces to uplift our efforts and provide new innovation. I know it will be a win-win, mutually beneficial relationship for you just as it has been for me. Why join BIG? BIG still stands for advocacy and we need you to stand with us. Thank you for Thinking BIG!



**Honorable Gerald R. Reed**  
**Past National President**  
**Presidential Advisor**  
**Blacks In Government**

I first heard about BIG while I was stationed in the Army at Fort Myer, VA, from 1978-1980. As I inquired about the organization, I was told by my superiors' that BIG was a radical organization that I couldn't associate with while I was in the military. To no avail, they could not adequately define what they meant by "radical." Subsequently, after my Expiration of Time in Service (ETS) in 1980, I gained employment as a civilian working for the U.S. Army Military Personnel Center (MILPERCEN) at the Hoffman II Building in Alexandria, Virginia. Now, out of the military, I began my quest to get information on BIG. However, information was very limited, because no one I was working with knew anything about the organization. Of course, there was no "world-wide-web" or internet at the time. So, all of my research was by foot and keeping my ears to the ground for any leads I could find. Soon, my luck would change after I was accepted into an intern program in Automated Data Processing (ADP) now known as IT, or Information Technology, at the Pentagon in August 1980. During my tenure as an intern at the Pentagon, low and behold, I came across a memorandum from the Secretary of Defense, the Honorable Harold Brown, dated August 15, 1980, to Mr. Lonis Ballard, President of Blacks In Government.

After reading the memorandum, it became apparent that while I was in the military my supervisors did me a disservice when they labeled BIG as a radical organization. Now, it was my mission to find out more about BIG. During my discovery, I contacted someone who attended the first BIG conference in 1979 at the Omni Shoreham Hotel in Washington, DC. In 1981, as I was completing my second year in my intern program, I was able to secure a copy of an interview by BIG President Lonis Ballard as to the History of BIG.

I attended the 3<sup>rd</sup> conference right here in Washington, DC on September 3-5, 1981. But at the time I could not register, believe it not, because of the massive number of individuals attending the conference. To see so many African American government employees, I knew I was in the right place. Unbeknown to me, the Pentagon was standing up their chapter of BIG. So in 1985 I immediately joined the BIG Pentagon Chapter and been with the organization over 35 years.

Why did I join BIG, from the onset, it was more inquisitive then it became a passion. In addition, seeing the early professionalism within BIG, it created a strong sense of belonging. After getting intensely involved, BIG became a purpose in my life. As a voice of advocacy, a network of professionals, training opportunities, and the ability to grow my leadership skills, BIG was the only organization that encompassed such a wide range of opportunities, that if you put your mind to it, you could grow as an individual, progress as an employee, and develop as a leader. All of which I attained by being a member of the National Organization of Blacks In Government, Inc. (BIG).



**Legislative Review Committee**  
**Honorable Ms. Beverly Johnson**  
**Blacks In Government**

I joined Blacks In Government (BIG) over 28 years ago because I saw BIG as a professional development organization that not only cared, but was actually doing work to educate and provide equity, and opportunity for Black government employees. One of the many benefits of being a BIG member is networking and establishing invaluable relationships with Black government employees and others throughout the country. As my BIG Mentors did with me, I am able to serve as a mentor to many because Blacks In Government is truly a vehicle wherein you can certainly reach one and teach one.

The National Legislative Review Committee is responsible for reviewing and analyzing proposed and existing legislation and major employment program policy changes that impact Black government employees. To that end, the committee is committed to timely making our membership aware of such legislation and policy changes. Additionally, the committee seeks to establish and present programs featuring our elected government officials that will further enhance our member's knowledge and understanding of the legislative process, as well as BIG's position on some issues and legislation.



**Paula E. Davis**  
**National Training Institute Committee**  
**Blacks In Government, Inc.**

In March 2002, at Washington, D.C. National Airport, I met Blacks In Government (BIG) National President Honorable Mr. Gerald Reed and several other national officers. The Honorable Mr. Reed provided an overview of BIG History, reasons why I should join, BIG website, and National Office address and telephone for my potential joining the BIG organization. I immediately contacted the National Office to join BIG as an associate member.

I joined Blacks In Government to enhance (professional and personal) career goals, leadership skills, networking opportunities; and collaborating with senior leaders on matters that impact the African American employees in my Agency.

Since joining BIG, I have been mentored, and coached by several BIG leaders, The Honorables: Jacque Ballard, David Groves, Gerald R. Reed, Norma Samuel, Darlene H. Young along with many others. I have been able to accomplish my professional and personal career goals and so much more insight in general. Also, as a graduate of Darlene H. Young Leadership Academy, it provided me the pathway opportunity to obtain several leadership roles at the Chapters, Region XI, and National levels as well as becoming a senior manager within my agency. Overall, BIG has helped me to become a well rounded efficient and effective leader in BIG and in my career.

As, the National Training Institute Committee Chair, I am responsible for planning, organizing, directing, and controlling the entire aspect of the NTI execution. This committee develops 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. It also ensures support for the BIG annual business meeting – Delegates Assembly.





**Ms. Aditya McDuffy**  
**National Legal Review Committee**  
**Blacks In Government**

“Black government employees at the federal, state and local levels have significantly contributed to society in important and innumerable ways. I joined BIG because BIG’s goals and objectives uplift and strengthen Black government employees so that they can continue to make those contributions.”

“BIG provides information and leadership and developmental opportunities that equip Black government employees to excel.”

“BIG provides me with amazing opportunities to network with other government employees whose experiences and guidance inspire and motivate me.”

### Legal Review Committee Goals

- 1) To update and enhance Legal Review Committee programs.
- 2) To provide BIG members with educational resources in areas of law of interest to government employees.
- 3) To strengthen the infrastructure of the Legal Review Committee.

### Legal Review Committee Programs

- 1) *Attorney Assistance Program (AAP) & Attorney Referral Service (ARS)* - BIG believes that Blacks in government should have the opportunity for full, complete and equitable access to jobs, and that they must have recourse in adverse situations without discrimination because of race. BIG supports members that are addressing race-based discrimination in their employment with the AAP and ARS programs. You can get additional information about these programs by emailing the Legal Review Committee at [legalreview@bignet.org](mailto:legalreview@bignet.org).
  - a) Attorney Assistance Program (AAP) – BIG gives \$2,500 grants to BIG members that have filed employment discrimination claims based on race. The grants are only repayable if the member wins his or her case.
  - b) Attorney Referral Service (ARS) – BIG maintains a listing of attorneys that represent government employees in discrimination claims.
- 2) *Legal Education & Strategy* – The Legal Review Committee reviews and provides feedback on legal decisions affecting Black government employees and develops strategies to define BIG’s legal disposition and direction.
  - a) The Legal Review Committee provides input on BIG strategy.
  - b) Depending upon the expertise of Legal Review Committee members, the Legal Review Committee is available to provide training and educational resources on various legal topics.
  - c) The Legal Review Committee also identifies law firms and other entities willing to provide training or educational resources to BIG members on a variety of legal topics.



**Alice Mercer**  
**Affirmative Employment/Equal Employment Opportunity**  
**Blacks In Government**

I first became aware of Blacks In Government in 1986, when my agency funded two members of our Black Employment Program to attend the training conference in Cincinnati, Ohio. This was the beginning of the East Central Savannah River Area Chapter of Blacks In Government in which we received our charter in 1987. I was a charter member as well as the First Vice President of the newly formed East Central Savannah River Area Chapter of Blacks In Government. I can recall how excited I was to be selected to attend the 1987 Delegate Assembly and to receive our Chapter Charter. My mentoring starting at the Delegate Assembly in which the Region IV leadership took our new delegates and embraced us by explaining from start to finish the process of each motion, vote, resolution, etc.

I was impressed by the number of Black professionals in one place outside of the church. They were welcoming, non-threatening, and were vested in each other's advancement with the government. The workshops provided career development, leadership, and how to survive as well as overcome any objective that you could encounter.

If it was not for Blacks In Government preparing me how to navigate through the federal government, I believe I would not have been successful in my government career over 42 years. Like so many Blacks and minorities, I was selected for an entry-level position. However, the skills, knowledge, and abilities as well as the opportunities afforded to me by Blacks In Government gave me experiences that were not afforded to me within my agency. The competencies that I received by serving on committees at the chapter level were the positions of President, Immediate Past President, 1<sup>st</sup> and 2<sup>nd</sup> Vice President, Parliamentarian, Region Representative, and National Delegate. At the regional level I have served as Region IV Council President, Immediate Past President, 1<sup>st</sup> Vice President, Treasurer, and EEO Advisor. At the National level, I served as the Membership Co-Chair. On the Delegates Assembly Team as the Credentials Chair and Co-Chair, Elections and Nomination Committees, National Training Conference Workshop Chair and Co-Chair, and the National Customer Service Chair. I am currently serving as the National Affirmative Employment/Equal Employment Opportunity Chair.

I have found Blacks In Government to be a vital part of my family. I have received comfort, support, encouragement, mentoring, and constructive criticism that has made me a better person, a better citizen, a fighter, an advocate and so much more.



**Tekia Winder**  
**National Corporate Sponsorship Chair**  
**Blacks In Government**

I initially joined BIG to surround myself with other Elite Blacks professionals who were innovative, critical thinkers, and go-getters. (Iron sharpens Iron) My agency did not have leaders in management who looked like me. Therefore, I wanted another networking vessel but in a professional setting to obtain leadership development opportunities. BIG hands down, provides the BEST training you will ever receive. I became an active member by holding positions on the Chapter, Regional, and now National level to bring great training and content to help our members better themselves. The only thing that separates one person from the next is opportunity. So, I wanted to be part of an organization that makes sure our members are well equipped with the proper training and knowledge to be successful leaders within their personal and professional lives. This ties into my favorite quote. “Stay ready so that you do not have to get ready.” If you are ready to take your career to the next level and be a part of a cutting-edge organization. Blacks In Government welcomes you and wants to prepare you so that you will STAY READY.



**Mrs. Lauren D. Merritt-Taylor**  
**National Historian/Librarian**  
**Blacks In Government**

I joined BIG as a new federal employee during a recruitment effort because the Immediate Past President of my current chapter encouraged me to “invest in myself.” I did not know what BIG was, but I wanted to learn more after that statement. I *stayed* with BIG because it is an organization that will groom you, educate you, and rally around you during (and after) your career.

The Historian/Librarian shall prepare a narrative account of the organization’s activities which, when approved by the Board of Directors, will become a permanent part of the organization’s official history. The Historian/Librarian shall, also, be responsible for the collection of books or other written or printed matter relating to the organization. All material will be stored in the National Office Archives.



**Mr. Walter Jones**  
**Project BIG Vote**  
**Blacks In Government**

**Why did I join BIG?** I joined Blacks In Government (BIG) because I wanted to be affiliated with like-minded individuals who advocated on behalf of Black workers. Like many African Americans, I found it extremely difficult to get promoted or participate in relevant leadership forums where my input mattered. BIG provided me a pathway to develop as a leader and grow into leadership. In BIG, learning is continuous. Joining BIG was probably one of the best decisions I have made.

**Tell us about Project BIG Vote and what you are trying to accomplish:** The mission of Project BIG Vote is to encourage equal opportunity, address racial discrimination, and promote professional development. We will meet this requirement by bringing awareness to bills like H.R. 1 and issues like gerrymandering. H.R. 1 AKA “For the People Act” is a bill in the United States Congress to expand voting rights, change campaign finance laws to reduce the influence of money in politics, and limit partisan gerrymandering. This committee will collaborate with civic organizations, churches, fraternities, sororities, and other groups to bring awareness of voter suppression and encourage voter registration. Project BIG Vote will educate our community on long-standing tactics and practices that have historically impacted the Black vote. Our goal is to establish a following of committed supporters who will routinely contact the house and senate on matters that subjugate Black voters.



**Ms. Kathy K. Best**  
**Future Leaders in America’s Government (FLAG)**  
**Blacks In Government**

Blacks In Government created a formal youth structure to include into its membership, young people who BIG will prepare as the new generation of American leaders to act as advocates for the employment and general welfare of Blacks employed by Federal, State, and local governments. The FLAG program is designed around five critical areas that will help prepare our youth to reach their full potential—mentorship; financial literacy and leadership training; career training and education; pre-professional career opportunities; and scholarship opportunities. BIG partners with colleges, community organizations, government agencies, corporations, businesses, and other stakeholders who lend resources to provide youth with opportunities that foster academics, leadership development, personal growth, and life skills.



**Dr. Wilda Parker Collins**  
**Impexium Liaison**  
**Blacks In Government**

I am Dr. Wilda Parker-Collins, the new Impexium Liaison, and I joined BIG because I felt at home and the atmosphere was one of elation and productivity. I was in awe on the excellent training, the number of people attending the training and the information on what BIG stood for regarding diversity and inclusion. The benefits of joining BIG pertain to the quality of networking among your peers and the level and variety of classes there were offered from Communication to Leadership. From day one I was hooked on BIG and what it stood for among the people. It provided a sense of production when attending the classes as well as the ability to come back to the office and provide a breakdown of what was learned during the training. I joined after my first convention.

Serves as Blacks In Government's Liaison for the Association Management System (AMS), working with Impexium associates to manage BIG's Impexium Platform. Lead administrator with duties to manage access, processes, configuration, tasks, user uploads, maintenance, security. Additional responsibilities included but not limited to:

- Establish list of system users and assign roles using role-based security
- Provide staff users access rights, based on permission levels and roles.
- Hold regularly schedule meetings with Impexium Account Manager
- Coordinate system modifications requests with BIG's Impexium Account Manager
- Coordinate support services with BIG's Impexium Account Manager and BIG NEC
- Stay abreast of Impexium functionality enhancements and notify BIG staff users.
- Work with BIG staff users responsible for BIG operations -- membership, accounting, NTI, registration, webinars, programs, sponsorships, fundraising, BIG Store, and other areas -- with setting up the content for their respective APP, etc.
- Provide training to National Board of Directors – how to navigate the BIG Member Portal
- Train and coordinate with users as needed to successfully accomplish their tasks.
- Work with National President, Treasurer, Assistant Treasurer, Membership Chair, and National Finance Chair ref accounting processes and revenue receipts processing to ensure accurate records and ease of reconciliation process.





**Mr. Johnny R. Barideaux**  
**DYLA Coordinator**  
**Blacks In Government**

I joined Blacks In Government (BIG) in 2006 to take advantage of first-rate training and networking opportunities at the annual National Training Institutes. I've always promoted the organization by providing Trip Reports and additional feedback after attending the annual training. I attended the Officer Leadership Training session in 2007 and the Darlene H. Young Leadership Academy in 2008. Both are excellent training opportunities offered by BIG. I was selected as the DYLA Coordinator in January 2018.

**DYLA Program Overview:** Blacks In Government and Morgan State University together formed a leadership training vehicle to foster excellence in leadership within the organization of Blacks In Government to develop professional and personal leadership skills within the membership. The Darlene H. Young Leadership Academy (DYLA) is a competency-based leadership development program designed to develop future public service leaders by providing assessment, experiential learning, and individual development opportunities. This highly interactive training will use dynamic instruction and numerous activities to emphasize leadership traits and facilitate discussion of leadership issues.

#### **INTENDED LEARNING OUTCOMES**

- To understand differences in people
- To build and lead teams
- To communicate effectively
- To maximize employee potential
- To facilitate strategic planning
- To meet individual & organizational goals
- To facilitate team building



**Rochelle Bryant**  
**National Finance Chair**  
**Blacks In Government**

Blacks In Government is a very important organization and what we do year round is not just about one person, it's a collective effort of dedicated volunteers who advocate for equal opportunity, promote professionalism, eliminate practices of racism, racial discrimination and promote programs and educational opportunities for Blacks In Government.... I wanted to be a part of an Organization that is responsible for Building and Growing Black Professionals, BIG is that Organization, and that is why I joined BIG and continue to work on the frontlines for equality.

**National Level**  
National Finance Chair  
National Assistant Treasurer  
National Communications & Public  
Relations Chair  
NTI Communications Committee  
Two Presidential Awards

**Region Level**  
Treasurer\Chief Financial Officer  
Marketing Chair  
Communication Chair  
  
Region Representative  
Multiple Presidential Awards

**Chapter Level**  
2<sup>nd</sup> Vice President  
Treasurer  
Assistant Treasurer  
  
Membership Chair  
Webmaster  
Regional Representative  
Multiple Chapter Awards

Every position I've been elected or appointed to was not by happenstance, I've been staying in my lane. As an active member of Blacks In Government for 14 years, currently serving as the National Finance Chair, I've had the opportunity to serve in positions related to Finance, Branding & Marketing, Membership and Communications at all three levels of Blacks In Government.

As a career Federal Employee for over 35 years in the Business Financial Arena, it was not a huge leap to want to work in position that would allow me to use my Financial background. I believe that Financial responsibility is essential to creating a better, stronger, more prosperous Organization for the next generation. No stranger to advocacy, I have been an active member in my community, and on the front lines of advocacy for 20+ years. I've carried this passion throughout and in every position, I've held in Blacks In Government. **I believe that** in order to be the best, we must carry ourselves at all times in a way that will bring positive attention to Backs In Government. That goes directly to how the Organization is viewed via all outlets, person to person, print, visual, automation and social media. I've work to make sure BIG is seen and viewed as a World Class Organization by making sure I stay in my lane. And staying in my Lane doing what I do best, means I'm working in concert and within BIG's Preamble, Goals and Objectives.



**Alesia Smith**  
**Now Generation Chair & Coordinator**  
**Blacks In Government**

“Why did you join BIG and what benefits have you received from joining?”

I joined BIG because I wanted to be connected to other Black employees within my agency. Because of my membership, I have been able to further my education and professional development through educational scholarships and participation in an executive leadership program. I have no doubt that these opportunities played a part in my latest promotion and will continue to assist me as I grow in my career.

The NOW Generation focuses on programming for young professionals of BIG under the age of 40 looking to enhance their success and become leaders in the workplace. This year’s goal will be to implement a mentoring program, along with curate events that focus on professional development, networking, and skill building.



**Ms. Deena Sheppard**  
**National 1st Vice President**  
**Blacks In Government**

Ms. Deena Sheppard has served Blacks In Government (BIG) over the past 20 years in leadership roles at the Chapter, Region and National levels. She retired from the United States Environmental Protection Agency (EPA) after 38 years of Federal Service, BIG’s National 1st Vice President, Gold Plus BIG member, BIG’s Darlene Young Leadership Academy Graduate and a previous recipient of BIG’s Meritorious award. She has been responsible for recruiting and retaining hundreds of members throughout the years. Those who know her know her love for Blacks In Government.

When asked why should people join BIG?

“There are so many reasons: training opportunities through BIG’s National Training Institute, Scholarships, Community Outreach and leadership opportunities through BIG’s Darlene Young Leadership Academy just to name a few.”

“BIG is an organization that cares about their members and gives BACK!”

# BIG Purpose, Mission, Vision, and Goals

**PURPOSE:** BIG serves as an advocate of equal opportunity to address practices of racial discrimination and promote professional development for all employees at the Local, State and Federal government arenas.

**MISSION:** BIG's mission is to provide a mechanism for inclusion and advocacy to all current and future employees in Local, State and Federal governments while enabling these employees to maximize their career growth and opportunities.

**VISION:** Member focused, world class enterprise, recognized for excellence

## **BIG'S STATED GOALS**

1. To be an advocate of equal opportunity
2. To eliminate practices of racism and racial discrimination
3. To promote professionalism
4. To develop and promote programs which will enhance ethnic pride and educational opportunities
5. To establish a mechanism for the gathering and dissemination of information to civil servants at the local, state, and federal government arenas.
6. To provide a nonpartisan platform on major issues of significance affecting to civil servants at the local, state, and federal government arenas.

BIG is a professional development organization. Each year, BIG sponsors national training that brings together national leaders and subject matter expertise to provide exceptional training on critical skills needed for its members' personal and professional development. These professionals come from around the country to address BIG's membership. This training is unique, an experience that is hugely beneficial to your professional and personal growth and provides exposure to issues often overlooked in the workplace. BIG is networking. Becoming a member of BIG, you will be a part of an organization that includes workers from all levels of government and all areas of the public workforce. The National Training Institute provides an opportunity to meet experts from all around the country, employers from other agencies and gather information and resources that can help you grow professionally and personally. BIG recognizes your achievements. Each year the national organization presents a Closing Plenary, recognizing those members who have made a major contribution to the goals and objectives of the organization. Regional councils and local chapters also recognize such achievements. Members recognized at the national, regional, and chapter levels are role models for excellence in government service. BIG is an opportunity to step up, obtain leadership experience and development, improve communication skills, expand your network, find a mentor, improve critical thinking and creative skills, and enhance knowledge, skills, and abilities 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 opinions and views. If you are concerned about equality, excellence, and opportunity in government...Welcome to the BIG Family.

# BIG Is Relevant

News and social media present evidence daily that the battle for fair and equal treatment of all Americans, most noticeably minorities, is an ongoing struggle. Therefore, BIG is as relevant and necessary today as it was when it was founded in 1975.

## **BIG is for State and Local government employees as well**

BIG recognizes it must continue advocating for equity, excellence and opportunity within government at all levels (federal, state and local). Since state and local laws often vary, it is especially important for government employees at those levels to leverage organizations like BIG. In order to help bring national attention to acts (and suspected acts) of racism and discrimination experienced at state and local levels.

## **BIG listens**

Experience reveals that acts of racism, discrimination and retaliation are often shared experiences, which is to say that while each transgression is unique to the receiver, acts of racism, discrimination, and retaliation are often not isolated incidents within a given agency. BIG wants to know what you're going through to collaboratively work as a collective unit to help individuals with resolving their specific issues and assist agencies with identifying and resolving the root cause(s) which led to the acts of racism, discrimination and retaliation within their organization. We will also routinely release a short workplace climate survey via our national website that will allow government employees (federal, state and local) to anonymously tell us about their workplace environment. BIG can, then, use that information to help focus its efforts regarding how to effect enduring change.

## **BIG develops professionals**

Much of the training BIG offers is applicable to government employees regardless of their sector (federal, state, or local). In addition to our annual National Training Institute, BIG's eleven geographically regional councils and over 200 chapters nationwide often provide training monthly. BIG highly encourages individuals, particularly state and local government employees, to seek out, and take advantage of whatever training opportunities we offer. Please visit [www.bignet.org](http://www.bignet.org) to locate a BIG region or chapter near you for additional details.

## **BIG connects**

In addition to the BIG National Training Institute, BIG's eleven regional councils and chapters throughout those regions regularly conduct events in their local areas, providing numerous opportunities nationwide to connect with members near you. These connections can open doors to professional and personal opportunities that may have otherwise been unavailable or gone unnoticed. Also, State and Local employees are encouraged to join BIG, increase your network, find a mentor, and take advantage of information regarding various resources specific to state and local employees. BIG's National 2nd and 3rd Vice Presidents maintain connections within each region to establish across the board networking and information sharing that will benefit all state and local government members. BIG actively participants at various summits and conferences, to collaborate on how BIG can better serve YOU! Please visit our national website at [www.bignet.org](http://www.bignet.org), by all means join BIG, and become part of the family.



# BIG Stands For Advocacy

BIG functions as an employee advocacy group that provides support and resources to civil servants at the local, state, and federal government arenas. The organization functions as a nonprofit, nonpartisan group.

## **BIG works for you**

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

## **BIG is an advocate**

BIG speaks out on issues affecting the government workplace. BIG testified before Congress on legislation reforming the EEO process, racial discrimination in government, and affirmative employment; and on disparate rate of discharge and downsize of African Americans in the workplace. BIG also held a public hearing on the actions against affirmative action.

## **BIG is a chance to make a difference**

Together, we can accomplish what we cannot do alone. With BIG, you can work toward your goals with people with similar goals and concerns. You can do something about institutional and socio-economic problems that you face in the workplace and in the community and use your talents and skills to change the situation and make a difference.

## **BIG as an employee support group**

If you have a problem on the job, your BIG chapter and/or region can be an excellent resource for help and counseling. Many BIG members have had to deal 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 encounters.



## BIG Member Benefits

*A few Advantages of joining BIG!*

### 🗳️ **Voice of Advocacy**

🗳️ As civil servants at the federal, state, or local jurisdictions, BIG coalesces around legislation and social causes that affect your well-being. **BIG steps up on your behalf!**

### 🗳️ **Joining A Network of Professionals**

🗳️ These Individuals are subject-matter-experts in their fields and trying to improve upon their career opportunities. Spend time with people who are heading in the same direction in which you want to go. **Association brings Assimilation!**

### 🗳️ **BIG is Networking**

🗳️ You can build relationships that can drive employment opportunities. For example, when you're nationwide, BIG can do handshakes across employment offices because we are employed there. **It's Good Business to do Business with BIG!**

### 🗳️ **Training**

🗳️ BIG provides the proving grounds to hone and develop your career skills through its Training Institute, Leadership Academy, NOW Generation Program, Officers Leadership Training, and Future Leaders in America's Government mentorship program. **Training Perfection!**

### 🗳️ **Grants**

🗳️ BIG offers grants, scholarships, and assistance support in matters of adverse employment issues. **BIG, extending its Arm of Support!**

# Blacks In Government National Programs

## Program & Planning Committee



OFFICER LEADERSHIP TRAINING  
 SCHOLARSHIPS TO ACQUIRE CAREER KEYS  
 TRAINING IN COMMUNICATION

MONETARY ASSISTANCE PROGRAM  
 BIG FEEA SCHOLARSHIPS  
 SCIENCE, TECHNOLOGY,  
 ENGINEERING AND MATHEMATICS

# BIG National Programs and Services

## **MONETARY ASSISTANCE PROGRAM (MAP)**

Helps chapters to conduct meaningful programs in support of BIG's objectives. BIG provides financial help when requested through the MAP. In this way, BIG is assured of consistently high-quality level of activities in support of its goals and objectives nationally.

## **NATIONAL TRAINING INSTITUTE (NTI)**

Provides training that will enlighten civil servants about the issues that affect the public they serve. Also, 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.

## **OFFICER LEADERSHIP TRAINING (OLT)**

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.
5. Increase members' ability to motivate others to join BIG.

## **SCHOLARSHIPS TO ACQUIRE CAREER KEYS (STACK)**

Provides BIG members an opportunity to jumpstart 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.

## **TRAINING IN COMMUNICATIONS (TIC) PROGRAM**

Help 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 challenge students to develop necessary life skills. Also, the program provides students with positive role models and support systems through one-on-one mentorship with BIG members.



Blacks In Government has partnered with Morgan State University!

The partnership agreement between Blacks In Government (BIG) and Morgan State University (MSU) was designed to create a certification process leading to the awarding of Continuing Education Units (CEUs) to each Darlene H. Young Leadership Academy (DYLA) participant. This partnership recognizes Morgan State University's Center for Continuing and Professional Studies (CCPS) capacity to issue CEUs/PDH's.

The mission of the Center for Continuing and Professional Studies (CCPS) is to serve the lifelong educational needs of traditional and non-traditional students pursuing undergraduate, graduate, professional and personal growth aspirations. CCPS coordinates a broad variety of educational activities and community services for culturally diverse populations.

Click [here](#) for more information.



The DYLA is a developmental program designed to develop future public service leaders through providing assessment, experiential learning and individual development activities and opportunities. Throughout the program, students are challenged to grow and develop personally and professionally. This program requires focus, commitment, and hard work. It is our hope that the students take full advantage of the opportunities afforded through this program. We encourage you to make the extra effort to ensure that you get the most out of this program.

The program will use True Colors personality assessment, which provides important feedback to participants on the key leadership competencies needed for effective performance in the public sector. The feedback generated from this instrument will provide objective information about how others see important aspects of your behavior in the workplace. This will be invaluable when developing an effective Leadership Development Plan.





## AFFIRMATIVE EMPLOYMENT & EQUAL EMPLOYMENT OPPORTUNITY (AE/EEO) PROGRAM

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### **BLACKS IN GOVERNMENT AE/EEO PROGRAM**

National Blacks In Government (BIG) Affirmative Employment/EEO program develops programs to address areas of concern of Black government employees including rates of hiring and firing; promotions; training; details; distribution of authority and responsibility; adverse actions; awards; merit pay; and disciplinary actions. Also, in line with BIG's strategic plan, one of BIG's AE/EEO program goals is to eliminate practices of racism and racial discrimination against Blacks In Government. In re-energizing BIG's AE/EEO program, we are establishing a process to assist (1) individuals seeking relief from discrimination in the workplace and (2) groups of employees within specific agencies who are experiencing discrimination in the workplace. Both processes will provide documentary evidence of adverse impact and disparate treatment which will enhance BIG's meeting with agency management officials to point out practices of racism and racial discrimination against Blacks (and other minorities) in government and offer solutions to eliminate unfair practices as stated in our strategic plan. In addition, BIG members will be trained as Complaint Advisors to provide advice and assistance to government employees. The Complaint Advisors will support the entire AE/EEO program. The initial focus areas are discussed in the following sections.

## BLACKS IN GOVERNMENT MILITARY VETERANS EMPHASIS PROGRAM (MVEP)

The MVEP serves as an internal consultant to BIG and promotes the use of the Veterans Administration and community programs, benefits and services for BIG military veterans and their family members. In addition, MVEP makes recommendations to the National Executive Committee that will better serve military veterans and their families.

BIG MVEP provides 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/private organizations by fostering synergies that help ensure BIG military veterans and families maximize military veteran-oriented resources and services

### OUR GOALS

1. Develop and promote career and educational opportunities.
2. Forge and cultivate partnerships with affinity organizations and veteran friendly corporations.
3. Assist with the transformation of military leaders to civilian leaders.
4. Serve as a conduit that disseminates military-veteran oriented information.
5. Serve as an advocate for BIG military/veterans and their families.
6. Serve as a liaison between BIG military veterans and their families and the National Leadership.

### MVEP INITIATIVES

1. Prepare a survey to identify BIG military-veterans and family members.
2. Solicit corporate sponsorship.
3. Initiate training programs at the NTI and local communities.
4. Participate in local and national military veteran events.
5. Solicit regional support.

### INFORMATIVE

1. Educational Benefits
2. Disability News
3. PTSD
4. VA Services
5. Military Organizations
6. Women Veteran Benefits
7. Military History
8. National Standown Information
9. Annual NTI Information
10. MVEP Program Schedule



# Membership With Blacks In Government

Membership is open to anyone regardless, regardless of age, ethnic background, religion, gender, grade, and even military and contractors are welcome.

## Categories

- Regular Membership – Employees or retirees of the federal, state, and local arenas of government, who are in accord with the principles, policies, and objectives of the organization may apply for regular membership. Regular members shall be accorded all privileges of membership but must be a regular member in good standing before becoming a Lifetime or Gold Plus member.
- Associate Membership -Members or employees of private, or non-government organization accorded all rights and privileges of regular membership. Except participation in voting for and holding elective offices. Associate members shall be accorded all privileges of membership but must be an Associate Member in good standing before becoming an Associate Lifetime or Gold Plus member.
- Life Membership – As a Lifetime member of BIG, you are still required to pay annual chapter or regional dues as designated by your respective regions, and/or chapter. You must first be a Lifetime member before coming a Gold Plus member.
- Gold Plus Membership - Gold Plus members are accorded all rights and privileges of membership. Only those who are qualified as Life members are eligible to receive Gold Plus Membership. You are still required to pay annual chapter or regional dues as designated by your respective regions, and/or chapter.

## Membership Cost

- Regular Membership - \$35 (Annual Renewal)
- Associate Membership - \$25 (Annual Renewal)
- Regular/Associate Life Membership - \$325 (Must be paid in full before Regular/Associate Membership expires and before coming a GoldPlus Member)
- GoldPlus Regular/Associate Life Membership - \$250 (Must be a Lifetime Member first)
- Associate Member Student - \$20 (Annual Renewal)
- Associate Member Flag Student - \$20 (Annual Renewal)

**\*\*NOTE: Members unaffiliated with a chapter, Undecided (At-Large) or Associate Members, cannot be a delegate, vote, or hold an elected office.**

DATE RECEIVED: \_\_\_\_\_ DATE PROCESSED: \_\_\_\_\_

FOR OFFICE USE ONLY

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"MEMBERSHIP – OUR TOP PRIORITY"

Blacks In Government • 3005 Georgia Avenue, NW • Washington, D.C. 20001 • Telephone: (202) 667-3280 • Fax: (202) 667-3705  
www.bignet.org

<b>1 MEMBERSHIP INFORMATION [PLEASE PRINT]</b>		
Applicant Name: <i>Last</i> _____ <i>First</i> _____		<i>Title</i> _____
Current Home Address: _____		Home Phone: _____
City: _____	State: _____	ZIP Code: _____
<b>EMPLOYMENT INFORMATION</b>		
Current employer (Full Agency Name): _____		Department: _____
Employment Sector: <input type="checkbox"/> Federal <input type="checkbox"/> State <input type="checkbox"/> Local		Region: _____
Business Phone: - _____	Extension: _____	Fax: _____
<b>2 MEMBERSHIP OPTIONS</b>		
Type of Membership: <input type="checkbox"/> New <input type="checkbox"/> Renewal—Membership Number: _____		
Name of Chapter: _____		Region Name: _____
Membership Category:		
<input type="checkbox"/> Regular Member \$35.00		<input type="checkbox"/> Associate Member \$25.00
<input type="checkbox"/> Associate Member Undergraduate Student \$20.00		
<input type="checkbox"/> Life Member \$325.00		<input type="checkbox"/> Gold Plus Member \$250.00
<input type="checkbox"/> Please accept this one time tax deductible contribution in support of our National Building Fund		
<input type="checkbox"/> Installment \$ _____ (Life and Gold Plus only—Must be a financial member)		
Method of Payment: <input type="checkbox"/> Check <input type="checkbox"/> Cash <input type="checkbox"/> Money Order		
Credit Card: <input type="checkbox"/> Visa <input type="checkbox"/> Master Card <input type="checkbox"/> American Express Card Expiration Date: _____		
Dues have been paid in full? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Home E-mail: _____		Work Email: _____
Chapter dues are established by each Chapter and are payable in addition to National Membership Dues. Eligibility for Chapter membership is contingent upon National Membership.		
<b>3 SIGNATURES</b>		
Signature of applicant: _____		Date: _____
<b>4 CHANGE OF ADDRESS/TELEPHONE NUMBER:</b>		
<b>OLD ADDRESS</b>		
Old Home Address: _____		
Old Home Phone: _____	Old E-mail: _____	Old Fax: _____
Old City: _____	Old State: _____	Old ZIP Code: _____
<b>NEW ADDRESS</b>		
New Home Address: _____		
New Home Phone: _____	New E-mail: _____	New Fax: _____
Old City: _____	Old State: _____	Old ZIP Code: _____

CHAPTER'S COPY (White)

NATIONAL OFFICE'S COPY (Canary)

MEMBER'S COPY (Pink)



*National Organization of Blacks In Government ®*