

BLACKS IN GOVERNMENT®



NATIONAL CONSTITUTION

JANUARY 1, 2019

ARTICLE I

NAME

- Section 1. The name of this organization shall be Blacks In Government (BIG).
- Section 2. The seal of the organization shall be in the form of two concentric circles and shall bear the words "Blacks In Government" inscribed in the space between the inner and outer circle and/or the letters BIG inscribed in the space inside the inner circle.

ARTICLE II

GOALS AND OBJECTIVES

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

ARTICLE III

ORGANIZATIONAL STRUCTURE AND COMPOSITION

- Section 1. National Organization. The national organization shall consist of persons, regardless of race, creed, color, national origin, religion, age, sex, political affiliation, marital status or disability who have met the membership requirements prescribed herein.
- Section 2. National Officer. The National officers of Blacks In Government (BIG) shall be the members of the Board of Directors and the elected (National) officers. All officers who are authorized to sign checks and/or receive funds shall be bonded and the cost of the bonds shall be paid for by the organization.

A. Board of Directors. The Board of Directors shall determine the policy of the organization and has authority to undertake all appropriate actions requiring national attention and may exercise all powers specifically conferred or implied herein.

The Board of Directors shall consist of no less than twelve (12) nor more than twenty-five (25) elected and voting members. Each region or single Chapter representing a Region shall elect two (2) Regional Directors. Additionally, three

Region VIII

Colorado, Montana, North Dakota, South Dakota, Utah, Wyoming.

Region IX

Arizona, California, Hawaii, Nevada, Guam, the Commonwealth of the Northern Mariana Islands, American Samoa.

Region X

Alaska, Idaho, Oregon, Washington.

Region XI

District of Columbia, Charles County, Maryland; Montgomery County, Maryland; Prince George's County, Maryland; Alexandria City, Virginia; Fairfax City, Virginia; Falls Church, Virginia; Arlington City, Virginia; Loudon County, Virginia; Prince Williams County, Virginia.

B. Duties and Responsibilities

1. The Regional Councils shall act as the local advisors to the Board of Directors and the National Organization.
2. The Regional Councils shall perform the following functions which may be added to or deleted at the discretion of the Board of Directors:
 - (a) Identify and develop common strategies to resolve Regional problems;
 - (b) Develop a mechanism to share ideas, concerns, problems, information and innovations among Chapters in the Region, and with the National Organization;
 - (c) Present written concerns, resolutions, recommendations, and proposals to the Board of Directors and/or the President; and
 - (d) Convene periodic meetings of the Council as decided by the representatives of the Council.

C. Composition

1. Regional Council Officers shall include, but not be limited to the President, Vice President, Secretary, and Treasurer.
2. Each Regional Council shall consist of three (3) members elected by each Chapter.

(b) Each Delegate and Alternate must be present to vote at such a meeting. No vote shall be by proxy.

(c) Quorum. A quorum shall be necessary to conduct business. A simple majority of the Delegates or their Alternates certified to vote at such a meeting shall constitute a quorum.

Section 3. Board of Directors.

A. Meetings of the Board of Directors shall be held at least twice a year at such time and place as the Board may direct except that the Board shall meet at least one (1) day before, but no more than four (4) weeks prior to the Delegates Assembly. Special meetings may be called by the Board Chair or upon request to the Chair by at least three (3) Board Members with at least a seven (7) day notice. The Secretary shall be responsible for notifying Board Members of such meetings. Board of Directors meetings may be by teleconference or videoconference.

B. The Quorum for the Board of Directors meeting shall be a simple majority of its members.

Section 4. Executive Committee.

A. Meetings of the Executive Committee shall be held at least monthly and at such other times as the Committee or the President may choose. Special meetings may be called by the President or upon request to the President by at least two (2) Executive Committee members with at least seventy-two (72) hours notice. Executive Committee meetings may be by teleconference or videoconference.

B. A simple majority shall constitute a quorum for the Executive Committee.

Section 5. Standing Committees. Meetings of the Standing Committees shall be held at least monthly at such times and places as they determine. Committee Chairs shall inform the President, Executive Vice-President and the Secretary of the time and place of their meetings. Special meetings may be called by the Chair or by two (2) members of any committee on three (3) days notice. Standing Committee meetings may be by teleconference or videoconference.

Section 6. Other Meetings. Meetings of the Regional Councils and Chapters shall be determined by their respective membership.

ARTICLE VIII

NOMINATIONS AND ELECTIONS PROCESS

Section 1. Nominations. Nominations for National Offices shall be made by a Nominating Committee elected by the Delegates at the previous Delegates Assembly. Nominations may also be submitted by Regional Councils and by Chapters provided that such names are transmitted to the Nominating Committee at least sixty (60) days prior to the date set for the Delegates Assembly. Nominations may also be made by Delegates during the Delegates Assembly.

A. Nominating Committee. The Nominating Committee of one (1) member and one (1) alternate shall be elected annually from each region in the regional caucus and ratified by the Delegates assembly to prepare a slate of nominees for the

appropriate positions. The Committee shall follow the procedures as stated herein.

B. Election Process. The National Delegates Assembly Team (NDAT) will coordinate the election process and shall include the establishment of appropriate technology, provisions, and procedures for conducting any National election. An NDAT committee member shall not monitor the election process of his/her region.

C. Terms of Office.

- (1) All National Officers elected at the National Delegates Assembly shall serve no more than two (2) two-year terms or four (4) consecutive years in the same office, However, they shall be eligible for election to all other offices.
- (2) Regional Directors shall serve no more than two (2) two-year terms or four (4) consecutive years. However, they shall be eligible for election to all other offices

D. Eligibility For National Office.

- (1) To be eligible for any National office, a regular member's financial obligations will be current at the National and Local levels.
- (2) To be eligible for any National office, an individual must have been a regular member in good standing for at least three (3) years and have held an elected office at either the Chapter, Regional, or National level for at least one (1) term.

Section 2. Elections. National elections shall be held annually during the Delegates Assembly in such a manner as the Board of Director may decide, except that the election process shall be administered by the National Delegates Assembly Team (NDAT) and all newly elected National Directors and Officers shall take office January 1 of the following year. Election of National Officers shall alternate for the purpose of maintaining continuity as follows:

A. National Officers. The President, the 1st and 3rd Vice-Presidents, the Secretary, and the Assistant Treasurer shall be elected at the same Delegates Assembly to serve two-year terms; the Executive Vice-President, the 2nd Vice-President, the Treasurer, and the Corresponding Secretary shall be elected at the Delegates Assembly the following year for two-year terms.

B. Board of Directors.

- (1) Each Region, or single Chapter representing a Region, shall have two (2) Director positions.
- (2) Directors elected to represent the ten (10) Standard Federal Regions and the Washington, D. C. Standard Metropolitan Statistical Area shall be elected in such a manner that the initial Director shall be elected for a two-year term and each alternate Director shall be elected the following year for a two-year term.

ARTICLE IX

DUES AND ASSESSMENTS

Section 1. **National.** At the Annual National Delegates Assembly, the Board of Directors may present changes to the national membership dues and recommend other assessments for the ensuring year.

A. All national membership dues received by the Chapters shall be sent to the national office monthly.

B. Annual payment for membership renewals is due and payable to the national office by each member's anniversary date (date of joining organization).

C. Nonchapter members shall pay their dues directly to the national office.

D. The fiscal year shall be from January 1 to December 31, inclusive.

Section 2. **Regional Councils and Chapters.**

A. Regional Councils may levy dues and assessments of Chapters in accordance with their Bylaws.

B. Chapters may levy dues and assessments of their memberships in accordance with their Bylaws.

ARTICLE X

EXPULSION, TERMINATION, OR REMOVAL

Section 1. **Chapters Failing to Report.** If a Chapter fails to report to the Board of Directors for a period of six consecutive months, the Board of Directors may declare any or all of the chapter offices vacant and order a new election.

Section 2. **Suspension and Revocation of Chapter.** A Chapter Charter of Authority may be suspended or terminated by the Board of Directors whenever the Board of Directors determines that a Chapter's conduct is detrimental to the organization. Such Charter suspension or termination may invalidate the individual memberships in the organization. Upon notification of the action of the Board of Directors of Charter suspension or termination, the Chapter shall cease immediately to function and its officers shall transmit all records and monies to the Board of Directors within twenty-four (24) hours.

Section 3. **Expulsion, Suspension, Removal, Resignation, or Vacancies.**

A. Any officer or member may be temporarily expelled/suspended/removed after due process in accordance with the provisions of this Constitution by an affirmative vote of no less than two-thirds (2/3) majority of the Board of Directors at a special meeting held for the purpose.

B. Notice of such intended action, as provided for in this Constitution, shall be given to the Board and the officer/or member concerned in writing by registered

mail, at least twenty (20) days prior to the conduct of such a meeting. The officer/member shall be permitted to make presentation verbally or in writing on their own behalf and/or select an advocate and witnesses, but may not vote on the matter being considered. The complainant shall be permitted to make a presentation, but may not vote on the matter being considered.

C. All complaints filed at the inappropriate organizational level shall be forwarded to the appropriate body for consideration and resolution. If either party is dissatisfied with the decision rendered, they may appeal within ten (10) calendar days to the next higher level.

D. Officers may resign at any time they consider it in their interest to do so. It shall be the policy of this organization to request written confirmation of all resignations.

E. The President, with the concurrence of a simple majority of the Board, may appoint someone to fill any vacant Executive Committee position, until the next general election for that position. The Chair of the Board, with the concurrence of a simple majority of the Board, may appoint someone to fill any vacant Director position until the next general election.

F. Regions and Chapters may determine how to fill vacant positions at those levels.

Section 4. Grounds for Disciplinary Action. Disciplinary actions may be brought against a National Officer or member who is guilty of conduct not in accord with the principles, aims and purposes of this Organization as set forth in this Constitution or is guilty of conduct that is not in the best interest of the organization.

A. Complaints.

(1) National.

(a) A complaint against a National Officer may be initiated by any three (3) National Officers. Upon receipt thereof, the Chair of the Board of Directors shall forward a copy of the complaint by registered mail to the Officer involved at the last address on file. Said Officer shall have fifteen (15) calendar days from date of receipt of charges to answer in writing.

(b) The Board of Directors reserves the right to hear and act upon the charges and the Officer is entitled to a hearing before the Board of Directors if desired. The Officer may elect to have the decision made ex-parte on the basis of the complaint and the answer. The Board of Directors may appoint a special committee to hear the matter.

(c) The Board of Directors shall be the final level of appeal by either party of all complaints and grievances for which there has been final action.

(d) A copy of all disciplinary actions shall be forwarded to the Board of Directors.

(2) Regional Councils.

(a) A complaint against a Regional Council officer may be initiated by any three (3) members of a Regional Council and must be in writing and signed by such members and transmitted to the Regional Council President. Upon receipt thereof, the President of the Regional Council shall forward a copy of the complaint by registered mail to the Regional Council Officer involved at the last address on file. Such Regional Council Officer shall have fifteen (15) calendar days from date of receipt of charges to answer in writing.

(b) The Regional Councils reserve the right to hear and act upon the charges and the Regional Council Officer is entitled to a hearing before the Regional Council if desired. The Regional Council Officer may elect to have the decision made ex-parte on the basis of the complaint and the answer. A Regional Council may appoint a special committee to hear the matter.

(c) Regional Council shall be the first level of appeal by either party for all complaints for which there has been final action at the Chapter level.

(3) Chapters.

(a) A complaint against a chapter member or officer may be initiated by any three (3) members of a Chapter and must be in writing and signed by such members and transmitted to the Chapter President. Upon receipt thereof, the President of the Chapter shall forward a copy of the complaint by registered mail to the chapter member or officer involved at the last address on file. The chapter member or officer shall have fifteen (15) calendar days from date of receipt of charges to answer in writing.

(b) The Chapter Executive Committee reserves the right to hear and act upon the charges and the chapter member or officer is entitled to a hearing before a Chapter Executive Committee if desired. The Chapter member or officer may elect to have the decision made ex-parte on the basis of the complaint and the answer. The Chapter Executive Committee may appoint a special committee to hear the matter.

ARTICLE XI

RULES OF PROCEDURES

Rules of procedure as stated in Roberts Rules of Order, Newly Revised, shall govern the Organization except as otherwise provided herein.

ARTICLE XII

INCORPORATION

Section 1. The National Organization, Blacks In Government (BIG), is incorporated as a nonprofit, tax-exempt corporation under the appropriate laws of the District of Columbia.

Section 2. Principal Offices. The national headquarters shall be in the District of Columbia. There also shall be eleven regional offices, ten of which will be locations corresponding with the standard Federal regions and the eleventh comprised of the Washington, D. C. Standard Metropolitan Statistical Area. Other offices may be established by a majority vote of the Board of Directors.

ARTICLE XIII

LIMITATIONS OF LIABILITY

Section 1. National Fiscal Responsibility. No regional council or chapter of this organization shall have the authority or power to impose or incur financial liability on the part of the organization without the express authorization of the Board of Directors, in writing and obtained in advance.

Section 2. National Legal Corporate Responsibility. No regional council, chapter, officer or member of this organization shall have the authority or power to legally obligate the organization without the express authorization of the Board of Directors or as delegated in this Constitution. The organization shall indemnify any officer or member of this organization for actions taken during the performance of duties on behalf of the organization so long as said actions are consonant with the honesty, integrity, goals, and objectives of this organization as determined by the Board of Directors.

Section 3. Distribution of Assets and Properties.

A. There shall be no general distribution of monetary or property assets to members or officers of the organization, and all gains realized shall be devoted solely to the implementation of the objectives of the organization. No member or officer shall be personally liable to the creditors of the organization for an indebtedness of liability incurred pursuant to Section 1 of this Article and any and all creditors shall look only to the assets of the organization for payment.

B. In the event of dissolution of this organization, its property shall be distributed to such tax-exempt, nonprofit organizations as may be selected by its members. The assets of the organization shall in no event be distributed to any of its members or officers.

Section 4. Indebtedness. The National Organization shall not be responsible for indebtedness or obligation of any regional council, chapter, or by any of their officers or agents. All expenditures should be controlled as approved budget items and/or expenditures authorized by the Executive Committee, in session, for ratification by the Board of Directors.

ARTICLE XIV

ADOPTION OF CONSTITUTION

All members of this Organization in good financial standing as of 60 days prior to the Delegates Assembly must be provided an opportunity through their Chapter to review the Constitution and, through their chapter delegates, subsequently vote the adoption of Constitution at a National Delegates Assembly called by the President for the express purpose of adopting the Constitution. A two-thirds (2/3) affirmative vote of the Delegates assembled shall be required for adoption provided the quorum requirements as set forth elsewhere in the Constitution are adhered to.

ARTICLE XV

AMENDMENTS TO CONSTITUTION

The Constitution of this Organization may be amended or deleted, if necessary, to carry out the purposes of the Organization by a two-thirds (2/3) majority vote of those delegates present and eligible to vote provided the quorum requirements as set forth in this Constitution are adhered to.

The simple majority of the general membership in good financial standing through their Delegates has the right of referendum on any issue which the Board of Directors has failed to act upon or has not acted upon favorably as interpreted by the membership. Amendments made to this Constitution shall become effective January 1, of the year after the Annual Delegates Assembly unless rules are suspended by a three-quarters (3/4) majority vote of those Delegates present and eligible to vote. All amendments to the Constitution will be mailed to each chapter thirty (30) days before the amendments effective date.

Any regular member in good financial standing at the chapter, region and National level may propose amendments to the National Constitution. All proposed amendments must be submitted in writing to the National Office. The National Office will distribute the proposed amendments to each chapter and region no later than sixty (60) days prior to the National Delegates Assembly.

ARTICLE XVI

RATIFICATION

This Constitution became effective upon ratification by a two-thirds (2/3) majority of the Delegates present and eligible to vote at the National Delegates Assembly of Blacks In Government (BIG) called expressly for that purpose by the National President and held in the City of Washington, D. C. on September 2, 1984.

(This ratification supercedes the previous Constitution and Bylaws which were ratified by a simple majority of the voting members present at the Blacks In Government meeting held in the City of Washington, D. C. on April 30, 1980).

Rubye S. Fields

RUBY S. FIELDS
National Secretary

Lonis Ballard

Lonis Ballard
National President

Ratified April 30, 1980, Washington, D. C

Sherri Sheppard

SHERRI SHEPPARD
National Secretary

Amended August 15, 1985, Washington, D. C.

Roger L. Mickey

ROGER L. MICKEY
National Secretary

Amended August 16, 1989, Washington, D. C.

Juanita Pointer

JUANITA POINTER
National Secretary

Amended August 18, 1991, Washington, D. C.

Carmelita Pope-Freeman

CARMELITA POPE-FREEMAN
National Secretary

Amended August 18, 1993, Washington, D. C.

Carmelita Pope-Freeman

CARMELITA POPE-FREEMAN
National Secretary

Amended August 29, 1996, Atlanta, GA.

Margaret R. Stephens

MARGARET R. STEPHENS
National Secretary

Amended: August 14, 1997, Washington, D. C.

Margaret R. Stephens

MARGARET R. STEPHENS
National Secretary

Amended: August 23, 1998, Washington, D. C.

Margaret R. Stephens

MARGARET R. STEPHENS
National Secretary

Amended: August 21, 2000, Washington, D. C.

Dawn M. Lawson

DAWN M. LAWSON
Corresponding Secretary

Amended: August 27, 2001, Los Angeles, CA

James E. Rogers, Jr.

JAMES E. ROGERS, JR.
National President

Rubye S. Fields

RUBY S. FIELDS
National President

Marion A. Bowden

MARION A. BOWDEN
National President

Marion A. Bowden

MARION A. BOWDEN
National President

Oscar Eason Jr.

OSCAR EASON, JR.
National President

Oscar Eason Jr.

OSCAR EASON, JR.
National President

Oscar Eason Jr.

OSCAR EASON, JR.
National President

Gerald R. Reed

GERALD R. REED
National President

Gerald R. Reed

GERALD R. REED
National President

Dawn M. Lawson

DAWN M. LAWSON
National Secretary

Amended: August 25, 2002, Atlanta, GA

Cynthia Davis

CYNTHIA DAVIS
National Secretary

Amended: August 25, 2003, Denver CO

Cynthia Davis

CYNTHIA DAVIS
National Secretary

Amended: August 15, 2004, Washington D.C.

Cynthia Davis

CYNTHIA DAVIS
National Secretary

Amended: August 1, 2005, Orlando Florida

Cynthia Davis

CYNTHIA DAVIS
National Secretary

Amended August 20, 2006, New York, New York

Contrress Braxton

CONTRRESS BRAXTON
National Secretary

Amended: August 24, 2009, Baltimore Maryland

Contrress Braxton

CONTRRESS BRAXTON
National Secretary

Amended: August 15, 2010, Kansas City, Missouri

Gerald R. Reed

GERALD R. REED
National President

Gregory Reeves

GREGORY REEVES
National President

Gregory Reeves

GREGORY REEVES
National President

Darlene H. Young

DARLENE H. YOUNG
National President

Darlene H. Young

DARLENE H. YOUNG
National President

J. David Reeves

J. DAVID REEVES
National President

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National President

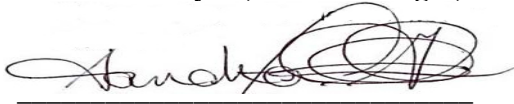

HONORABLE FELICIA SHINGLER
National Secretary

Amended: August 19, 2013, Dallas, Texas


HONORABLE FELICIA SHINGLER
National Secretary

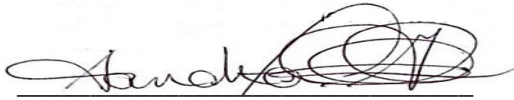
Amended: July 28, 2014, Las Vegas, Nevada
National Secretary

Amended: July 29, 2014 Las Vegas, Nevada



SANDRA F. GLENN
National Secretary

Amended: August 23, 2015 Orlando, Florida



SANDRA F. GLENN
National Secretary

Amended: August 21, 2016, Atlantic City, New Jersey



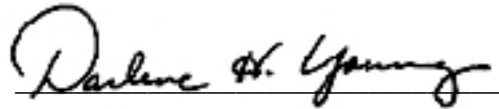
SANDRA F. GLENN
National Secretary

Amended: August 20, 2018, Atlantic City, New Jersey

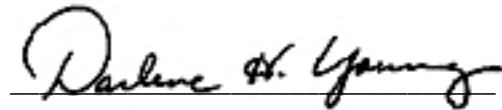

HONORABLE DARLENE H. YOUNG
National President


HONORABLE DARLENE H. YOUNG
National President

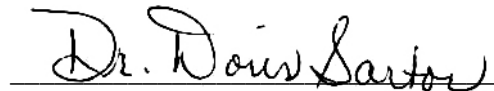
National President



HONORABLE DARLENE H. YOUNG
National President



HONORABLE DARLENE H. YOUNG
National President



HONORABLE DR. DORIS P. SARTOR
National President