THEME: Leveraging Your Professional Attributes for Sustained Growth and Development
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NTI
August 13-16, 2018

NEW ORLEANS

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This Special Editor Newsletter focuses on the upcoming 40th Blacks In Government (BIG) Annual National Training Institute (NTI) in fabulous New Orleans! Our theme, “Leveraging Your Professional Attributes for Sustained Growth and Development” emphasizes the acquisition of those specialized skills and knowledge to help you fully realize your true potential. During the NTI, you will have the opportunity to take a deeply personal look at how you define success for sustained growth and development. Whether you are a federal, state, or local government employee, the National Training Institute has information and opportunities to facilitate the development of your workplace skills giving you a plan and a structure to become the catalyst for change that connects, supports and harnesses your future self!

The National Training Institute, along with other BIG programs and initiatives, is an effective mechanism to energize your thinking, and prepare you for success in the workplace and to effectively meet those potential challenges within your community. This training opportunity facilitates active and practical discussions on the many recent changes in public service. With over 200 workshops and agencies forums featuring a variety of superb speakers, an array of critical topics and special enhancement programs, this NTI will indeed prove to be four extraordinary days of first-class training.

Our exhibitors’ showcase will feature numerous government agencies, Fortune 500 companies, consultants, universities and colleges, and entrepreneurs. These exhibitors will provide a wide array of information especially in the areas of educational, career and recruitment program opportunities. This exposition will be one of the best places for attendees to gain personal and professional growth, knowledge on current trends and the latest cultural and health updates. Our exhibitors will share innovative products and ideas with government employees across the nation. They will clearly connect with: building professional networks; spotlighting innovative practices; and reaping benefits of face-to-face interaction with NTI attendees. So make sure you stop by the exhibitors’ showcase.

Make plans NOW to attend the 40th National Training Institute. And as always, thank you ALL for Thinking BIG!

Honorable Dr. Doris Sartor
National President, Blacks In Government
Welcome to the 40th Annual National Training Institute

Blacks In Government (BIG), Inc., is a non-profit, 501C(3), employee-advocacy, training, and professional development organization recognized for executing a preeminent Annual National Training Institute (NTI). The NTI is attended by public servants across the federal, state, and local government levels, to attain high quality, cost-effective, real-time, and progressive training that enhances employee development and maximize agencies human capital and core mission requirements.

BIG’s NTI has been, and will always be, one of the most economical and cost-efficient venues for core mission training to public servants at the Federal, State, and local government levels.

With the heighten level of scrutiny towards conference attendance, the Office of Management and Budget has stated in its May 11, 2012 Memorandum with respect to travel, “agencies must do all they can to manage their travel budgets efficiently. And, regarding conferences, federal agencies and employees must exercise discretion and judgment in ensuring that conference expenses are appropriate, necessary, and managed in a manner that minimizes expense to taxpayers.”

In support of this discretion and judgment, the Office of Personnel Management (OPM), issued a memorandum to all federal agency heads and Chief Human Capital Officers stating that, “BIG’s NTI qualifies as a training activity in accordance with 5 USC Chapter 41 and 5 CFR 410.404.”

BIG’s NTI is primarily designed to elevate the day-to-day work performance of federal, state, and local municipality government employees to include methods on how to recognize and embrace a leadership role in the thrust of government transformation.

With the increasing challenges and complexities facing all levels of government today, the BIG NTI also focuses on providing critical management and supervisory training...”
management and supervisory training to enable and assist managers with developing highly capable and competent employees to perform at their maximum level of contribution.

BIG is very proud that it has a 39 year history of providing cost-efficient and effective training that complements agencies core missions. As such, the training is certifiable through the issuance of Continuing Educational Units (CEUs) and Continuing Professional Education (CPE) credit.

BIG will continue to provide excellence in training in a cost efficient manner ensuring taxpayers dollars are spent judiciously while strengthening the human capital of the public sector.

Lastly, BIG complies with Title 5 of the Code of Federal Regulations, Part 251 (5 CFR Part 251), titled Agency Relationships with Organizations Representing Federal Employees and Other Organizations; Executive Order 11348 as amended by Executive Order 12107, titled Further Training of Government Employees, and the Executive Order 13111, titled Using Technology To Improve Training Opportunities for Federal Government Employees.

FOR ADDITIONAL INFORMATION, PLEASE CONTACT BLACKS IN GOVERNMENT, INC. (BIG) AT 1-800-433-3280 OR VISIT US AT WWW.BIGNET.ORG

“Thank You for Thinking BIG!”

Mr. Richard Sheilds
2018 NTI Chair
Chief Justice Johnson was born in Louisiana in Ascension Parish. After attending New Orleans public schools, she enrolled at Spelman College in Atlanta, Georgia on academic scholarship. She received a Bachelor of Arts Degree in Political Science in 1964. Chief Justice Johnson was one of the first African-American women to attend the Paul M. Hebert Law Center at Louisiana State University, where she received her Juris Doctorate degree in 1969. She also received an Honorary Doctorate in Law from Spelman College at commencement services in 2001.

Chief Justice Johnson’s judicial career began in 1984 when she was the first woman elected to serve on the Civil District Court of New Orleans. In 1994, her colleagues elected her Chief Judge. Chief Justice Johnson was then elected to serve on the Louisiana Supreme Court in 1994 and was re-elected without opposition in 2000 and 2010. As the senior justice on the Court, she was sworn in as Chief Justice on February 1, 2013. She is the Court’s 25th Chief Justice, its second female Chief Justice, and its first African-American Chief Justice.

On the bench, Chief Justice Johnson emphasizes principles of fairness and equality. As Chief Justice, she chairs the Louisiana Judicial Council and the Human Resources Committee and is a member of the Judicial Budgetary Control Board. Chief Justice Johnson has also served as a member of the Court’s Legal Services Task Force and the National Campaign on Best Practices in the area of Racial and Ethnic Fairness in the Courts. She has worked closely with the Court’s Mandatory Continuing Legal Education Committee as well as the Committee on Bar Admissions, in an effort to advance

“emphasizes principles of fairness and equality.”
Survey Fatigue

by Dr. Ladel Lewis,
National Evaluations Chair

Aren’t you tired of surveys? Haven’t you filled out enough questionnaires? Well, we share the same sentiment. We wish we had everything right. As long as BIG continues to strive to provide unmatched opportunities to succeed through advocacy, leadership development and training, we will continue to press towards the mark and strive for excellence. Our job will not be complete until this is realized for all past, current and future members. Realizing that our organization is only as strong as our weakest link, we must continue to use evaluation to identify and amend our challenges and accentuate the strong points. Because of your participation, these surveys have afforded BIG’s leadership to gain insight on:

- Demographics of BIG Members
- Recruiting, Retaining and reclaiming members
- Workshop offerings, Symposiums and Forums
- Identifying ideal cities & hotels to host NTI
- Conference Technology

(Keeping attendees abreast of changes in real time)

When you see a survey in your inbox from BIG’s evaluation team, don’t fret. That’s just our way of reminding you that “your opinion matters. “Thank you for thinking BIG!”
CHIEF JUSTICE BERNETTE JOSHUA JOHNSON

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the legal profession in the State of Louisiana. She has also championed many successful initiatives, including the training and certification of Limited English Proficiency Interpreters in the Courts and implementation of an electronic filing system for the Supreme Court.

Chief Justice Johnson has always been an advocate for social justice and civil rights. She worked as a community organizer with the National Association for the Advancement of Colored People (NAACP) Legal Defense & Educational Fund, and at the U.S. Department of Justice’s Civil Rights Division. Following law school, Chief Justice Johnson became the Managing Attorney of the New Orleans Legal Assistance Corporation (NOLAC), where she provided legal services to clients in socio-economically deprived neighborhoods. She practiced in federal, state and juvenile courts, advancing the rights of children, the poor, the elderly and the disenfranchised. In 1981, Chief Justice Johnson joined the City Attorney’s staff, and later became a Deputy City Attorney for the City of New Orleans.

Having dedicated herself to a life of service, Chief Justice Johnson is widely recognized as a trailblazer in the judiciary and is the recipient of numerous highly coveted awards. In October of 2013, Chief Justice Johnson received the prestigious Joan Dempsey Klein Award by the National Association of Women Judges (NAWJ) during the organization’s 35th Annual Conference, which she co-chaired with Judge Mary Hotard Becnel. As the 2013 recipient, Chief Justice Johnson joins a distinguished list of Joan Dempsey Klein Award recipients that include U.S. Supreme Court Justices Sandra Day O’Connor (1982), Ruth Bader Ginsburg (2003) and Sonia Sotomayor (2009). The award recognizes Chief Justice Johnson’s assistance to women judges in becoming more proficient in their profession and in solving the legal, social and ethical problems associated with the judiciary. According to NAWJ President Joan Churchill, “Chief Justice Johnson overcame many obstacles in her judicial career while making impressive contributions to women in the legal profession.”

The American Bar Association (ABA) has long recognized the value of Chief Justice Johnson’s service, awarding her the 2010 Spirit of Excellence Award from the ABA’s Commission on Racial and Ethnic Diversity in the Profession, as well as the 1998 Margaret Brent Women Lawyers of Achievement Award. Chief Justice Johnson was appointed twice by ABA Presidents to the Commission on Interest on Lawyer Trust Accounts (IOLTA).

The National Bar Association (NBA), the nation’s oldest and largest association of African American lawyers and judges, has also...
recognized Chief Justice Johnson’s work as a long-time member of the organization. In 2010, Chief Justice Johnson was inducted into the NBA Hall of Fame at the annual meeting and was awarded the Distinguished Civil Rights Advocate Award by Attorney Barbara Arnwine on behalf of the Lawyers’ Committee for Civil Rights Under the Law. In 1998, Chief Justice Johnson was the Chairperson of the NBA-Judicial Council and chaired the annual luncheon in Memphis, Tennessee where United States Supreme Court Justice Clarence Thomas was the keynote speaker.

Chief Justice Johnson has also received many other notable awards, including the 2013 Martin Luther King Unsung Hero Award presented by LSU; the 2012 National Urban League President’s Award, the 2012 National Association for the Advancement of Colored People Award; the 2012 Exceptional Leadership Award presented by the Louisiana Bar Association Committee on Diversity; the 2009 Distinguished Jurist Award presented by the Louisiana Bar Foundation; the 2000 Medal of Honor presented by the Mayor of the City of New Orleans; the 2000 Women of Wonder Award by the National Council of Negro Women; the first ever Ernest N. Morial Award presented by the New Orleans Legal Assistance Corporation and the NAACP Louisiana State Conference A.P. Tureaud Citizenship Award. Chief Justice Johnson was inducted into the LSU Law Center’s Hall of Fame in 1996 and was recently named as an Honorary Inductee into the LSU Order of the Coif.

In addition to serving on the bench, Chief Justice Johnson is actively involved in the legal community. She is an active member of the A.P. Tureaud Chapter of the American Inns of Court, the National Association of Women Judges (NAWJ) and the Women in Prison Project. Chief Justice Johnson is also an active member of the American Bar Association, the National Bar Association, the Louisiana State Bar Association, the New Orleans Bar Association and the Louisiana Judicial Council. She is a member of the Greater St. Stephen Full Gospel Baptist Church, where she served on the Trustee Board. She is also an active member of the Omicron Nu Zeta Chapter, Zeta Phi Beta Sorority, Inc., and the New Orleans Chapter of Links, Inc., organizations founded upon the importance of community service and fellowship.

Chief Justice Johnson is frequently asked to address legal, academic, and community groups both nationally and internationally. On April 9, 2013, Chief Justice Johnson delivered the State of the Judiciary Address before the Louisiana Legislature. In May of 2013, she delivered the Commencement Address at Southern University as well as her alma mater, LSU Law School. In 2008, she was the guest lecturer at the Urban League of Portland, Oregon and in 2006, she lectured law students at Wuhan University Law School, in Wuhan, China. She was also the Women’s History Month Speaker at several U.S. Military bases in Germany in March of 2001.

Chief Justice Johnson is the proud parent of two industrious and conscientious adult children: a son David, an accountant, who lives in Atlanta with his family, and a daughter Rachael, a Civil District Court Judge in New Orleans, Louisiana.
Legendary radio personality, entrepreneur, and philanthropist Tom Joyner is one of the most celebrated and recognized media icons in the country today. As host of the nationally syndicated radio program The Tom Joyner Morning Show, Joyner empowers and entertains more than 7.4 million listeners each week on nearly 100 stations nationwide. A recognized leader within the industry and his community, Joyner has received many accolades throughout his career, including the National Association of Broadcasters’ Marconi Award, Billboard’s “Best Urban Contemporary Air Personality” award, the NAACP Image Award and many more including honorary doctorates. He has been inducted into the Radio Hall of Fame.

A graduate of the Tuskegee Institute, Joyner started at WRMA in Montgomery working his way through Memphis, St. Louis and Dallas, eventually landing at WJPC in Chicago. Joyner earned the nickname “The Fly Jock” in the mid-1980s while flying round-trip between Dallas and Chicago five days a week, doing his morning drive program at KKDA and then commuting north to WGCI for his afternoon program. His daily travels and his attention-grabbing on-air style gained him publicity and high ratings. In 1994, The Tom Joyner Morning Show was syndicated nationally with ABC Radio Networks.

In 2003, Joyner made The Tom Joyner Morning Show part of his newly created company, Reach Media, Inc. - a cross-platform entertainment company, founded with partner David Kantor, that creates events, digital content and initiatives that engage communities. Reach Media has grown to syndicate the most dominant Urban and Inspirational programming in radio today, with highly interactive positioning in digital media and events as a subsidiary of Urban One.

As he always has, Joyner continues to use his vast influence to inspire and activate his listeners through social outreach. The “Hardest Working Man in Radio” has successfully led national awareness campaigns on voter registration laws, family/health initiatives, and education. With a daily mix of entertainment, humor, information and music, The Tom Joyner Morning
Show empowers its audience with initiatives related to Get Out the Vote to create engagement and change; Take a Loved One to the Dr. Day to promote health and wellness; and The Tom Joyner Foundation which supports students attending Historically Black Colleges and Universities and has raised over $65 million. His destination events such as The Allstate Tom Joyner Family Reunion with attendance of 50,000 Labor Day weekend and The Tom Joyner Foundation Fantastic Voyage Cruise selling out annually have demonstrated the power of the black consumer/traveler. He is also active in extending radio messaging to the online, streaming and social media spaces, helping to bridge the digital divide with the creation of his website BlackAmericaWeb.com. With more than 20 million page views per month, it has become a primary online destination for information and entertainment.

Tom has also been a champion in addressing the advertising community about the importance of advertising on radio to reach the black consumer, participating as the lead in presentations for the Association of National Advertisers and Radio Advertising Bureau.

Focused on the community, The Fly Jock employs the slogan “The Party with a Purpose” for his morning show and activities to entertain, inform and empower the community. “Oh,Oh,Oh, it’s the Tom Joyner Morning Show," is the morning jingle and call for listeners to tune in to one of the most impactful shows ever on radio!
Membership is important

by the National Membership Chair

Blacks In Government takes pride in its members. BIG has been around for over 40 years and it is only possible because of the commitment and dedication of its over 6,000 members from all over the country. When you become a member of BIG you join a family, a BIG family of professional federal, state and local government employees that are dedicated to making sure that you as a member of this great organization are successful in your professional and personal life.

BIG knows that without our committed members we could not be the great organization that we are so we take the time and energy to set up a membership booth at every National Training Institute (NTI). We want to provide hands on and face to face communication with our members so that they feel valued and appreciated. Please make sure to stop by the membership booth during this year’s National Training Institute (NTI).

I look forward to meeting each one of our members and sharing with them the great benefits of being a member of Blacks In Government. And when you stop by don’t forget to bring a friend. Please see your training guide for additional information and location of the membership booth. BIG; Be Involved and Growing to the next level!!!!!

NOTE: There are various levels of membership, please visit www.bignet.org for more information.
Darlene H. Young Leadership Academy (DYLA)

The Darlene H. Young Leadership Academy (DYLA) Program is a developmental program designed to develop future public service leaders through providing assessment, experiential learning and individual development activities and opportunities. DYLA is committed to preparing BIG members for leadership roles at all levels of public service and throughout our BIG organization. The DYLA program is a joint effort between Blacks In Government and Morgan State University, a historical black college located in Baltimore, Maryland.

The DYLA objectives are:

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

Congratulations to Morgan State University for celebrating their 150th Anniversary in 2017

“DYLA is committed to preparing BIG members for leadership roles”
NATIONAL PRESIDENT’S RECEPTION

By National Executive Vice President Shirley A. Jones, Esq.

On the evening of Tuesday, August 14, our President the Honorable Dr. Doris Sartor will roll out the red carpet for our 2018 National Training Institute National President’s Reception. Held each year, this event gives us an opportunity to simply say thank you.

The event is open to all attendees and all of the stops will be pulled out to make this reception for our 40th NTI one of our most memorable ever. Importantly, during this event we will present our 2018 BIG Military Meritorious Service Awards. We will also recognize our 2018 corporate sponsors, supporting partners, donors, patrons, BIG member sponsors, and National Coalition of Equity in Public Service (NCEPS) partners. In short, this event is for YOU, and we hope to see all of you there celebrating with our National President. So, when you arrive for the NTI, please check the souvenir journal and special events handouts for the exact time and location. See you in New Orleans.

“Honoring you in 2018 for your continued BIG commitment.”
Military Veterans Emphasis Program (MVEP) 3rd Annual SEP Forum
Title: “Veterans’ Straight Talk”

by Dr. Candace SP Williams, Chair MVEP

Dr. Williams has confirmed four panel speakers for BIG’s 2018 NTI Military Veterans Forum, which is scheduled for Monday, August 13, 2018 from 2:00-5:00pm on the 2nd floor, Prince of Whales Room.

The speakers consist of two speakers from the Department of Veterans Affairs Medical Center, New Orleans, LA; one speaker from HQ Department of Veterans Affairs Benefits Office; and one speaker from Department of Labor.

The speakers will speak on veterans benefits, education, vocational rehabilitation, employment, PTSD/depression, Suicide Prevention, and Crisis Hotline, etc., relating to military personnel, veterans, and families.

A representative will provide remarks from Grantham University, BIG Sponsor, on military and veterans benefits. Ms. Ginger Miller, President/CEO, Women Veterans Interactive, will display a booth in support of MVEP and women veterans as well.
1 BIG GIG 2018 Networking Events

WHEN: AUGUST 13 – 16, 2018
TIME: 9PM – 1AM
WHERE: Hilton Riverside/St. James Ballroom

NO BADGE: $5.00
MONDAY - "LUNDI" GRAS (ATTIRE - Masks)
FAT TUESDAY (ATTIRE - Mardi Gras festive)
WAKANDA WEDNESDAY (ATTIRE - African Print Attire)
THROWBACK THURSDAY (ATTIRE - Big, School or Sorority/Fraternity gear)

All locations subject to change Please refer to locations provided in Souvenir Journal and also check with Guest Services on any location changes.

2 NOW Generation’s Annual Munch & Mingle

WHEN: Wednesday, August 15, 2018
TIME: 12PM – 1PM
WHERE: Kabacoff (Riverside Complex)

The BIG NOW Generation focuses on programming and activities for young professionals under the age of 40 looking to enhance their success and become leaders in the workplace. Our theme for 2018 is “Emerging Leader, Empower Yourself!”

Throughout 2018, with help from our sponsors and partners, our goal is to provide programming and activities that will empower and inspire young professionals within the government to move from emerging leader to leadership.

Join us on Wednesday, August 15, 2018, from 12 pm – 1 pm for our signature power-networking hour at this year’s National Training Institute in New Orleans, LA! Stop by and grab a bite to eat while networking with your peers from around the country, BIG leadership, and other special guests. This year’s Munch & Mingle will feature special remarks on “The BIG Experience” from our National Executive Vice President. Ms. Shirley A. Jones, Esq. Management Concepts, the nation’s premier provider of training and professional development; human capital and talent management; and performance improvement solutions, will sponsor this event.

For more information about upcoming NOW Generation events email the NOW Generation Coordinator, Mr. Stephan P. Matthews at info@bignowgeration.org.
Military Meritorious Service Awards (MMSA) Ceremony

**WHEN:** Tuesday, August 14, 2018  
**TIME:** 6PM  
**WHERE:** Grand Salon 1st Floor

The Blacks In Government (BIG) Military Meritorious Service Awards (MMSA) Ceremony will be conducted during the 2018 National Training Institute (NTI) President’s Reception. The event will be hosted on Tuesday, August 14, 2018 beginning at 6:00 p.m. EST. This year, BIG will recognize military members and or Department of Defense civilian employees, men and women who have supported the DoD mission, overseas contingency operations or whose attributes best epitomized the qualities and core values of their respective Military service or other DoD Component. In 2017, BIG awarded 10 MMSA to military members and or Department of Defense civilian employees. This year we are pleased to be able to recognize 14 recipients for the award.

2018 NTI State and Local Forum “Addressing the Future Needs of State and Local Employees”

**WHEN:** Tuesday, August 14, 2018  
**TIME:** 10AM - 12PM  
**WHERE:** Chart Room B

The 2018 National Training Institute (NTI) State and Local Forum will be held on Tuesday, August 14, 2018 from 10:00 a.m. to 12:00 p.m. The theme will focus on “Addressing the Future Needs of State and Local Employees”. Mayor Johnny Ford, Tuskegee, AL and Mayor Sharon-Weston-Broome, Baton Rouge, LA are guaranteed to empower, encourage and enlighten this year’s attendees with an array of information that will be useful to BIG State and Local current and future members.

BIG Decision 2018 – Part II “A November to Remember – Be Prepared”

**WHEN:** Wednesday, August 15, 2018  
**TIME:** 8:30 am - 5:00 pm  
**WHERE:** Churchill 2nd Floor “C”

This Special Enhancement Program (SEP) is Part II of the successful Legislative Summit that was held as a preface to the National Executive Committee’s annual face to face meeting on February 1, 2018, at the Hyatt Capitol Hill, in Washington DC. This summit was scheduled at such a time with the intent of designating this very important messaging throughout the regions and local chapters, to be carried out by all that were in attendance.

Part II is another opportunity to share strategies and resolutions, as we have invited the speakers pictured above (from left to right) Congresswoman Maxine Waters, the Reverend William J. Barber, Congresswoman Barbara Lee, Senator Cory Booker, Judge Tania Gordon, and Congressman & Chairman of the Congressional Black Caucus - Congressman Cedric Richmond, to speak on a variety of topics to include “Addressing the Systemic Dismantling of the Federal Workforce”, “Addressing the Systemic Destruction of Civil & Equal Rights”, “The Importance of the Midterm Elections” and “Expandig Access to 21st Century Technologies”.

[www.bignet.org](http://www.bignet.org)
more on what’s happening...

6  STUDENTS TO COMPETE IN ORATORICAL COMPETITION

“Making Ethical Decisions: What Challenges Impede Today’s Youth’s Ability to Lead by Example Positively?”

**When:** Thursday, August 16, 2018  
**Time:** 9:00 am – 1:00 pm  
**Where:** Churchill B-1 - 2nd Floor

Students will compete for scholarships and prizes at BIG’s 2018 Annual National Training Institute. The Oratorical Competition gives students a chance to showcase their oral and written communication skills. The 2018 theme is “Making Ethical Decisions: What Challenges Impede Today’s Youth’s Ability to Lead by Example Positively?” The competition will occur on Thursday, August 16. The competition reflects an increasing need to assist our students in developing and enhancing their oral and written communication skills to be competitive in the global workplace.

7  Announcing the STEM Competition

**BIG STEM COMPETITION**

**When:** Wed, August 15, 2018  
**Time:** 6:00 pm – 8:00 pm  
**Where:** Churchill B-2 - 2nd Floor

On August 15, 2018, the BIG Science, Technology, Engineering, and Mathematics-Student Competition (STEM-SC) will promote STEM capabilities at the national level. This year’s competition focuses on programming/coding; explicitly building a functional project. The official theme is “Exploring Coding/Programming Opportunities.” It is designed to introduce and encourage students to embrace STEM concepts and professions. The competition project gives students a quality learning experience and challenges them to develop essential STEM competencies.

**OFFICER LEADERSHIP TRAINING ANNOUNCEMENT**

**WHEN:** TUESDAY, AUG 14, 2018  
**TIME:** 8:00 AM - 12:00 PM  
**WHERE:** Churchill C-2 - 2nd Floor

The Blacks In Government’s Officer Leadership Training (OLT) will be Tuesday, August 14, 2018. The OLT helps develop leaders with common BIG knowledge and experience. It provides the foundation for the collective skills, education, and attributes desired of all BIG members. Who Should Attend? BIG members, prospective members, and BIG leaders at Chapter, Regional, and National level. The training is designed to prepare individuals to lead and serve BIG and communities.
9 Remembrance - Memorial Wall Program

**WHEN:** Wednesday, August 15, 2018, 7PM – 8PM  
**WHERE:** Grand Ballroom A-D 1st Floor

No one wants to see someone they love go—someone who they have worked closely with over the years, or someone who makes them smile, laugh, or gets them excited about what would ordinarily be the mundane. Many people like this breathe life into our BIG chapters—unfortunately, some of these influential women and men have gone on to greater glory. A common thread among all of the individuals who we honor in this year’s annual National Training Institute (NTI) Memorial Wall Program is that they harbored the spirit of “Ubuntu.” This year’s Memorial Wall theme, “Ubuntu,” is a Bantu word that translates to “I Am, Because We Are.” Ubuntu recognizes the Black In Government (BIG) Leaders who stand on the shoulders of its current and past members. Though success is definitely fueled by the pride burning inside, none of us stands alone in achieving it. In fact, no matter how exemplary the individual accomplishment, (the I), if it does not address the needs of membership (the We), then one may suggest it is not much of an accomplishment at all.

The members honored in this year’s Memorial Wall Program, exhibited the spirit of Ubuntu. Through unyielding commitment and dedication to their local chapters, regional councils, and the national organization, each in their own way rose above the lone “I” to incorporate the “We.” “It takes a village...to raise a child,” is another, perhaps more familiar phrase, to many of us. This also applies to building a dynamic organization such as BIG. Join the Blacks In Government village at this year’s 2018 NTI Memorial Wall Program. Come and celebrate, honor, and learn how dynamic BIG members who have gone to glory have shared their individual time, energy, and knowledge and abilities to support, uplift, and move BIG in a positive direction. Remember, as We stand on their shoulders, We continue to rise higher.

10 Combined Alliance of Colleges and Universities and the CFC Pathway to Success: Leadership Opportunities

**WHEN:** Tuesday, August 14, 2018  
**TIME:** 9AM – NOON  
**WHERE:** Churchill “A” 2nd Floor

The U.S. Office of Personnel Management (OPM) has been a consistent supporter of Blacks In Government’s National Training Institute (BIG’s NTI). This year, in the way of Special Enhancement Programs (SEP), OPM will host The Alliance of Colleges and Universities SEP and the Combined Federal Campaign (CFC) Pathway to Success: Leadership Opportunities SEP. The Alliance of Colleges and Universities is a consortium or alliance of colleges and universities that provide discounted tuition to Federal employees. OPM’s CFC Pathway to Success: Leadership Opportunities Program provide BIG members with an opportunity to increase and enhance their professional leadership skills and to broaden opportunities through the CFC. To learn more about these two OPM programs, let’s start with OPM’s CFC Pathway to Success: Leadership Opportunities Program. As with most senior leadership programs, frequently they are not advertised, or when they are, it is either too late for your participation, or worse, you simply are not prepared to take advantage of it. Don’t let that happen to you. OPM’s Keith Willingham, the Director of the CFC, will be present to explain the roles of various programs, such as Local Federal Coordinating Committee (LFCC) and Loaned Executive Program, which build upon the relevant core competencies for Executive Core Qualifications (ECQs) required for the Senior Executive Service (SES). The second Special Enhancement Program to attend is OPM’s Alliance of Colleges and Universities Workshop. The Alliance of Colleges and Universities is a consortium of colleges and universities, which provide discounted tuition to Federal employees. OPM’s Ronald A. Rheinhardt, Senior Contract Specialist and President of the OPM Chapter of BIG, and Jerome Madlock, Senior IT
and Telecommunications Specialist, are the presenters for this wonderful opportunity. There will also be a number of participating colleges and universities on hand to answer questions about tuition discounts, degree and certificate offerings, benefits to family members, and other relevant programs and services. Remember, Your Career Is Your Responsibility. OPM’s Alliance of Colleges and Universities Program provides an excellent opportunity for BIG members to continue their education and professional development at a fraction of the normal cost. If you are interested in obtaining your first degree or furthering your professional development, then you owe it to your career to attend this workshop.

**Affirmative Employment/Equal Employment Opportunity (AE/EEO)**

**WHEN:** Aug 13-15, 2018  
**TIME:** Monday - 1:00 pm - 5:00 pm  
Tuesday thru Wednesday  
7:30 a.m. – 5:15 p.m.  
**WHERE:** River Room (Riverside)

**Program Focus:** National Blacks  
In Government (BIG) Affirmative Employment/EEO program addresses 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 AE/EEO focus areas will be directed to the NTI by enforcement agencies and partnering organizations that support BIG’s advocacy approach.

Invited Agency(s): Equal Employment Opportunity Commission, Merit System Protection Board, Office of Special Counsel, Department of Labor, Office of Federal Contractors Compliance Program, and Office of Personnel Management  

**SEP Objective:** To project a relevant EEO Program for members, with an opportunity to receive Subject Matter Expertise opinions and actions items concerning EEO policy/procedures.

**Certification:** The Equal Employment Opportunity Commission will accept attending the EEO Institute for the 8 hours Mandatory Refresher Training in their Management Directives 110. Past attendees comments: - “The BIG model could support employer/employee with a diverse and effective workforce founded upon equality of opportunity with a work environment free of unlawful discrimination.  

www.bignet.org

**HEALTH AND WELLNESS AWARENESS PROGRAM**

**WHEN:** AUGUST 12-16,2018  
**See schedule for the various health and wellness events**

During the National Training Institute, from August 12-16,2018, the National Health and Wellness Committee, which is chaired by Ms. Bettie Hudson, will present a Health and Wellness Awareness Program entitled “Eliminating Health Disparities In the African American Community: Emphasis on HIV/AIDS. The Health and Wellness Awareness Program will focus on; Walk for Health, Early morning workouts, Health Workshops, Daily Health Screenings. There will be a Health Symposium with a panel discussion on HIV/AIDS. For the highlight of the day, it will be Chef Alex Askew, who will speak on “Mindful Eating.” The Health and Wellness Committee request your present at the 2018 Health Symposium, Walk for Health and Early Morning Workouts. We encourage each one of you to bring your smiles and energy to this healthy program.  

www.bignet.org
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