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Executive Summary

Greetings, My BIG Family, on behalf of the National Executive Committee and the National Office Staff, I welcome you to the 2020 Virtual National Delegates Assembly. I would first like to take a few moments to pay tribute to ALL our BIG members who are no longer with us physically, but whose gifts, dignity, compassion, and unrelenting commitment will always be remembered and cherished. I especially want to honor our past NEC members Honorable Cassandra D. Jones, former NTI Registration Chair, and Honorable Leonard T. Stone, former Telecommunications Chair. Please keep them in your thoughts as we conduct this great organization's business and continue their legacy of learning and empowering others.

This was a challenging year from the highly publicized deaths of George Floyd in Minneapolis, Minnesota, and countless others that exposed systemic racism, to our health crisis with the COVID-19 pandemic. These crises created fear and frustrations, but also brought possibilities. Possibilities of awareness, change, and action. All with the hope of creating a better society.

We continue to establish new strategic alliances and enhance our long-standing collaboration and engagement with the Department of Defense; GovLoop; National Policy Alliance; Fedmanager; and other organizations committed to equity and equality.

Our National leadership is committed to continue operating in the black and being fiscally responsible. The National Board of Directors and the National Executive Committee are to be commended for the exceptional financial health of our organization. To ensure our excellent financial performance, we must continue to be vigilant in being financially accountable. Doing so will ensure longer-term financial sustainability and vibrancy of the Blacks In Government organization.

We continue to transmit critical information to our membership at a moment’s notice through our electronic communications. Mr. Johnny Barideaux, Acting National Telecommunications Chair, responds 24/7 to the needs of our members.

Our organization continues to be in total alignment with our strategic plan with its emphasis on Communication Flow; Financial Accountability; Advocacy; and Membership. Using BIG's forward-thinking strategic plan and being accountable for our results will make our organization more transparent and provide more precise alignment with our organization's vision. Our National Officers, National Office Staff, Committee Chairs, and Volunteers have all worked diligently to resolve Membership issues as they are presented in a timely manner. I commend them ALL for their efforts.
It has been an honor to serve as the 14th National President of Blacks In Government. I recognize and thank the Immediate Past National President, and Chair of the National Board of Directors, Honorable Darlene H. Young, for leaving a legacy of excellence for us to follow. I now look forward to the incoming administration, who will build on our successes, and make our organization more effective and efficient.

The following is a summary of our accomplishments:

The 2020 Combined Federal Campaign (CFC) application for Blacks In Government was approved by the Director of the US Office of Personnel Management for inclusion in the 2020 CFC National/International charity list. The CFC is the official workplace giving campaign of the Federal government. Our CFC code is 10790.

Blacks In Government stood in solidarity with more than 16 Black policy-making organizations in collaborating to address the critical health care issues facing Black Americans as a result of COVID-19. We stood as one voice and demanded action from our national political leaders. We also worked with these organizations to develop a clarion statement on the need to reform the criminal justice system as a result of the horrific murder of George Floyd. Special thanks to Legislative Review Chair, Dr. Charles Horne, for taking the lead on these initiatives.

Military Veterans Emphasis Program (MVEP), Chair, Dr. Candace S. P. Williams, in partnership with Team DYLA Visionaries Coordinator, Ms. Fawntrella (Fawn) Thompson, collected items to support “BIG GiveBack To Veterans Campaign.” The items will be donated to the men and women veterans in the Tampa area, via Tampa’s Veterans Medical Center.

Third Vice President, Dr. Deborah McClanahan, coordinated the 2020 National BIG Military Meritorious Service Awards. These awards honor military members and Department of Defense (DoD) 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. This year, we will recognize the top winners from seven (7) DoD Agencies.

Affirmative Employment/Equal Employment Opportunity (AE/EEO) Committee, chaired by Ms. Alice Mercer, is monitoring all matters pertaining to affirmative action and assisting in developing positions on any legislation or regulations impacting advancement or employment opportunities of Blacks in government.

Our Corporate Sponsorship Committee led by Mrs. Mazella Thomas has generated an estimate of $312,890.00 in monetary, and in-kind donations (as of June 30), for our programs, services, and initiatives. The Corporate Sponsorship Committee recruited 97% of 2019 Corporate Sponsors to return as Sponsors in 2020. One returning Sponsor increased its in-kind sponsorship by 73%, and two new Corporate Sponsors were recruited. Also, AMAZON is currently seeking
Information on BIG's National STEM program for possible consideration for annual corporate sponsorship.

Health and Wellness Coordinator, Ms. Anita Powell, provided information to BIG members on current health and wellness topics, Coronavirus (COVID-19) trends across the country, and health and wellness tips of returning to work due to the wakening of COVID-19, and underlying conditions. Information also distributed to Regional Health and Wellness Coordinators. She also maintained a list of available and daily up-dates with number of cases by state (interactive map) on Coronavirus.

Special Edition Newsletter on, “Building a Culture of Respect---Call for Racial Equality” was published. This newsletter addressed different perspectives of racism and inequality as it relates to various areas of social justice, health, legislation, military veterans, criminal justice, and other factors. Special thanks to the Communications and Public Relations Chair, Mr. Chris Jones, and Deputy Chair, Ms. Marie Perry, for preparing the newsletter.

The NOW Generation has been conducting online training to attract younger generations to BIG. NOW Generation virtual training sessions and Town Halls have been held on critical topics. Mr. Stephan Matthews, the NOW Generation Coordinator, has been highly successful in using social media to attract more millennials.

The National Legislative Committee, and AE/EEO Committee provided periodic email blasts on critical issues facing government employees. They closely monitored congressional proposals and pending legislation.

National Historian/Librarian, Honorable C. Jacquie Beatty-Sammons, completed our first Blacks In Government History Booklet. This living document of our history reminds us of where we stand, where we have been, and where we are going.

We made a charitable contribution of $1,000 as a Bronze Sponsor for the Federal Employee Education and Assistance Fund (FEEA) Public Service Charity 5K Run/Walk that celebrates and supports federal public servants across the country. All contributions go to our Partner – FEEA that helps Federal Employees in Emergencies. Also, five (5) 2020 BIG-FEEA scholarships were awarded to children of BIG members.

We served as a Preservation Sponsor ($2,500) for the Association for the Study of African American Life and History 94th Annual Black History Luncheon.

Congratulations to the CDC/ATSDR Chapter who won the May National Membership Drive with 27 new and renewed members. National Membership Chair, Ms. Monica Hedgspeth, coordinated the May National Membership Drive.

Project BIG Vote Committee Chair, Honorable Toni Pearson, provided incremental information to all Regions, Chapters, and BIG membership on Registering and Voting via bignet, Facebook,
Instagram, and flyers. The committee created and posted the 50 State Voter Registration Information on www.bignet.org, which provides everything members need to register and vote in their state election centers.

Mr. Chris Jones, Chair, National Public Relations and Communications, prepared ads for the USA Today 2020 Black History Month Special Edition, our NCEPS partners, and The Afro publication.

I want to recognize the members of this year’s Virtual National Delegates Assembly Team, who were proactive in planning and implementing this successful virtual meeting. Their dedication, commitment, and hard work represent what makes Blacks In Government a world-class organization. Honorable David Groves, NDA Chair, we offer congratulations, and much thanks to you, and your team for an outstanding Assembly.

While these are only a snapshot of the NEC’s activities since our last National Delegates Assembly, as you can see, YOUR National Executive Committee has been quite engaged in furthering the mission of Blacks In Government. We look forward to our combined efforts as we continue to represent the ideals of equity, excellence, and opportunity and increase our visibility of BIG in the public and private sectors. Finally, I would like to thank all of you for making BIG an outstanding organization, and I am humbled by your continued commitment and dedication to our great organization.

THANK YOU FOR THINKING BIG!

Sincerely,
Honorable Dr. Doris P. Sartor
National President Blacks In Government, Inc.
Name: Honorable Dr. Doris Sartor
E-Mail Address: doris.sartor@hotmail.com
Cell Phone: 202-439-2483

NATIONAL CONSTITUTION RESPONSIBILITIES
President. The President shall serve as Chair of the Executive Committee and shall be an ex-officio member of all committees except the National Nominating and Election Committees. In addition, the President shall guide the implementation of policies which have been approved by the Board of Directors; shall recommend to the Board of Directors changes in policies and procedures; shall present the President’s annual report at the Annual Delegates Assembly; shall countersign, with the Secretary, requisitions for the disbursement of funds; shall countersign with the Treasurer or the Assistant Treasurer (in the absence of the Treasurer) checks drawn on the organization’s treasury; shall co-sign with the Treasurer all contractual agreements requiring disbursement of the organizations funds, shall receive reports on activities of the Regional Councils and the Chapters; shall assure notification of Chapters and Regional Councils of National meetings; shall appoint a Parliamentarian and a Historian/Librarian; and shall perform such functions and exercise such other authorities as may be prescribed by the Board of Directors; shall directly supervise the work of any National salaried staff and shall be accountable to the Board of Directors regarding the staff.

INITIATIVES /ACCOMPLISHMENTS
August/September 2019

- **Position Paper on Why Harriet Tubman’s Legacy is Important.** Information submitted to *timesunion* publication.
- **African American Federal Executive Association (AAFEA).** On September 6th, announced National Blacks In Government, Inc. continued partnership with the African American Federal Executive Association, Inc. AAFEA is the leading non-profit organization dedicated to preparing and supporting African Americans for advancement into and within the senior ranks of the Federal Government.
- **Combined Federal Campaign.** BIG was approved by the Local Federal Coordinating Committee (LFCC) of the National /International to participate as a National Organization in the 2019 Combined Federal Campaign. **CFC # 10790.**
- **Congressional Black Caucus Foundation Annual Legislative Conference.** Attended events and sessions from September 11-15, 2019. In attendance were numerous BIG members. This year, BIG had a membership booth in the exhibit area.
• **Women in Power Honoree.** Attended National Policy Alliance Annual Business Meeting and Awards Luncheon on September 13th. I was proud to be one of the five recipients of the “Women in Power” award. The theme was “The Power of Women – Women in Power.”

• **Guide for Executing BIG’s Strategic Plan at the Regional Council and Chapter Levels.** Document provided to Regional Council Presidents for distribution to Chapter Presidents and BIG members.

**October 2019**

• **Region XI Christmas Gala.** Provided Greetings for the event for Souvenir Journal.

• **CDC/ATSDR Black and White Ball.** Provided greetings during CDC/ATSDR 30th Year Chapter Celebration and ball on October 12th. Kudos to CDC/ATSDR Chapter for 30 years of excellence.


• **World Conference of Mayor Annual Meeting & Historic Towns and Settlement Alliance First Annual African American/African Cultural Heritage Tourism Conference.** Luncheon Keynote Speaker for event on October 6th at Tuskegee University, Kellogg Convention Center.

• **NBoD’s Time and Place Committee Meeting.** Participated in a teleconference on October 30, 2019, to discuss Time & Place/Delegates Assembly Committee 2021/2022 top three NTI selections.

• **October 24, 2019. Federal Employee Education & Assistance Fund (FEFA) 2020 Public Service Charity Walk/Run.** National BIG will serve as a Bronze Sponsor ($1,000).

**November /December 2019**

• **Honorable Leonard T. Stone.** Special prayers go out to the family of our brother, Honorable Stone on his passing on November 5th. Honorable Stone faithfully served BIG for 37 years.

• **2018 Annual Program Report Evaluation by National Board of Directors.** The National Board of Directors' Program Oversight Committee provided the 2018 Program Oversight Committee's (POC) evaluations of the Annual Program Report from the National Executive Committee. They provided their findings and recommendations. Each Committee reviewed their recommendations and responded to their recommendations. Majority of Committee responses provided to Chair, National Board of Directors on November 13, 2019.

• **December 13, 2019, Meeting with Blue Cross/Blue Shield Corporate sponsor in Washington, DC.**
January/February 2020

- **Passing of Honorable Cassandra D. Jones.** Special prayers go out to the family of our sister, Honorable Cassandra Jones on her passing. Cassandra, a lifetime member, joined BIG in 1991 as a founding member of the UMOJA Chapter.


- Provided full-page ads to FAPAC and FEW for placement in their 2020 Souvenir Journals.

- **Association for the Study of African American Life and History (ASALH) 94th Annual Black History Luncheon.** BIG served as a Preservation Sponsor ($2,500). ASALH’s mission is to promote, research, preserve, interpret, and disseminate information about African American life, history, and culture to the global community.

- **USA Today Black History Publication.** Special thanks to Mr. Chris Jones, Chair, National Public Relations and Communications Chair, for preparing our half-page ad for the USA Today 2020 Black History Month Special Edition. Digital Edition provided to BIG members via email blast on February 7th.

- Special thanks to Mr. Johnny Barideaux for serving as Acting Telecommunications Chair during Mr. Ken Cowan’s recovery.

- **Membership Database Concerns.** Working with National Membership Chair, Ms. Monica Hedgspeth, and National Office Manager, Ms. Susan Harmon, to address membership concerns brought to my attention. Ongoing process.

- **Request for Support in Generating Increased Revenue.** Board members were asked to provide any leads for corporate sponsorship to the Corporate Sponsorship Chair, Ms. Mazella Thomas (email: mazellathomas@aol.com) and any fundraising suggestions to the Finance Committee Chair, Ms. Yolanda Tines (email: yatBIG422@aol.com). *(Continuous Open Item)*

March/April 2020

- **Coronavirus (COVID-19) Pandemic.** We have sent periodic email blasts on details of the Coronavirus and recommended preventive actions from the Centers for Disease Control and Prevention (CDC). I have also been in discussion with the National Board Chair, reference the impact of the pandemic on our upcoming NTI. We are closely monitoring the situation.

- **Region XI Newsletter.** On March 3rd submitted article to Region XI Council President on “What is the Importance of Women’s History to Me” as requested.

- **Annual Training Contract Negotiations Team.** The Negotiations Team met on March 13th to discuss the 2021 NTI contract received from the Gaylord National Resort and Convention Center, National Harbor, MD. The 2021 NTI contract was submitted to the NBoD for approval on March 30th for review and approval. Received approval and signed 2021 NTI contract on April 9th and submitted for countersignature. The Negotiations Team met on April 3, 2020 to discuss the three NTI contracts for 2022—Huntington Convention Center of Cleveland, Ohio; Hilton Cleveland Downtown; and The Westin Cleveland Downtown.

- **Teleconference on Talley Management Contract for April 1, 2020- March 31, 2021.** Participated in Teleconference on March 30th to discuss Talley Management providing all
Accounting and Financial Services BIG requires. Two contracts were reviewed, one for the accounting and financial services and the other one for a new accounting system. The contracts and sole source were submitted to the NBoD for approval on April 3, 2020. Received approval from NBoD on April 9, 2020.

- **World Conference of Mayors, Inc., and the Historic Black Towns and Settlement Alliance Teleconference, April 10, 2020.** Attended teleconference on The Coronavirus and the Black Community. The guest speaker was the 16th Surgeon General of the United States, Honorable Dr. David Satcher. He provided the facts of the effects of the Coronavirus on the Black Community. During this teleconference, the groups passed a motion to provide resolution for calling upon the government at the federal, state, and local levels, to give special attention to the Black community. At Honorable Ford’s request, served on the committee to draft resolution. Participated on April 11th and April 14th teleconference to prepare Resolution on the Coronavirus (COVID-19) and Press Release. Resolution forwarded to the White House—President Trump, the United States Senate, and the House of Representatives. Press Release sent out via email blast on April 15th.

- **Teleconference with Department of Defense on April 15th.** Teleconference with DoD representative reference Supporting Partner Agreement for 2020. Discussion of support of Agency Forum, support of our programs, and coordination with all Military Services.

- **Administrative Support for BIG National Office.** Contract signed with Ms. Susan Harmon on March 18th to provide all administrative functions.

- **Recommendation on BIG Logo Policy.** National Executive Vice President, Honorable Shirley Jones, Esq. prepared draft revision to the policy on the use of the BIG logo. NEC approved draft policy and submitted to NBoD Chair on April 16, 2020.

- **March 2020 BIG Reporter.** Sent via email blast and posted on BIG website on March 19th.

- **National Black Political Convention (NBPC).** Participated in Teleconference with NBPC planners on February 20, 2020 and March 5, 2020. The theme “Setting the Peoples Agenda” will have a slant on the continuing power of the female voice in the United States and around the world.

- **Federal Employee Education & Assistance Fund (FEEA) 2020 Public Service Charity Walk/Run event has been postponed to May 2, 2021. National BIG will serve as a Bronze Sponsor ($1,000). Sponsorship transferred to May 2021.

**May/June 2020**

- **World Conference of Mayors (WCM) and Historic Black Towns And Settlements Alliance, Inc.** Established task force on June 5th charged with developing a clarion statement on the need to reform the criminal justice system of the United States from the top down. The immediate need for this statement was made evident by the horrific murder of Mr. George Floyd. The statement from Blacks In Government (BIG) on this topic will be incorporated, in part, into the statement to be created by this task force, which will be shared with more than 16 Black national policy-making organizations.

- **BIG Attorney Services.** The law firm of Whiteford, Taylor and Preston LLP was selected to provide attorney services to BIG on June 10th.

- **Region V’s June 26th Virtual Training.** Region V conducted outstanding training. I provided opening remarks on the theme, “Adjusting the BIG Picture—Life Post COVID-19.”
Now Generation Virtual Town Hall, June 30th. Engaging discussion centered on the current issues of the day relating to COVID-19 and systemic racism.

Combined Federal Campaign. 2020 CFC application was submitted on 22 January 2020. Special thanks to Ms. Susan Harmon for submitting the application and Honorable Ms. Norma Samuel for providing required financial documents. Application approved on June 8th. Ms. Harmon finalized the process on June 30th by paying listing fee. Our CFC number is 10790.

July 2020

Status of NDA 2020. The NBoD approved the Virtual NDA on July 1. The virtual NDA will take place on Sunday, August 23, 2020. A core team (for managing the Virtual Command Center) will implement the NDA at the Double Tree in Crystal City adhering to current health guidelines.

Virtual NDA Contracts & Agreements. Coordinated signing of agreements and contracts with DoubleTree by Hilton Hotel; PSAV; and eBallot on July 2nd.

National Black Political Convention (NBPC). As of June 30th, the NBPC is scheduled for Friday September 25, 2020 in Washington, DC. It will be a full one-day meeting with limited in-person and major on-line audience. The revised theme is, “NBPC 2020 – Policy, Opportunity, Strategy, and Timing (POST).”

FED Talk, July 9. Received request for BIG to serve on panel to discuss problem areas we are seeing in the federal government in reference to racism and discrimination and how we are addressing this area in our organization. Selected AE/EEO Chair, Ms. Alice Mercer, to represent BIG on this panel. Ms. Mercer represented us well and shared our programs and our partnerships to address racism and discrimination in the Federal sector.


ACTIVITIES/ACTIONS THAT SUPPORT BIG STRATEGIC PLAN

Communications Flow
- Institute visit by the National President to at least two different Regional Councils Annually or attend programs annually
  - Provided opening Remarks to Region V Virtual Training on June 26th
  - Due to COVID-19, face-to- face visits were cancelled
- Continue all current interest groups/activities periodically evaluating the need for new groups/activities and eliminating groups that out-live their useful purpose.
  - Participated in periodic teleconference with National Black Political Convention planners for event in September 2020, in Washington, DC.
  - World Conference of Mayors/Historic Black Towns and Settlements Alliance Conference, January 27-2 February 2020,
National Chair Board of Directors and National President serving on World Conference of Mayors Board of Directors

- Continuing relationship with National Policy Alliance
- Serving on GovLoop Next Generation Board (National President and NOW Generation Coordinator)
- Established relationship with Senior Executives Association (SEA)

- Enhance the mechanism for gathering and disseminating information to Blacks In Government membership.
  - Continuous updates via BIG email blasts and on social media
  - BIG Ad placed in February edition of USA Today
  - BIG Reporter Published in March 2020
  - Special Edition NTI Newsletter on “Building a Culture of Respect-Call for Racial Equality”

- Allow the membership to request to be part of the groups.
  - Requested volunteers to serve on Standing and Special Committees
  - Requested volunteers to serve on NTI Subcommittees on March 23rd
  - Progress reporting inputs to JOAPI based on member participation (on-going)

- Use traditional media outlets (trade shows, speaking venues, community events and other organizations).
  - Improved interoperability of BIG website — National President’s Highlights—continuous update of timely activities/initiatives/programs.
  - Speaker during January 2020 World Conference of Mayors/Historic Black Towns and Settlements Alliance Conference in Maitland, Florida.
  - Provided full-page ads to FAPAC and FEW for placement in their Souvenir Journals
  - Radio Interview, The Wire, 98.5 Central Florida radio, January 31st
  - Radio Interview, AE/EEO Chair, FedTalk, July 9th
  - Interview by Government Executive Media publication, July 10th

**Financial Accountability**

- 2020 Budget approved as submitted to NBoD by NEC
- Reimbursement approvals in line with budget line item
- Seeking increase in sponsorship donations for 2020
- NEC & NBoD Successfully Negotiated Contracts for 2021 & 2022 NTIs
- NEC & NBoD Successfully Negotiated Contract for Accounting and Financial Services with Talley Management with no increased cost to BIG.
- NEC & NBoD Successfully Negotiated Contract for Administrative Support for BIG National Office with no increased cost to BIG

**Advocacy**
o AE/EEO information, materials and resources developed and placed on BIG’s website
o AE/EEO Training Forum conducted on January 23, 2020, facilitated by National AE/EEO Chair, Ms. Alice Mercer.
o Responsiveness of AE/EEO Committee to member and non-BIG member issues

- Membership
  o Responsiveness, National President’s follow-up on member inquiries within 3 calendar days
  o Working with NBoD and Regional Council Presidents in addressing member concerns as needed
  o Members using various National Programs at Regional and Chapter levels
Name: Honorable Shirley A. Jones, Esq.
E-Mail Address: shirleyannjonesbigrxi@gmail.com
Home Phone: 202-465-5852
Work Phone: 202-512-8156
Cell Phone: 202-465-5852

NATIONAL CONSTITUTION RESPONSIBILITIES
In the absence of the President or in the event of disability of the President, the Executive Vice President shall perform all the duties and functions of the President. During such a period, the Executive Vice President shall have all the powers of and be subject to all restrictions placed upon the President. The Executive Vice President shall also serve as Regional Liaison. The Executive Vice President shall perform such other duties as may be assigned by the President.

INITIATIVES /ACCOMPLISHMENTS
July 2020 Highlights:
• Assisting GAO-USACE Chapter prepare “Take Your Mid-Point Feedback and Run with It” panel.
• July 29, 2020 - Serving as Guest Speaker for NGA Chapter Meeting, Region XI.
• July 21, 2020 – Serving as Guest Speaker for Harry T. Moore USAID Chapter meeting, Region XI.
• Date TBD - Serving as Guest Speaker for FMS Chapter meeting, Region XI.
• As Regional Liaison for the Regional Council Presidents sending communications to and from the group throughout the month, including preparations for August quarterly meeting and NDA.

June 2020 Highlights:
• June 30, 2020 – Served as NOW Generation Town Hall moderator discussing the country’s racial climate and other concerns.
• June 27, 2020 – Served as Guest Speaker for Region XI Youth Oratorical and STEM Program discussing the history of racism in the United States.
• June 18, 2020 – Provided training for Region XI NOAA Chapter meeting on “Effective Communications Skills for Leaders in a Virtual Environment”.
• June 18, 2020 – Served as SES Interview for Region V DYLA Student.
• June 11, 2020 – Requested consideration and received approval for an advertising opportunity in the special edition AFRO newspaper publication.
June 3, 2020 – Upon request from the Personnel Committee, sent thoughts and potential questions to National President, Board Chair Personnel Committee Chair, and National Legal Review Chair for use in interviewing law firms.

Attended and provided remarks at Region XI events, including 6/4/2020 DHS Chapter meeting, 6/13/2020 Council meeting, 6/18/29 NOAA Chapter meeting, and 6/25/20 EPA Chapter Meeting.

As Regional Liaison for the Regional Council Presidents sent communications to and from the group throughout the month, including updates on the 2020 NTI.

May 2020 Highlights

May 31, 2020 – Prepared and sent an article for Region XI distribution entitled “This Is Why Your Vote Matters” in response to the death of George Floyd and nationwide protests.

Attended and provided remarks at Region XI events, including 5/9/2020 Council meeting, 5/16/20 RTC, and 5/21/2020 USDA Chapter meeting.

As Regional Liaison for the Regional Council Presidents, provided remarks at May 20, 2020 RCP quarterly meeting and sent communications to and from the group throughout the month.

April 2020 Highlights:

April 16, 2020 – Presented and received NEC approval of draft policy for BIG logo use for submission to the National Board.

April 11, 2020 - Attended and provided remarks at Region XI first virtual Council meeting.

April 5, 2020 – Submitted draft policy for BIG logo use to National President for review.

April 2, 2020 – Sent NEVP Staying Positive/Pick 3 Challenge article to Region II, III, V, and IX Council Presidents for confirmed inclusion on Council websites and/or newsletters.

April 1, 2020 – Received request from National President to draft a national policy for the use of the BIG logo.

April 1, 2020 – Sent article to Region XI Council President discussing the importance of staying positive and introduced my Pick 3 Challenge (appeared in April 6, 2020 Region XI weekly).

As Regional Liaison for the Regional Council Presidents sent communications to and from the group throughout the month, including suggesting and inviting NEC guests to May quarterly meeting.

March 2020 Highlights:

March 31, 2020 – Discussed with GAO-USACE Executive Committee how the chapter could provide financial donations to local first responders.

March 31, 2020 – Contacted National President regarding a request received for use of the BIG Logo and responded to the requester accordingly.
March 21, 2020 – Discussed the History and Purpose of BIG at Region XI New Members Orientation held virtually.

March 14, 2020 – Conducted Installation of Region V officers in Bloomington, IN, presented officer leadership training, and presented a congratulatory letter from the National President to the Honorable Ethel Crisp for 50 years of government service.

As Regional Liaison for the Regional Council Presidents sent communications to and from the group throughout the month, including financial reporting reminders.

February 2020 Highlights:

February 29, 2020 – Discussed ABC’s of Chapter Leadership at Region XI Chapter Presidents Round Table.

February 22, 2020 – Attended ASALH Black History Month luncheon.

February 11, 2020 - As the BIG Liaison for the African American Federal Executive Associations (AAFEA), discussed BIG/AAFEA relationship and AAFEA support of 2020 and 2021 NTIs and similarly BIG support of AAFEA’s annual training event, along with other possible collaborations.

February 6, 2020 – Gave closing remarks at GAO-USACE Chapter Black History Month event.

February 4, 2020 - Conducted GAO-USACE Chapter election and installation of officers.

February 2, 2020 - As Regional Liaison for the Regional Council Presidents sent communications to and from the group throughout the month, including sending invitations to NEC guests to participate in RCP first quarter meeting.

January 2020 Highlights:

January 31, 2020 – Attended meeting with GAO leadership, including U.S. Comptroller General, along with other members of the GAO African American Senior Executive (AASE) group to discuss the pipeline for African Americans at GAO into higher grade/banded positions up to the SES; had an opportunity to discuss BIG efforts.

January 29, 2020 – Discussed the importance of employee groups at GAO panel discussion entitled “The Power of Networking” sponsored by the GAO African American Senior Executives (AASE).

January 24-25, 2020 – Attended NEC face- to- face meeting.

January 11, 2020 – Conducted Region XI Council Installation of officers.

As Regional Liaison for the Regional Council Presidents sent communications to and from the group throughout the month, including compiling new Council Presidents roster and otherwise responding to questions from them as they came into the group.

December 2019 Highlights:

December 14, 2019 - Attended the Region XI Council meeting, the last one under the leadership of outgoing Region XI Council President Marion Allen.
- December 8, 2019 - Attended the Region XI Holiday Awards Gala and presented Corporate Sponsor Awards.
- As the BIG Liaison for the African American Federal Executive Associations (AAFEA), conducted outreach with the AAFEA Liaison throughout the month to facilitate collaboration in 2020.
- Assisted Region XI in preparing for the very grand 2019 Region XI Holiday Awards Gala, the last Gala under the leadership of outgoing Region XI Council President Marion Allen.
- Assisted the GAO-USACE Chapter throughout the month in coordinating upcoming elections.
- As Regional Liaison sent communications to and from the Regional Council Presidents throughout the month, including requests for information for the national CFC submission.

November 2019 Highlights:
- November 20, 2019 - Attended the Region Council Presidents 4th Quarter Meeting.
- November 9, 2020 - Attended the Region XI Council meeting with election of new officers.
- As Region XI Corporate Sponsor Liaison, secured corporate sponsors awards, delivered tickets to corporate sponsors, and otherwise prepared for December Gala throughout the month.
- As Regional Liaison sent communications to and from the Regional Council Presidents throughout the month.

October 2019 Highlights:
- October 29, 2019 – Gave impromptu remarks at the half-day Talent Leadership Exchange D&I event at the National Science Foundation on the importance of employee organizations like BIG.
- October 19, 2019 - Attended Region XI Pink and Black Party for Breast Cancer Awareness Month.
- As Regional Liaison sent communications to and from the Regional Council Presidents throughout the month, including requests related to the membership database.

September 2019 Highlights:
- September 21, 2019 – Discussed History and Purpose of BIG at Region XI’s Fall New Members Orientation.
- Accepted appointment to serve as BIG liaison for the African American Federal Executives Association (AAFEA) and began conducting outreach throughout the month.
- Throughout the month, assisted a BIG member with writing ECQs to support an SES application.
- As Regional Liaison sent communications to and from the Regional Council Presidents throughout the month, including requests for submissions for the annual strategic plan.

August 2019 Highlights:
Throughout the month, participated in discussions with Region XI leaders regarding call for bids to host 2021 and/or 2022 NTI.

As Regional Liaison sent communications to and from the Regional Council Presidents throughout the month, including assistance with inviting guests for RCP face to face at NTI.

August 13, 2019 – Sent follow-up message to Regional Council Presidents reiterating prior suggestion that all Regions consider doing an annual report of accomplishments and activities.

August 7, 2019 – Served as panelist for FLAG Sister to Sister Panel.

August 6, 2019 – Served as Mistress of Ceremony for National President’s Reception during NTI.

August 6, 2019 – Served as moderator for NOW Generation panel “Unleashing the Leader Within” at the NTI.

**ACTIVITIES/ACTIONS THAT SUPPORT BIG STRATEGIC PLAN**

**Communications Flow**

- Sharing information with Regional Council Presidents and NEC members on their behalf.
- Sharing information with members by attending Regional Council meetings and events.

**Financial Accountability**

*Sharing information from the National Assistant Treasurer with the Regional Council Presidents.

**Advocacy**

- Using Senior Executive Service (SES) position to bring attention to diversity and inclusion needs across government.

**Membership (Recruiting, Retention, Benefits)**

- Accepting requests for speaking engagements to share information about BIG.
- Assisting with GAO-USACE Chapter and Region XI membership drives and events.
FIRST VICE PRESIDENT
ANNUAL REPORT TO NATIONAL DELEGATES ASSEMBLY
AUGUST 2019 – JULY 2020

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NATIONAL CONSTITUTION RESPONSIBILITIES
Article VI, Section 2.C.: 1st, 2nd, 3rd Vice Presidents. The 1st, 2nd and 3rd Vice-Presidents in order of rank shall perform all the duties and functions of the President in the event the President and the Executive Vice President are absent or incapacitated. During such a period, the Vice-President shall have all the powers of and be subject to all the restrictions of that office. In addition, each Vice-President shall be responsible for the following:
(1) Federal—The First Vice President shall serve as a primary focal point for coordinating programs and activities and developing initiatives to promote the status of federal employees in the workplace; shall work with the Affirmative Employment/Equal Opportunity standing committee to ensure that the concerns of Federal employees are addressed.

INITIATIVES /ACCOMPLISHMENTS

• Initiatives
  o None

• Accomplishments
  o 2019 NTI Memorial Wall Program
  o 2019 NTI FAA Enhancement SEP
  o First Vice President Round table

HIGH LIGHTED ACTIVITIES
First Vice President Round Table sessions
Purpose: To discuss major issues concerning coordinating programs and activities and developing initiatives that promote the status of federal employees in the workplace regions as it relates to improving the position of BIG members in the workspace, professional development and training, and AE/EEO concerns. The results of the meetings are to be shared with National President and NEC. There will be an emphasis on sharing ideas, strategies, and possible solutions.
Most meetings are scheduled for the third Wednesdays of the month. Meetings started out as phone conference calls. Starting in March, due to COVID-19, the format switched to Zoom.

Alignment with the National Strategic Plan:
Communication Flow: Goal 4 - Establish mechanism for small groups to brainstorm on topical issues.
Objective 4a: Allow the membership to request to be part of the groups.
Objective 4b: Allow a topic of interest to be raised by the membership.

Round Table Sessions
- July 8, Using the BIG Template To Design Your Chapter Webpage. Guest, Johnny Barideaux
- March 19, The Federal Academic Alliance (FAA), Guest, Derilene McCloud
- February 22, , From Pitfalls to Postulates Chapter Success and Membership Growth. Guest: Jerry Jackson, Defense Intelligence Agency Chapter, Region XI.
- December 11, The importance of the Military Veterans Emphasis Program. Guest: Dr. Candace SP Williams, Chair Military Veterans Emphasis Program,
- October/30, NOW generation and Building new leaders. Guest: O Stephen Mathews, RXI, Building New Leaders for the NOW Generation Chair
- September 25, Effectively Understanding BIG Surveys and evaluations. Guest: Phradrea Pond, Evaluations Chair.
- August 28, BIG’s new membership Database. Guest: Hon. Leonard Stone, Telecommunications Chair

Other Major Activities
7/14 RXI, Energy chapter training
7/25 Region V Training
6/18, BIG Article, “They Didn’t Get the Memo: The Meaning of Juneteenth Today”
3/19, Assisted Region IV Treasurer with formulating monthly membership reporting
1/23, AE/EEO Forum
11/20, Facilitated Panel discussion on diversity and impact at the Department of Education.
11/15, Attended NEC call for NEC 2020 Budget, Nov. 15
11/13, Spoke at the Diversity and Inclusion Council trip to African American Museum of History in Washington D.C.
11/11 Submitted 2019 Strategic Plan activities to Strategic Planning Liaison
11/2 Attended Region XI Emerging Leaders Career Summit
9/21, RXI Fall Open house and New Member Orientation
Name: Dr. Deborah A. McClanahan  
E-Mail Address: emf9@cdc.gov  
Home Phone: (678) 289-5954  
Work Phone: (404) 427-0269  
Cell Phone: (404) 932-7683  

NATIONAL CONSTITUTION RESPONSIBILITIES  
Local—The Third Vice President shall serve as a primary focal point for coordinating programs and activities to promote the employment status of local employees in the workplace; shall coordinate with BIG specific local chapter to address their areas of concern regarding employment discrimination. They shall perform such other duties as may be assigned them by the President.

INITIATIVES /ACCOMPLISHMENTS  
- **Third Vice President Monthly Meetings:** Conducted monthly Third Vice President meetings to Regional and Chapters Vice Presidents. Provided updates and encouraged “Local” membership retention and recruitment. Focused primarily on programs and activities that would benefit the “Local” members, both personally and professionally, at the chapter levels.

  Received valuable input from each Regional Vice President or their designated representatives to contribute to the betterment and enhancement of Blacks In Government. Provided opportunities for the Vice Presidents to share their experiences and talents for continuing to improve the “Local Government” sectors in their communities.

  Encouraged Vice Presidents to attend local City Hall meetings, Town Hall meetings, Forums containing State and Local Government workers, Free Webinars and Seminars, and other trainings to develop active and participatory memberships within their perspective Regions.

  During each monthly meeting, Vice Presidents shared the numbers of new members they had recruited, adding to Blacks in Government membership increase.

  The Vice Presidents also reported on inquiries and or concerns received from local members regarding employment discrimination.
  Chaired the Third Vice Presidents monthly meeting on the following dates:
• **Third Vice Presidents/Designated Representatives:** It has been an honor to work and serve with some of the best leaders representing their respective Regions and or Chapters over the past year. Again, I say welcome to the newly elected Third Vice Presidents and or Regional designated representatives.

It has been my honor to invite and welcome National Second Vice President, Faye Rashid, and the Vice Presidents who represent the “State Government Sector” for a joint monthly meeting with State and Local memberships.

The Third Vice Presidents for each Region are listed below:

- Region I  VP Gernai Bledsoe
- Region II  VP Joanne Palmer
- Region III  VP Elma Coleman
- Region IV  VP Ruth Benson
  VP Dr. Wilda Parker-Collins
  VP Dr. Candace SP Williams
  National Second Vice President Faye Rashid
- Region V  Director Deena Sheppard
- Region VI  VP Frank Traylor
- Region VII  Director Tracey Bradford
- Region VIII  No representative appointed
- Region IX  VP Dinah Goodspeed
- Region X  No Third Vice President (No Local members)
- Region XI  VP Rev. Barbara Cox-Johnson

• **$1,050 Corporate Sponsorship Donation:** Invited Blacks In Government Corporate Sponsorship Chair, Ms. Mazella Thomas, to brief the Vice Presidents on her area of responsibility. After providing an outstanding presentation, the Vice Presidents thoroughly understood why donating funds to BIG programs was significant.
Several months later and in April 2020, I solicited the Vice Presidents to assist in moving our programs forward by becoming leaders to support “2020 NTI State and Local Forum.” Collectively, the Vice Presidents made a $1,050 donation to Corporate Sponsorship towards the 2020 State and Local Forum. I believe this was the first of its kind from these government sectors. A special thank you to the leaders (Vice Presidents) from each Region for their generous contributions for supporting Blacks in Government NTI programs.

Since NTI 2020 was postponed, these funds are designated towards the 2021 NTI State and Local Forum.

- **NOW Generation:** Invited Blacks In Government NOW Generation Chair, Mr. Stephan Matthews, to brief the Vice Presidents on his area of responsibility. After providing an exemplary presentation, the Vice Presidents vowed to recruit “Local” persons and other government workers under the age of 40 to join BIG and to support Mr. Matthews in his classic efforts in leading our NOW Generation program. The Vice Presidents’ efforts in recruiting and retaining “Local” members ages 40 and under are shown in this initiative and contribute to Blacks In Government membership increase.

- **Military Veterans Emphasis Committee (MVEC):** Invited Blacks In Government MVEC Chair, Dr. Candace SP Williams, to brief the Vice Presidents on her area of responsibility. After providing a phenomenal presentation, the Vice Presidents vowed to recruit military persons within their communities to join BIG and to support Dr. Williams in her extraordinary efforts in leading the MVEC. The Vice Presidents’ efforts in recruiting and retaining military members are shown in this initiative and contribute to Blacks In Government membership increase.

- **Management Concepts Scholarship & Course Completion:** Applied for the Blacks In Government Management Concepts Professional Leadership Scholarship and was one of the three selected winners. Although given three years (36-months) to complete the program, Dr. McClanahan successfully completed the Management Concepts Professional Leadership Certificate Program in less than ten (10) months and received her completion of certificate dated June 2, 2020.

- **Federally Employed Women (FEW):** Attended the 50th National Training Conference in Philadelphia, PA. Communicated and collaborated with BIG partners and developed new relationships to begin anew with Blacks In Government. Recruited 27 new BIG members during this event.

- **2020 State and Local Forum Planning:** Confirmed participants as of 23 June 2020, are:
  - Georgia House of Representatives Ms. Sandra-Givens Scott
  - Ms. Tina Greer, CEO, Greer Consulting
  - Professor Gregg Hawkins, Texas Southern University, Houston, TX
Mayor Ed Jones, Grambling University.

The Forum will also feature a roundtable including the World Conference of Mayors - names are forthcoming.

After receiving the notification via email blast of the NTI postponement, notified potential participants that their services would no longer be needed. Offered a “Special Thank You” for their willingness to support the 2020 NTI State and Local Forum.

- **2020 Military Meritorious Service Awards Program**: Distributed the FY20 Military Meritorious Service Award Packets on October 1, 2019, to 11 DoD components. The following DoD award nominations were received:
  - United States Navy (3);
  - Defense Logistics Agency (3);
  - United States Coast Guard (3);
  - United States Army (3);
  - Defense Intelligence Agency (0);
  - United States Marine Corps (pending);
  - United States Air Force (3);
  - National Guard Bureau (0);
  - Joint Enabling Capabilities Command (JICC) (0);
  - Defense Contract Management Agency (DMCA) (0); and
  - United States Army Reserves (pending).

  Due to COVID-19 and upon request, the due date for the packets was extended for the United States Marine Corps and the United States Army Reserves.

  Winner selections were made by the National President, Honorable Dr. Doris Sartor.

  Consistently responded to inquiries from the agency point of contacts and provided extensions upon request. Offered to be of assistance for any unit who was having problems getting their awards submitted in a timely manner.

- **Joint Monthly Meetings**: Coordinated the Third Vice President meetings, and offered the opportunity to National Second Vice President, Faye Rashid, and her representatives to join us. The invitation was accepted, and as of Jan 1, 2020, the National State and Local Vice Presidents’ meetings occurred jointly and once a month.

- **Region IV Appointment**: Appointed to serve as Region IV Strategic Planning Committee Chair. Recruited 10 members to serve on the committee, representing 8 chapters within the Region. The five-year plan will provide guidance for the Region to follow to meet established long- and short-term goals and planning.
• **Social Injustices, Racism and Discrimination:** Raised issues to the CDC/ATSDR Senior leadership on interagency social injustices, racism and discrimination. Moderated two-chapter Resiliency Listening Sessions and provided opportunities for others to share their stories experienced. Invited all CDC agency managers and supervisors to attend.

• **DYLA Dues Payment:** Paid DYLA Alumni dues to Ms. Esther Seabrooks for years 2020 & 2021.

• **Tuskegee University:** Attended the World Conference of Mayors Annual Meeting & Historic Towns and Settlement Alliance First Annual African American/African Cultural Heritage Tourism Conference in Tuskegee, AL on October 6, 2020. Supported the National President Honorable Dr. Doris P. Sartor as the guest speaker during the Historic Black Towns and Settlement Alliance Luncheon. I was able to recruit several Mayors to join Blacks In Government and distributed 30 BIG Membership Applications during the event.

• **Coronavirus Information:** Provided updated and pertinent CDC Coronavirus information to Dr. Honorable Doris P. Sartor periodically for review/approval and dissemination to the BIG membership via email blasts.

• **2020 DYLA Students:** Assisted and supported 4 students in submitting their DYLA applications. All four were accepted into this year’s program. Assisted when call upon and provided mentorship upon their request. DYLA

• **FLAG Advisor & Mentor:** Currently serves as the Sr. FLAG Advisor and Mentor for 13 college students. Invited two Sr. FLAG students to attend the Youth Leadership Summit during 2019 NTI. Have been instrumental in FLAG students obtaining degrees beyond their undergraduate degrees. Wrote two reference letters for students’ acceptance into law school, one student one accepted and the other application is pending.

**ACTIVITIES/ACTIONS THAT SUPPORT BIG STRATEGIC PLAN**

• **Communications Flow**
  o Conducted monthly National Third Vice President meetings with Regional Representatives and exchanged information for the betterment of the Blacks In Government organization.
  o Moderated the first-ever CDC/ATSDR Resiliency Listening Session that invited participants across the agency to share their stories of social injustices, and systemic racism and discrimination.
  o Currently serve as the Region IV Strategic Planning Chair to develop and establish a plan for the Region.
  o Met quarterly with CDC/ATSDR Senior Leadership to address interagency problems surrounding social injustices, and systemic racism and discrimination.
Met bi-monthly with the CDC/ATSDR OEO Director to address interagency problems surrounding social injustices, and systemic racism and discrimination.

- During each meeting, the OEO staff provided the number of cases reported for ADR, EEO complaints (formal and informal), Persons With Disabilities (PWDs), Reasonable Accommodations, and other equal employment opportunity activities occurring since the last meeting/gathering with the CDC/ATSDR BIG Executive Committee.

- Requested to provide information on Blacks In Government to several CDC/ATSDR offices, and to external partners living and working in and around the Atlanta Metro Community.

- Attended the NOW Generation Listening Forum and participated with the audience during discussions on systemic racism, and social injustices and discrimination.

- Served as the Program Moderator during the CDC/ATSDR Annual Black and White Ball on October 12, 2019. Invited BIG National President Honorable Dr. Doris P Sartor to bring special remarks, Sr. FLAG students to share their FLAG experiences in the program, and hosted WSB-TV 2 News Reporter, Mr. Tom Jones, as the program speaker. All proceeds benefited the CDC/ATSDR FLAG students in supporting their higher education endeavors.

- Invited and accepted invitations for CDC/ATSDR Senior Leadership to attend the 2020 NTI (Postponed).

- Moderated Region IV Directors’ Forum on August 8, 2020 to address social injustices, and systemic racism and discrimination.

- Invited to attend a meeting on June 29, 2020 hosted by black employees working at the CDC to address interagency social injustices, and systemic racism and discrimination. The group formed and wrote a 7-page letter addressed to the CDC Director, Dr. Redfield, dated June 30, 2020. The employees have outlined 7 demands from the agency and have obtained over 1,500 signatures as of mid-July 2020. The CDC/ATSDR chapter is not leading this effort but will be supporting this initiative.

- Conducted quarterly CDC/ATSDR Officer’s Leadership Training.

- Attended NAACP and BET COVID-19 teleconference series. Ensure that communications

- Appointed as Region IV Strategic Planning Chair and solicited 10 members from 8 different chapters to serve on the committee. Will develop and disseminate the information to all Region IV chapters and emphasize that communications flow up, down and within the organization to maintain open dialogue.

- Continue to serve as the FLAG Advisor and Mentor for the CDC/ATSDR chapter Sr. FLAG students. Ensures that consistent communications are maintained amongst 13 college students and opportunities are provided for them to participate in BIG Regional and National activities and programs.
Recruited and or encouraged over 80 members to renew their memberships and or join Blacks In Government during the past year.

- CDC/ATSDR Chapter;
- World Conference of Mayors;
- Federally Employed Women;
- Atlanta Georgia’s Local and City Workers;
- Atlanta Black Chamber of Commerce;
- THRIVE Christian Academy;
- Zeta Phi Beta Sorority, Inc.;
- Phi Beta Sigma Fraternity, Inc;
- NAACP, Atlanta, GA;
- SCLC, Atlanta, Georgia;
- Historic Black Towns and Settlement Alliance Luncheon;
- CDC/ATSDR AFRG members; and
- Other organizations.

**Advocacy**

- Served as a consistent leader and advocate for equal opportunity in leading discussions during agency roundtables and during meetings at the Chapter, Region IV or National levels.
- Chaired professional programs to promote awareness of social injustices, systemic racism and discrimination.
- Advocated to/for persons working at the State and Local Sectors to join BIG and to attend the 2020 NTI (Postponed).
- Conducted the Inaugural Resiliency Listening Session with CDC/ATSDR employees on June 11, 2020. Conducted a follow-up session with agency leaders and employees on August 18, 2020 for leaders to hear the stories on social injustices, systemic racism and discrimination in and around the workplace. Working with agency leaders to eliminate practices of racism and discrimination.
- Provided training to CDC/ATSDR Chief Information Officers (CIOs) upon request.
- Served as the agency Moderator for the annually held CDC/ATSDR Black History Month and Dr. Martin Luther King Jr. programs to enhance ethnic pride and educational opportunities for Blacks in government.
- Met with the CDC Senior Leadership quarterly to establish a mechanism for gathering and disseminating for Blacks in government and discussed agency issues of social injustices, systemic racism and discrimination. Offered problems and recommended solutions. Set benchmarks that will help to lessen the gap on the issues presented.
- Met with the CDC EEO Director and staff bi-monthly to discuss agency issues of systemic racism and discrimination. Offered problems and recommended solutions. Set benchmarks that will help to lessen the gap on the issues presented.
- Invited and participated in different in-person gatherings to share and disseminate information about Blacks In Government with the following organizations:
Atlanta Black Chambers of Commerce;
THRIVE Christian Academy;
CDC National Center for Injury Prevention and Control (CDC/NCIPC);
CDC Emergency Management Branch (CDC/EMB);
Federally Employed Women (FEW);
Zeta Phi Beta Sorority, Incorporated;
Phi Beta Sigma Fraternity, Incorporated;
Tom Joyner Fantastic Voyage;
Georgia House of Representatives;
100 Black Men of America; and
Other organizations.

**Financial Accountability**
- Operated within the prescribed State and Local approved BIG budget.
- Recruited and collected $1,050 Corporate Sponsorship funds from the Third Vice Presidents and other designated representatives to be used toward NTI 2021 State and Local Forum.
Paula E. Davis  
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NATIONAL CONSTITUTION RESPONSIBILITIES  
The Secretary shall maintain a record of the proceedings of the organization; shall produce such records upon request of any member in good standing; shall read the minutes of the previous meeting at each National Board of Directors and Executive Committee meeting; shall maintain in safe custody the Seal of the Organization and be empowered to affix such Seal to all contracts and instruments to be executed by the Organization; and countersign with the President requisitions for distribution of funds.  

INITIATIVES / ACCOMPLISHMENTS  
- Distributed correspondences to the National Executive Committee as requested.  
- Updated the 2020 National Executive Committee Roster and distributed to members.  
- Transcribed and drafted National Board of Directors’ and National Executive Committee 2020 Meeting Minutes.  
- Prepared various correspondences in support of the National Training Institute.  
- Prepared various correspondence in support of the National Delegates Assembly.  
- Distributed correspondences to the National Board of Directors and National Executive Committee as requested.  

ACTIVITIES / ACTIONS THAT SUPPORT BIG STRATEGIC PLAN  
Will draft upcoming BIG events and activities after the NEC and NBoD meetings; will distribute BIG-wide.
NATIONAL CORRESPONDING SECRETARY
ANNUAL REPORT TO NATIONAL DELEGATES ASSEMBLY
AUGUST 2019 – JULY 2020

Name: Tracy A. Clements
Email: tracybigboston@gmail.com
Cell Phone: (617) 359-1264

NATIONAL CONSTITUTION RESPONSIBILITIES
• Responsible for all correspondence of the National Executive Committee (NEC).
• Perform duties and functions of the secretary during the absence or incapacitation of the latter.

INITIATIVES /ACCOMPLISHMENTS/PROBLEMS
• Directed email notifications to NEC for Monthly Meeting Committee Reports.
• Directed follow-up email notification to NEC for Monthly Meeting Committee Reports.
• Forwarded email notifications to NEC for review of 2020 Meeting Minutes Draft of Executive Committee Teleconference Meetings, for review and/or amendments.
• Amended NEC meeting minutes as requested before being finalized.
• Received and distributed the monthly committee reports to National Secretary for distribution.
• Hosted Monthly NEC meetings for National Secretary as needed.
• Performed various duties for the National President as requested.

ACTIVITIES/ACTIONS THAT SUPPORT BIG STRATEGIC PLAN
• Volunteered and Chaired the Souvenir Journal Committee for NTI 2020 before being postponed due to Covid-19.
• Continued support and participation in various BIG committees like, FLAG and the AE/EEO Committee.
• Continued support of all BIG Region 1 activities at the local level.
NATIONAL CONSTITUTION RESPONSIBILITIES

Assistant Treasurer: The Assistant Treasurer shall maintain a record of all dues-paying members and submit notification of renewals when due; shall provide for collection of dues; and shall report on the status of paid-up memberships. In case of absence of disability of the Treasurer, the Assistant Treasurer shall perform all the duties and functions of the Treasurer. During such a period, the Assistant Treasurer shall have all the powers of and be subject to all restrictions of that office.

ACTION ITEMS

INITIATIVES /ACCOMPLISHMENTS/PROBLEMS

➢ Ongoing communication with the National Treasurer
➢ As part of the National Delegates Assembly Team - Attended multiple NDAT Planning Conference Call, as the National Assistant Treasurer and NEC Liaison to the NDAT
➢ Attended several Regional Council President Conference calls
➢ For the first time in three of my four years as Assistant Treasurer and under the leadership of the National Treasurer, I was CC’d all financial related matters to include bi-weekly flash reports.
➢ During the Covid-19 epidemic I attended several Region XI Virtual Council meetings
➢ Updated and Forwarded BIG CY 2020 F financial Certification Reports to the NBoD and Council Presidents.
➢ Corresponded with Regions and Chapter members on their 990
➢ I received Bill.com training and review
➢ I continued my team relationship with the National Nominating Committee Ms. Best, to verify that Nominees meet the financial requirements pursuant to the BIG National Constitution
➢ Created 2020 990 Financial Compliance log\Template for the National Office to track 990 packets
➢ Provided several letters of Determination for IRS & CFC Compliance
➢ Created and distributed 2020 990 990 Financial Compliance Call memo for CY 2019
   o Disseminated information via internet and provided online documents
   o Distributed Call memo to the National Board Chair and Council Presidents Chair for further distribution
   o Forwarded all electronic copies of the 990 documents to Ms. Harmon\National Office for file purposes
   o Forwarded updated copies of the Financial Compliance Report as requested
Signed bank documents with the National Treasurer and National Executive Vice President

Provided Training on Financial Compliance Reporting to Region IV and XI

Followed up and consulted with various Regions on outstanding 2018 and 2019 990’s

Attended Call Meeting for NEC Budget Request Submission

Sent electronic confirmations on receipt of Chapter and Region 2019 E-Postcards and Financial Compliance

Confirmed and attended the Association for the Study of African American Life and History (ASALH) Luncheon

Conference with the Honorable Trek Powell Credentials Committee Chair NDAT

Of major concern is credentialing members
  - Set Credentialing and delegates timelines
  - National Training Institute
  - Delegate Cutoff date
  - 2020 National Delegates Strength Deadline memo
  - Chapter Primary Delegates Count NDA 2020 memo
  - Call for Delegate and Alternate Information memo

Impexium Database – Continued to deal with a number of issues with the database, all ongoing issues have been elevated to the National Membership Chair and the Program Manager.
  - These issues have the potential to impact the Delegates count
  - Ongoing Conference Call’s to assist the National Membership Chair
  - Developed the National Chapter Membership Count report for use in issuing the NDAT Delegate Count
  - Provided Chapter report on request

Attended NEC Face to Face and Installation

Attended the National EEOC Summit

Attended Region XI Council meeting

Attended GAO-USACE Chapter BHM Program

Attended Region V Council meeting

Attended Imperium training on New Membership report

Attended the DC Site Visit with the NBoD Time and Place Committee

Recurring Issues and Information

132 - 990s received out of 179

144 - 990N\Epostcards received out of 179

The following Chapter have lost their tax ID status
  - Region XI BIG CNCS, Navy Metro, Region X Metro Southwest and Seattle

3 Chapters are in jeopardy of losing their EIN Tax Status
INVITATIONS & EVENTS

ACTIVITIES/ACTIONS THAT SUPPORT BIG STRATEGIC PLAN
Communication – Financial Accountability – Advocacy – Membership

Financial Accountability
Forward 990 organization wide update
Confirmed receipt of 990’s
Submit updates and changes to the group list
Prepare Chapter Strength Notice
  Delegates Strength Deadline Memo
  Prepare National Delegates Strength data and memo
AFFIRMATIVE EMPLOYMENT/EQUAL EMPLOYMENT OPPORTUNITY
ANNUAL REPORT AUGUST 2019 – JULY 2020

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Work Phone: N/A
Cell Phone: (803) 439-1607

NATIONAL CONSTITUTION RESPONSIBILITIES
Affirmative Employment/Equal Employment Opportunity (EEO). The Affirmative Employment/EEO committee shall develop programs to address issues of employment discrimination raised by BIG members; shall review/monitor federal agencies annual EEO Program Status Reports to the EEO Commission to ensure compliance with EEO Management Directive 715 and the goal of achieving a Model EEO program; shall provide statistical feedback to the organization on the status of Black government employees in all areas noted on the annual Federal Equal Opportunity Recruitment Program Report. The committee will monitor all matters pertaining to affirmative action and work to assist in developing BIG's position on any legislation or regulations impacting the advancement and employment opportunities of Blacks in government.”

INITIATIVES /ACCOMPLISHMENTS
• The EEO Institute was held August 5-8, 2019, NTI. Equal Employment Opportunity Commission (EEOC), Merit System Protection Board (MSPB), Office of Federal Contractor (OFCCP), Office of Special Counsel (OSC), Corps of Engineers (COE) and the Management Roundtable Team were very supportive of the EEO Institute and did an outstanding job in educating the attendees on EEO process, policies, and practices.
  o EEOC certified BIG EEO Institute to conduct the 8-hours Refresher Mandatory Training in MD 110, we are in the process of compiling the list.
  o The EEO Institute was very well attended with over six hundred attendees signing the roster, however all attendees did not sign the rosters in the EEO Institute;
  o During the EEO Forum on Monday afternoon provided agencies with jurisdiction over discrimination to discuss their roles and responsibilities.
  o A mock process was conducted that provided attendees an opportunity to observe the process as well as become familiar with terminology used in the EEO process while interacting with an administrative judge, EEO counselor and manager, attorney, and other EEO Practitioners.
  o Agencies that presented workshops were: EEOC, MSPB, OFCCO, OSC, COE as well as Tully Rinckey PLLC and AE/EEO Committee Members.
• The AE/EEO Committee did an outstanding job filling in for me during the EEO Institute. Four members contacted the AE/EEO for assistance.
• Reviewed and prepared a Position Paper on BIG’s support of Review of EEO Compliance and Enforcement of Broadcast and Multichannel Video Programming (request for stronger FCC enforcement of its broadcast and cable EEO rules.

• Prepared comments for opposition of the Equal Employment Opportunity Commission’s Notice of Information Collection—Request for new Control Number for a Currently Approved Collection: Employer Information Report (EEO-1) Component 1; Revision of Existing Approval for EEO-1 Component 2. The rationale for the opposition was the Commission was not going to request data from employers in the category of pay for race and sex.

• Prepared and submitted Position Papers on proposed limited technical change to Federal Sector Complaint Processing Regulations and Proposed Rules Update for Digital Charge System”.. and Trump Administration’s Budget Cuts Workforce Training Key to African Americans in the Changing Economy.

• Submitted members of the AE/EEO Committee to serve on the EEOC’s Office of Federal Operations (OFO) Education Consortium with federal EEO programs. The goal of the EEO Education Consortium is to collective seek to eradicate unlawful discrimination in the workplace, collaboratively develop EEO outreach materials and other educational curricula to share with the Consortium community and disseminate and discuss information regarding prevailing topics/issues in EEO and EEO best practices, techniques, and methods. The AE/EEO Committee is participating in this initiative.

• The following webinars were conducted for the membership on:

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<tr>
<th>Date</th>
<th>Webinars</th>
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<tr>
<td>August 27, 2019</td>
<td>Reasonable Accommodation</td>
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<tr>
<td>September 10, 2019</td>
<td>Official Time</td>
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<td>September 24, 2019</td>
<td>Harassment</td>
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<td>October 8, 2019</td>
<td>Investigation</td>
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<td>October 22, 2019</td>
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<td>November 5, 2019</td>
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<td>Addressing Workplace Conflict</td>
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<td>April 14, 2020</td>
<td>Conflict of Interest</td>
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<td>May 12, 2020</td>
<td>Federal EEO Informal Process</td>
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<td>June 9, 2020</td>
<td>Private, State and Local EEO Process</td>
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<td>July 14, 2020</td>
<td>The Role of the EEO Counselor</td>
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Two members of the AE/EEO committee attended EEOC 2019 EXCEL conference in Atlanta.

Conducted BIG Advocacy and Federal EEO Process Training during the following regional training conferences Region I, III, VII as well as met with members individually to discuss their issues, concerns and allegations.

Conducted virtual training during Region XI EEO roundtable and Region V Regional Training.

Submitted AE/EEO proposed 2020 budget request.

Submitted AE/EEO strategy plan input.

Monthly meetings are held the 4th Monday via conference call. During this meeting each Regional AE/EEO provides a report on the status of their region to include the numbers of contact as well as the status. In addition, they provide the number of the Management Directive 715’s received for review.

- Assisted a chapter AE/EEO Chair (Region IV) with presentation to meet with agency regarding their MD-715 and brief the chapter
- Working with Region VII AE/EEO Chair to conduct an inquiry of a breaking story that many African American employees at the Kansas City, Missouri Veterans Affairs Medical Center have been adversely impacted.

BIG Intake Form was made automated and provided to Regional AE/EEO Chairs and will be placed on the webpage.

A letter of introduction/continued working relation and well as a request for annual equal employment opportunity for chapter/region has been automated and is available from the Regional AE/EEO Chairs and will be placed on the webpage during the update.

Participated in First Fridays with OFO- Establishing an Effective Anti-Harassment Program on November 1, 2019.

Submitted the 2019 Annual AE/EEO Program.

Contacted by a Group from Fort Belvoir FBCH regarding potential systematic discrimination. Continuing to work with this group along with James Bankston.

Attended several Region III monthly AE/EEO meetings.

Assisted a chapter AE/EEO Chair with presentation to meet with agency regarding their MD-715 and brief the chapter.

Working with Program and Planning Chair on computer-based training.

Chapters have started sending their agencies MD-715 for review and we are in the process of reviewing and providing feedback.

Participated in BIG Regional Council Presidents Group -Conference Call on February 19, 2020.

On May 27, all Regional AE/EEO Chairs were provided the attached flyer requesting volunteers for Complaint Advisor and/or Agency Compliance Review Team members.
The Regional Chairs were asked to send it to all Chapters in their Region. New/refresher Complaint Advisor Training will start on July 25.

- Working with EEOC to hold “Ask OFO” on August 25, 2020, the presenter will be Dexter Brooks. This will be provided via social media, working with EEOC on the social media platform. In addition, workshops that were scheduled for the EEO Institute will also be provided via social media.

- Region VII AE/EEO Chair made several attempts to reached out to African American employees regarding the breaking story that many African American employees at the Kansas City, Missouri Veterans Affairs Medical Center that have been adversely impacted as well as offered BIG assistance to date. She has not received any response from her request for information or assistance. We will continue to monitor.

- Preparing a letter for President’s signature regarding GAO-20-450T Report on “Equal Employment Opportunity that DHS Could Better Address Challenges to Ensuring EEO in Its Workforce”

- Continuing to request and review agencies MD-715 as well as providing feedback.

- Served as a panelist on July 9, on a FEDtalk podcast on “A Conversation Regarding Race in the Federal Workforce” along with Chad Hooper, Professional Managers Association and Margaret Williams, Senior Executives Association. We have agreed to conduct webinars for each other(s) memberships.

- Submitted a MOU to President for approval from FEDforum that was approved.

- Complaint Advisor and/or Agency Compliance Review Team training is scheduled to start July 25. The request for volunteers resulted in over 51 members volunteering to serve as either or both a Complaint Advisor or Agency Compliance Review. The breakout by regions are as follows:

<table>
<thead>
<tr>
<th>Region</th>
<th>Number of Volunteers</th>
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<tbody>
<tr>
<td>I</td>
<td>5</td>
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<td>II</td>
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<td>X</td>
<td>1</td>
</tr>
<tr>
<td>XI</td>
<td>16</td>
</tr>
</tbody>
</table>

- On August 25 a “Ask OFO” will be held, the presenter will be Dexter Brooks. Corporate Sponsor, Tully Rinckey, PLLC, Donna Rucker is onboard for conducting webinars. This will be provided via social media, working with EEOC on the social media platform. Continuing to finalize schedule for EEO Institute to be provided via social media.
• Working with Region VIII AE/EEO Chair to partner with Region 8 General Service Administration to conduct culture diversity training as well as forming a supporting partnership.
• Submitted Coronavirus Disease 2019 and EEO Laws blast.
• Served as a Presenter during Region V Training Conference along with the Region V AE/EEO Chair, Mary Watkins on Covid-19 and the EEO process impact.
• There were Sixty contacts from members and twenty-five nonmembers.

Regional Monthly AE/EEO Chairs reports

• Haywood Hunter, Region I
  ▪ Presented to members at the Regional Council meeting training opportunities that the AE/EEO Committee is offering in the coming months
  ▪ Presented to the Regional Council information regarding AE/EEO Committee meetings
  ▪ Initiated the recruitment process to solicit members to participate in BIG AE/EEO National training
  ▪ Forwarded 4 names of BIG members to the National AE/EEO committee that have expressed interest in the upcoming EEO training sponsored by the National AE/EEO Committee
  ▪ Working with President of the Ralph F. Browne Jr. Chapter establishing fresh agenda items which reflects the current racial disparity climate in this country.
  ▪ Working with President of the Ralph F. Browne Jr. Chapter on drafting the recently approved Agency letter that will be addressed to Hanscom AFB. Future plans are to work with the other 3 chapters to do the same.
  ▪ In December in 2019, BIG Region 1 EO Advocacy Training was held in Boston with a several topics to include “Learning More About BIG,” “Training in Equal Opportunity Employment,” and “How to Start Your Own BIG Chapter.” Ms. Alice Mercer provide the Equal Opportunity training and co-facilitated the Overview of the Blacks In Government organization with Ms. Kathy Best. Graphic marketing was provided by Ms. Jackie Allen. Several members from different Chapters were in attendance including Boston Chapter President Atricia Irons.
  ▪ In January the National Blacks In Government hosted the face to face AE/EEO Forum in Washington DC and I attended. The target audience was the AE/EEO Regional Chairs
  ▪ Region I quarterly meetings are held and AE/EEO related information, updates, training dates are provided.
  ▪ National AE/EEO Chair Committee meetings are held monthly.
  ▪ Recruitment for Volunteers to learn how to be an advocate are ongoing.
Regional I will be providing 4 new volunteers to participate in the upcoming EEO Advisory Training on July 25, 2020.

- Carol Belloni, Region II
  - Registered for Region V EEO conference. Held Regional meeting via web conference. Reminded members of EEO webinar; Private, State, and Local EEO process. Received guidance from National Chair regarding member’s concern with co-worker’s disparaging remarks to African American neighbors.
  - Sent AE/EEO Agency Template letter to Chapter Presidents. Will schedule a teleconference to discuss details of the letter. Also, provided reminder to members for EEO webinar; EEO Counselor Roles and Responsibilities
  - BIG Member that received AE/EEO assistance was able to resolve EEO complaint with agency. Member received training requested. Due to the training, she was promoted to a higher position.
  - Held Chapter Meeting. Discussed the importance of the BIG-AE/EEO program and the request for volunteers to participate in sub committees.
  - Received information on non-member seeking BIG AE/EEO assistance. Held several discussions with non-member to understand her concerns. The individual agreed to submit BIG-Discrimination Complaint Form. Held teleconference with complainant and AE/EEO Chair to provide clarification on the type of discrimination encountered by Non-member. Due to assistance, Complainant becomes BIG member. Individual was referred to Tully-Rinckey for Legal assistance. Held Chapter meeting.
  - Discussed the importance of the BIG-AE/EEO program and the request for volunteers to participate in sub committees
  - Attended the AE/EEO Forum. Regional Meeting was held via teleconference where I provided a report on the presentations provided at the event. I made a request to the Region that volunteers were needed to assist in the AE/EEO subcommittees.
  - Ms. Janette Graves from the Lower Manhattan Chapter volunteered to join the AE/EEO subcommittee. Received updated Complaint discrimination form and discussed it with members for awareness. Also, sent a reminder email to region on the EEO webinar; “Addressing Workplace Conflict.”
  - Regional meeting was held as teleconference. Shared information from EEO Forum with members. Also, made a request for members to submit MD-715 for the AE/EEO Committee to review. Completed Intake Spreadsheet form for Region. Sent a reminder of EEO webinar; “Preparing Complaint.”
  - Chapter meeting was held as a teleconference. Continued to request MD 715 from member's respective agencies. Provided information requested by the AE/EEO committee (thumbnail image for updated AE/EEO webpage), Sent a reminder of EEO webinar; “Conflict of Interest.”
Chapter Meeting was held as teleconference. Submit flyer created by National Chair for solicitation of volunteers to join AE/EEO subcommittees. Also, discussed the upcoming EEO webinar; Federal EEO Informal Process. Submitted MD-715 for my agency.

Lataarche Singh, Region III
- Briefed Chapter AE/EEO Chairs, Presidents, and Region III Executive Committee on EEO Complaint Process during the informal stage. - ongoing
- BIG AE/EEO Documents: Purpose of Intake Spreadsheet. - ongoing
- Briefed Region III Council on Complaint Advisor and Compliance Review team duties and need for volunteers. As of 20 July, received a total of five responses.
- Region III AE/EEO Chair offered to conduct Diversity and Inclusion virtual workshops at chapter level. Topics of discussion: Unintentional Intolerance and Implicit Bias. -start date TBD
- Encouraged Region III Executive Committee/Chapter Presidents and AE/EEO Chairs to participate on National AE/EEO Committee meetings via teleconference on the 4th Monday of every month.
- Since September 2019, Region III AE/EEO Chair has conducted meetings/EEO and Diversity related training sessions on the 3rd Monday of every month via teleconference, unless otherwise notified.
- Conducted overview on Barrier Analysis and Management Directive 715.- ongoing.
- Invited National AE/EEO Committee Chair to facilitate workshop at Region III Regional Training Conference.
- Briefed Chapter AE/EEO Chapter Chairs on the importance of joining agency focus groups and including EEO related courses /training conferences on IDP
  - Join Special Emphasis Program Committee/Employee Resource Groups.
  - Big National Training Institute- EEO Institute
  - Attend EXCEL Conference—Examining Conflict in Employment Law Conference
  - Equal Employment Opportunity Commission Courses-Barrier Analysis and MD-715
  - Defense Equal Opportunity Management Institute-32-hour EEO Counselor Course
- Briefed Chapter AE/EEO Chairs on BIG AE/EEO letter to the agency template
- Open invitation to National AE/EEO Chair to attend and advise members on issue of discrimination in the workplace
Collaborated with Region III MVEP Liaison on discriminatory issue impacting veterans/BIG members

Katie Course, Region IV

- Participated in the National AE/EEO monthly meetings.
- Participated in the AE/EEO Webinars.
- Provided Alice Mercer, National AE/EEO Chair, with the contact information for the Region IV AE/EEO Chapter Program Chairs.
- Participated in the teleconference host by National First President, Dr. Jesse Sharpe on August 28, 2019.
- Attended the Magnolia Chapter membership meeting on September 26, 2019 during which updates on activities and webinars of the Region IV AE/EEO Committee was provided.
- Participated in the National AE/EEO Teleconference Meetings held October 28, 2019 and November 25, 2019.
- Sent emails concerning the AE/EEO Webinars announcement for Webinars scheduled for October 22, 2019–Conflict of Interest; November 5, 2019- Retaliation; November 19, 2019-How to Prove Harassment; and December 3, 2019-Investigation Bases on Allegations
- Participated in all AE/EEO Webinars.
- Participated in the 2019 Veterans Day Celebration held at the McCoy Federal Building on November 12, 2019.
- Attended the National Affirmative Employment and Equal Employment Opportunity (AE/EEO) Forum held at the Doubletree by Hilton, 300 Army Navy Drive in Arlington, Virginia, on Thursday, January 23, 2020. Regional AE/EEO Chairs and other representatives were in attendance. Presentations were provided by EEOC, U.S. Office of Special Counsel, BIG National Corporate Sponsor Tully Rinckey PLLC and BIG National AE/EEO Committee. BIG Advocacy Programs were presented by Dr. Vera McKethan. A roundtable discussion was held on BIG Advocacy Programs wherein they were: Honorable Dr. Doris Sartor, Honorable Darlene Young, Honorable David Groves and Dr. Vera McKethan.
• Participated in all AE/EEO Webinars.
• Provided, with the contact information for the Region IV AE/EEO Chapter Program Chairs.
• Provide updates on activities of the Region IV and National AE/EEO Committees.
• Participated in the AE/EEO Webinar “Conflict of Interest” on April 14, 2020.
• Sent emails to others information concerning the 2020 National AE/EEO Committee Monthly Meeting March 22, 2020 and Webinar held April 14, 2020.
• Submitted the Region AE/EEO Committee Chair Report and the Region IV AE/EEO Chapter Program Chairs, April 23, 2020.
• Sent emails sent to the Region IV Council AE/EEO Chapter Program Chairs transmitting the following documents for the Region IV EC Meeting on April 23, 2020 – Region IV AE/EEO Committee Chair Report and the list of Region IV Chapter Program Chairs.
• Continue to communicate with the membership and the National AE/EEO Chair on matters concerning this office, members, EEO Institute workshops for the National Training Institute, etc.
• Presented the Region IV AE/EEO Committee Chair Report, March 12, 2020.
• updates on activities of the Region IV and National AE/EEO Committees were provided, March 19, 2020 and April 16, 2020.
• Presented the Report of the Region IV AE/EEO Committee Chair, April 23, 2020.
• Sent emails to others information concerning the 2020 National AE/EEO Committee regarding meeting held April 27, 2020 and the Webinar “Federal EEO Informal Process” -- May 12, 2020.
• Submitted to the National AE/EEO Committee Chair, Alice Mercer, and Mary E. Watkins, Region V AE/EEO Committee Chair, the Report of the Region IV AE/EEO Committee Chair.
• Updates on activities of the National and Region IV AE/EEO Committees were provided.
• Participated in the National AE/EEO Committee Teleconference Meeting held May 26, 2020.
• Volunteers requested from each chapter to serve as Complaint Advisors and Agency Compliance Review Team Members.
  The Call for Volunteers Request Letter for Complaint Advisors and Agency Compliance Review Team Members and the Complaint Intake Form (attached) were disseminated to the Region IV AE/EEO Chapter Chairs,
Executive Committee, and Chapter Presidents for dissemination their members.


• Attended the Region V June Virtual Regional Training, June 26, 2020.
• Participated in the National AE/EEO Committee Teleconference Meeting, June 30, 2020.
• Updates on activities of the National and Region IV AE/EEO Committees were provided.
• Requested members to serve as a Complaint Advisor and/or Compliances Review Team
• Posted Region IV Website and provided to chapters:
  o National AE/EEO Complaint Intake Form
  o Region IV AE/EEO Chapter Chairs

Mary Watkins, Region V

• Made additional request for an AE/EEO chair of each chapter – Currently have 5 persons out of 16 Chapters
• Webinars for all members were sent out which are now scheduled monthly through September 2020
• Requested Volunteers for the Complaint Advisor and Compliance Reviewers –.
• Participated in the preparation of Region V June Training Meeting with the National AE/EEO Chair, Alice Mercer conducting Training on “Employee Rights and Responsibilities, COVID 19 Return to Work”
• National Committee meet every 4th Monday of each month
• Serve as the Secretary for the National Committee
  o Prepare agenda and minutes for monthly meeting
  o Send out special request from National Chair to Regional Chairs
• Attended the National AE/EEO Forum in Washington DC, January 2020
• Requested through the Regional Council President AE/EEO chair of each of the 16 chapters – Currently have a total of 5 Chapter Chairs
• Region V monthly meetings every 3rd Wednesday
• Webinars for all members are sent out which are scheduled monthly through September 2020
• Provide Quarterly Reports to the Region V Counsel
• Participate in the Region V Quarterly meetings, October, March and June
• Assisted three persons with EEO matters – 2 from Region V and 1 from another Region
• Participated in the Region V June Training Meeting with the National
AE/EEO Chair, Alice Mercer conducting Training on “Employee Rights and Responsibilities, COVID 19 Return to Work”

- Requested Volunteers for Complaint Advisors and Compliance Reviewers; Received 6 names - Added the 5 chairs

Dr. Carmelita Pope-Freeman, Region VI

The Region VI AE/EEO Program was installed January 18, 2020. The primary activities and accomplishments from January to June 30, 2020 are as follows:

- Continued effort to recruit special volunteers that were requested by the National AE/EEO Committee Chair to serve as a Complaint Advisor and/or as a member of an Agency Compliance Review Team. A special flyer was included with the National request to explain the roles and opportunities. The response from chapters was very challenging, many chapters were engaged in elections and other requirements linked to financial reports deadlines
- Recruited two-chapter members to assist with installing "Constant Comment" media to enhance regionwide communication efforts with the chapters and the communities they serve. It will also be used to announce the AE/EEO webinars and other activities within BIG's Program and Planning curriculum
- Made telephone calls to possible members who had an interest but were hesitant because they did not have any formal experience
- Sent emails to chapter presidents and advised that I would list their name as a volunteer and requested them to name at least one other chapter member to serve in a temporary role as they participated in the AE/EEO webinars. As of June 30th, five of nine chapters had responded
- Attended the July 14, 2020 AE/EEO Webinar
- Sent a regional invite to all chapters and the membership body. The topic is EEO Counselor Roles and Responsibilities--The objective is to “Learn the role and responsibilities of the EEO Counselor that are mandated by EEO regulations in processing your complaint
- Launched a campaign to recruit interested members to serve as Chapter Advisors. Four monthly outreach messages were sent through Chapter Presidents and Secretaries to ensure that distribution of campaign information reached the Regional Membership body. In the month of March, I recruited one seasoned EEO employee who accepted the role of EEO Advisor for the Dallas Metroplex Chapter
- Distributed National AE/EEO material to recruit volunteers requested by the National AE/EEO Committee Chair to serve as Complaint Advisors and/or as members of an Agency Compliance Review Team. A special flyer was included with the National request to explain the roles and opportunities for those who volunteered. The response from chapters was very challenging.... many chapters were engaged in elections and other requirements linked to deadlines for National financial reports. Also distributed a special invite for BIG members to attend AE/EEO webinars. This formal invite was a signed letter from the National President
Recruited two-chapter members to assist with installing "Constant Comment" media to enhance regional communication efforts with the chapters and the communities they serve. It will also be used to announce the AE/EEO webinars and other compatible activities within BIG's Program and Planning curriculum.

Submitted required information for the updating of the AE/EEO Webpage on bignet.org.

Networked with Region XI and Region IV Chairs as needed for my own catch up "tutoring" and invites for online programs they feature.

The region did not have an inventory file of existing cases nor inquiries as of January 18, 2020. However, we did have a complainant who reported via a telephone call to me that they had filed a complaint in March of 2019; that it had reached the EEOC investigation level; that the Report of Investigation had been submitted; and, that they had been referred to me. In turn I referred the complainant to Tully Rinckey PLLC who provided a full no-cost consultation.

Attended the National AE/EEO Forum held in Washington DC on January 23, 2020. The primary presenters and agenda topics included: Advocacy (Strategic Plan, Program & Planning, Legislative Review and Communications/Public Relations); EEOC (Training, Affinity Group Support and MD-715); U.S. Office of Special Counsel - the Hatch Act; Corporate Sponsor Tully Rinckey PLLC; The working dinner included: AE/EEO Role and Responsibilities; MD-715; Complaint Processing/Training; Legislative Review and Electronic Reporting.

Attended four monthly AE/EEO meetings and four AE/EEO webinars ("Preparing Your Complaint", "Conflict of Interest", Federal EEO Informal Process", and “Private, State and Local EEO Process"). Four Region VI members also attended April, May and June webinars.

Provided three community outreach presentations to introduce the BIG's Region VI AE/EEO Program through the following outlets: (1) April-Dallas radio show HVN97 for a targeted audience of government employees; (2) BIG Dallas Metroplex Chapter (DMC); (3) Townhall Conference Calls that included multiple organizations and community leaders in the state of Louisiana who had an audience that included government employees. The outcomes were: Two City employees requested telephone meetings -- one has joined BIG DMC and the second party's application is forthcoming.

Bonnie Sherrod-Kelly, Juris Doctor, Region VII

According to Nebraska (Region VII) monthly chapter meeting, the EEO Region Chair may have contracts regarding the two (2) filed complaints against the Veteran Administration. The EEO Region Chair again reached out to the contacts but to no avail. In addition, no one has contacted the Region VII Chair, regarding an EEO complaint. Until someone contacts the Region Chair, the Nebraska Region Chair is making a recommendation to close both cases.

The EEO Volunteer letter was sent to the Region VII President to forward to the chapter presidents, calling for ‘additional volunteers’ for the EEO committee. The deadline was June 8, 2020. As of today, the Region VII Chair may have one (1) volunteer. The Nebraska Region Chair had a
conference call with the prospective volunteer but as of today, her decision is still pending

Heidi Ellis, Region VIII

- Shared AE/EEO updates with Region VIII Council and Chapters
- Contacted Assistance EEO representatives for Regional VIII to schedule a meeting to talk about possible EEO Webinars being held for the membership and goals for our Committee
- Attended Webinars in June and July hosted by National AE/EEO Chair
- Working with the National AE/EEO Chair on virtual training for the GSA (pending)
- Attended the monthly meetings for AE/EEO during the past months
- Participated in monthly AE/EEO Committee Meetings
- Participated in Webinars hosted by National AE/EEO Chair
- Attended National AE/EEO Training in Washington, DC
- Presented Training information to Region VIII Council, Chapters Officers and Members
- Presentation of information included the encouragement of members to share with others and forward names of individuals experiencing discrimination issues on the job to my attention
- Recruiting Assistance Co-Chair to work with me on the Committee
- Planning roadshows to visit Chapters before COVID-19 pandemic hit (All activity is on hold). Will be reviewing doing virtual meeting sessions if possible
- Meeting with Assistance Co-Chairs to talk about the processes for AE/EEO via telephone and encouraging them to attend any trainings hosted by the National AE/EEO Chair
- Working with the National AE/EEO Chair in collaborating with a Federal Organization on presenting workshops on unbiased and racism for employees and management

Camella Woodham, Region XI

- Attended June 9, 2020 webinar, Alice Mercer, AE/EEO Chair and Sandra Adams, AE/EEO Training Coordinator presented Private, State, Local and Federal Contractor EEO Process
- Seeking Volunteers to serve on this very important committee!! This call is to all Chapter Presidents to support this effort by nominating members for the AE/EEO committee. The National Executive, Affirmative Employment Equal Employment Opportunity Committee needs your help and participation as we move forward with Goal II of our National Agenda: To eliminate practices of racism and racial discrimination against Blacks in Government. To that end, we are requesting volunteers from
each of your chapters to serve as Complaint Advisors and Agency Compliance Review Team Members. Complaint Advisors play a critical role in assisting members and potential members to fight discrimination in the workplace. The Compliance Review Team will review/monitor federal agencies annual EEO Program Status Reports to the EEOC to ensure compliance with Management Directive 715 and the goal of achieving a Model EEO program. Volunteers may serve in one or both roles and AE/EEO Chairs may also serve

- RXI Call to Action Items:
  - Co-leads (Walter Jones, Legislative Affairs and Camella Woodham, AE/EEO) - RXI Activities in support of the National President’s Call to Action.
    - Template letters to Congress
    - Template letter to Agency leaders
    - Get out the Vote campaign and Hatch Act Training
Name: Anita Powell, Chair  
E-Mail Address: apowell230@gmail.com  
Cell Phone: (301) 674-1644  
Home Phone: (301) 251-2747

**NATIONAL CONSTITUTION RESPONSIBILITIES**

The Health and Wellness Committee shall develop and coordinate comprehensive on-going activities that:

- Educates the general membership on health care access, prevention, treatment, insurance, finding opportunities and health risk factors that affect the African American community.
- Increases the level of awareness and understanding of the initiatives on the elimination of race and ethnic health disparities nationwide.
- Exchanges information on healthy lifestyles that lead to reducing the risk of HIV/AIDS, diabetes, cardiovascular diseases, cancer, homicide, mental disorder, lupus, obesity, and infant mortality.
- Helps to foster partnerships within the African American communities, including survivors.

**INITIATIVES /ACCOMPLISHMENTS**

**August 2019**

- Received final copy of the Health and Wellness Program Booklet which includes the opening, speaker’s descriptions, regional coordinators workshop and physical fitness and awards program, health screenings schedule and all names of regional health and wellness coordinators whose names were submitted at the time of final printing.  
- Finalized the training workshop for the Regional Health & Wellness Coordinators scheduled be held on Wednesday, August 7, 2019.  
- Had a final walk through Exhibit hall to ensure that all exhibitors and panel descriptions were correct.  
- Attended the face to face meeting in Dallas to discuss finishing items of the committee in preparation for the NTI, early morning workout, health walk, and health symposium.  
- Continue to meet deadlines provided by NTI committee chairs.  
- Continue to host telephone conference calls with members of the Health and Wellness Committee and NTI-Health and Wellness volunteers to provide updates on the activities to be held during the BIG 2019 Annual National Training Institute.
• Provided regional health and wellness coordinators and volunteers with forms to complete to volunteer at NTI.
• Completed flyers and promotional information for the health and wellness committee.
• Continue to meet with appropriate committee to discuss exhibitors and exhibit booths for the 2019 Exhibit Expo “Health and Wellness Screenings”.
• Approved health and wellness screening booth numbers and locations from appropriate committee chair.
• Continue to receive requests from Regional Health and Wellness Coordinators and individuals to serve as volunteers on the Health and Wellness Committee during the Annual National Training Institute.
• Continue to receive emails from Regional Presidents’ regarding their appointments of Regional Health and Wellness Coordinators.

September 2019
• The month of September is National Health Prevention, Sickle Cell and Suicide Prevention Awareness Month.
• Continue to promote the Health and Wellness Agenda through Regional Health and Wellness Coordinators, NTI, BIG Chapters, public health components and organizations.
• Hosted the 2019 Health and Wellness week of activities "Eliminating Health Disparities in the African American Community: Hidden in Plain Sight -- An Opioid Crisis Today" (see attachment) at the BIG 41st Annual National Training Institute “Your Benchmark for Achieving Excellence in the Workplace” in Dallas, TX.
• The Week of activities included:
  --Sixty-three people participated in the early-morning workout.
  --Twelve exhibitors including health screeners, Blood drive by American Red Cross and HIV/AIDS testing by Prism Health North Texas.
  --Seventy-five participated in the health walk.
  --Annual training was provided to the Regional Health and Wellness Chairs across the country.
  --A special session was held with a speaker, Faithy Wren, Region VI on Physical Fitness
  --A successful health and wellness symposium “BIG 2019 Health & Wellness Symposium. Theme: Eliminating Health Disparities in the African American Community: Hidden in Plain Sight – An Opioid Crisis Today” on August 7 with approximately 75 attendees. Attendees participated in the Q & A session of the symposium.
  --We received remarks for our National President and National Board of Directors, and Sponsors. We also had the pleasure of hearing from the Director of State Opioid
Response Program, Center for Substance Abuse Treatment, SAMHSA. We received warm welcome from Regional VI Health and Wellness Coordinator.

--The speakers for the health symposium were outstanding and on target with their topic of interest as subject matter experts.

2) Patrick Bullock, Admission/Community Liaison. Drug Epidemic.
3) Dr. Gayle Jordan-Randolph, Medical Director----Medical Drug Behavior.
4) Regina Aikens-Waits, Consulting and educational Services----Engaging the Black Communities with Ending the HIV Epidemic.
5) Mavis Y. Lloyd, Certified Prevention Specialist. Healthy Choices- Healthy Communities.

--Volunteers from across the country participated in various capacity throughout the week.
-- A daily schedule of activities was provided throughout the week, listed in the BIG NTI Exhibit EXPO booklet and was available in the exhibit hall.
--We had a heavy flow of attendees to talk about the diverse health materials that was available for exhibit attendees.

- Provided the National Training Institutes After Action Committee Report to NTI Chair and Co-Chair.

October 2019
- The month of October is Domestic Violence and Breast Cancer Awareness Month
- Continue to promote the Health and Wellness Agenda through Regional Health and Wellness Coordinators, NTI, BIG Chapters, public health components and organizations.
- Continue to work on the BIG Strategic Plan.
- Continue to work on the 2020 Budget.

November 2019
- Submitted the Health and Wellness Strategic Plan.
- Submitted the 2020 Budget for Health and Wellness.
- The month of November is Diabetes Month.
- Continue to promote the Health and Wellness Agenda through Regional Health and Wellness Coordinators, NTI, BIG Chapters, public health components and organizations.
- Continue to receive reports from the Health and Wellness Regional Coordinators.

December 2019
- Continue to distribute health information to the Regional Health & Wellness Coordinators.
- The month of December is HIV/AIDS Awareness.
- The month of December is AIDS/STD/HIV.
The month of December is National Influenza Vaccine Week.
Continue planning for 2020 National Training Institute for Health and Wellness Symposium.
Continue to reach out to volunteers for the 2020 NTI Health and Wellness Symposium.
Continue to work with Regional Health and Wellness Coordinators across the country.
Continue to attend Region XI Council Meeting.
Continue to participate on NEC Conference Call.
Attend the monthly African American Health Program in Montgomery County, MD.
Continue to host Regional Health and Wellness Conference Calls.
Continue to focus on the 2020 Health and Wellness Symposium for the 42nd Annual National Training Institute.
Develop a Health and Wellness Website.
Continue to submit monthly NEC report to the National Secretary.

January 2020
• The month of January is Smoking and Asthma Awareness.
• Continue to distribute health information to the Regional Health & Wellness Coordinators.
• Continue to focus on the 2020 Health and Wellness Symposium for the 42nd Annual National Training Institute.
• The recommended theme for the Health and Wellness Symposium may focus on Cancer.
• Continue to plan for 2020 National Training Institute for Health and Wellness Symposium, health walk, health exhibit and early morning workout.
• Continue to reach out to volunteers for the 2020 NTI Health and Wellness activities.
• Continue to host quarterly conference calls with Regional Health and Wellness Coordinators across the country.
• Continue to discuss ways in which all Regional Health and Wellness Coordinators can work together by sharing events and activities that can be duplicated across the country.
• Region XI appointed one new Health and Wellness Coordinator. The coordinator will serve on the Health and Wellness Committee.
• Met with the new Region XI coordinator to discuss the responsibilities and duties of the Health and Wellness Committee.
• Continue to attend Region XI Council Meeting.
• Continue to participate on NEC Conference Call.
• Continue to host Regional Health and Wellness Conference Calls with previous and new Health and Wellness Coordinators.
• Develop a Health and Wellness Website.
• Continue to submit monthly NEC report to the National Secretary.
• Attend the monthly African American Health Program in Montgomery County, MD.

February 2020
• The month of February is Heart Health Month.
The National Black HIV/AIDS Awareness Day was held on February 7, 2020.
• Continue to distribute health information to the Regional Health & Wellness Coordinators.
• Continue to focus on the 2020 Health and Wellness Symposium for the 42nd Annual National Training Institute.
• The recommended theme for the Health and Wellness Symposium may focus on Cancer.
• Continue to plan for 2020 National Training Institute for Health and Wellness Symposium, health walk, health exhibit and early morning workout.
• Continue to reach out to volunteers for the 2020 NTI Health and Wellness activities.
• Held the first quarterly conference calls with Regional Health and Wellness Coordinators across the country.
• Continue to discuss ways in which all Regional Health and Wellness Coordinators can work together by sharing events and activities that can be duplicated across the country.
• Continue to update the National Health and Wellness Regional Chairs spreadsheet.
• Continue to participate on NEC Conference Call.
• Continue to draft the Health and Wellness Website.
• Continue to submit monthly NEC report to the National Secretary.
• Continue to respond to requests from NEC members, NTI Chairs and individuals regarding updating forms needed for NEC and NTI.

March 2020
• Maintain a list of available and up-to-date information with number of cases by state (interactive map) on Coronavirus that can be used by health and wellness coordinators for their regions, including websites such as https://www.cdc.gov/coronavirus, https://www.cdc.gov/coronavirus/2019-ncov/cases-updates/cases-in-us.html?CDC_AA_refVal=https%3A%2F%2Fwww.cdc.gov%2Fcoronavirus%2F2019-ncov%2Fcases-in-us.html, and others.
• The month of March is Nutrition Awareness.
• Continue to distribute health information to the Regional Health & Wellness Coordinators.
• Continue to focus on the 2020 Health and Wellness Symposium for the 42nd Annual National Training Institute.
• The recommended theme for the Health and Wellness Symposium will focus on Breast and Prostate Cancer.
• Continue to plan for 2020 National Training Institute for Health and Wellness symposium, health walk, health exhibit and early morning workout.
• Continue to reach out to volunteers for the 2020 NTI Health and Wellness activities.
• Continue to discuss ways in which all Regional Health and Wellness Coordinators can work together by sharing events and activities that can be duplicated across the country.
• Continue to update the National Health and Wellness Regional Chairs spreadsheet.
• Continue to participate on NTI Conference Call.
• Continue to draft the Health and Wellness Website.
• Continue to submit monthly NEC report to the National Secretary.
• Continue to respond to requests from NEC members, NTI Chairs and individuals regarding updating forms needed for NEC and NTI.
• Completed the National Training Institute (NTI) Special Enhancement Program (SEP) Request Form for Health and Wellness Symposium, Health Walk, and Early Morning Workout.

April 2020
• Provided information on the Coronavirus (COVID-19) pandemic to the National President to attend the National Public Health Week Kick-off Forum and Webinars on behalf of BIG.
• Received approval from the National President for Regional Health and Wellness Committee and Coordinator and BIG Members to join the National Public Health Week Kick-off Forum and Webinars on behalf of BIG.
• Received approval from the National President for BIG Members to join the NAACP and BET launch “Unmasked: A COVID-19 Virtual Town Hall Series” focused on the health, economic, and social impact of the COVID-19 pandemic on the African American community.
• Continue to maintain a list of available and daily up-dates with number of cases by state (interactive map) on Coronavirus that can be used by health and wellness coordinators for their regions, including websites such as https://www.cdc.gov/coronavirus, https://www.cdc.gov/coronavirus/2019-ncov/cases-updates/cases-in-us.html?CDC_AA_refVal=https%3A%2F%2Fwww.cdc.gov%2Fcoronavirus%2F2019-ncov%2Fcases-in-us.html, and others.
• Sent an email to NTI Chair requesting information on the process to connect with the Host City Coordinator/Co-Coordinator to contact individuals and organizations regarding their participation during the NTI as speakers, exhibitors, and health screeners.
• Provided information to the Regional Health and Wellness Coordinators pertaining the shortage of blood and the opportunity to join the American Red Cross blood drives and update by states for COVID-19 across all regions by zip codes as one of the health and wellness projects.
• Completed and Approved SEP Banquet and Catering request for Health Symposium Breakfast Buffet.
• Completed and Approved SEP Banquet and Catering request for Health Walk.
• Completed and Approved SEP Banquet and Catering request for Early Morning Workout.
• Completed and Approved SEP Banquet and Catering request for Health Screeners.
• Completed and Approved SEP Banquet and Catering request for Regional Coordinator’s Training.
• Completed and Approved SEP Banquet and Catering request for Physical Fitness Awards Reception.
• Provided NEC profiles for the BIG website.
• Received April Health and Wellness Report from Regional IX Health and Wellness Coordinator
• The month of April is National Public Health Week and Alcohol/Cancer Awareness.
• Continue to distribute health information to the Regional Health & Wellness Coordinators.
• Continue to focus on the 2020 Health and Wellness Symposium for the 42nd Annual National Training Institute.
• A proposed theme for the Health and Wellness Symposium will focus on Breast and Prostate Cancer and Underlying Conditions.
• Continue to plan for 2020 National Training Institute for Health and Wellness symposium, regional coordinator’s training, physical fitness awards reception, health walk, health exhibit and early morning workout.
• Received three volunteers from the BIG email blast for Health and Wellness volunteers.
• Continue to discuss ways in which all Regional Health and Wellness Coordinators can work together by sharing events and activities that can be duplicated across the country.
• Continue to update the National Health and Wellness Regional Chairs spreadsheet.
• Continue to participate on NTI Conference Call.
• Continue to draft the Health and Wellness Website.
• Continue to submit monthly NEC report to the National Secretary.
• Continue to respond to requests from NEC members, NTI Chairs and individuals regarding updating forms needed for NEC and NTI.

May 2020
• Continue to maintain a list of available and daily updates with number of cases by state (interactive map) on Coronavirus that can be used by health and wellness coordinators for their regions, including websites such as https://www.cdc.gov/coronavirus, https://www.cdc.gov/coronavirus/2019-ncov/cases-updates/cases-in-us.html, and others.
• Received information from NTC Chair regarding the contact information to conduct the blood drive as part of the health screening component for NTI.
• Received an email from National Treasurer regarding the status of the 2020 NTI Special Enhancement Program Catering and Banquet forms that were submitted to request funds for the health and wellness committee events. We should receive the status of funds hopefully by mid-June 2020.
• Continue to have Zoom webinars and phone conferences with members of the National Health and Wellness Committee to give updates of volunteer services that should be done in preparation before and during the 42nd NTI. Services such as obtaining contact information for local organizations, speakers and individuals that can participate with us during the NTI.
• Continue to attend monthly NTI conference calls to give updates on the National Health and Wellness Committee - NTI status.
• Received information from Regional Health and Wellness Coordinators on foot and hand reflexology and update by states for COVID-19.
• Received May Health and Wellness Report and Information from Regional VI and XI National Health and Wellness Coordinators
• The month of May is Mental Health Awareness, HIV Vaccine Awareness, American Stroke Month.
• Continue to distribute health information to the Regional Health & Wellness Coordinators.
• Continue to plan for the 42nd NTI Health and Wellness symposium with a focus on eliminating health disparities in the African American Community, family health history and underlying causes related to Coronavirus disease (COVID-19).
• Continue to plan for 2020 National Training Institute for Health and Wellness symposium, regional coordinator’s training, physical fitness awards reception, health walk, health exhibit and early morning workout.
• Continue to discuss ways in which all Regional Health and Wellness Coordinators can work together by sharing events and activities that can be duplicated across the country.
• Continue to update the National Health and Wellness Regional Chairs and Co-Chairs spreadsheet. The Health and Wellness Committee currently have 22 members.
• Continue to draft the Health and Wellness Website.
• Continue to submit monthly NEC report to the National Secretary.
• Continue to submit monthly NTI report to the National Secretary.

June 2020
• Received an email from NTI Chair on the postponement of the National Blacks In Government’s 42ND Annual National Training Institute until 2023.
• Continue to maintain a list of available and daily up-dates with number of cases by state (interactive map) on Coronavirus that can be used by health and wellness coordinators for their regions, including websites such as https://www.cdc.gov/coronavirus, https://www.cdc.gov/coronavirus/2019-ncov/cases-updates/cases-in-us.html?CDC_AA_refVal=https%3A%2F%2Fwww.cdc.gov%2Fcoronavirus%2F2019-ncov%2Fcases-in-us.html, and others.
• Received an email from NTI Chair on the postponement of the National Blacks In Government’s 42ND Annual National Training Institute.
• Received an email from National Treasurer regarding the status of the 2020 NTI Special Enhancement Program Catering and Banquet forms that were submitted to request funds for the health and wellness committee events. We should receive the status of funds hopefully by mid-June 2020.
• Continue to have Zoom webinars and phone conferences with members of the National Health and Wellness Committee to give updates of volunteer services that should be done in preparation before and during the 42nd NTI. Services such as obtaining contact information for local organizations, speakers and individuals that can participate with us during the NTI.
• Received June Health and Wellness Report and Information from Regional II and VI National Health and Wellness Coordinators.
• July is Minority Mental Health Awareness Month.
• Continue to distribute health information to the Regional Health & Wellness Coordinators.
• Continue to work with Corporate Sponsor to develop programs around health and wellness webinars as it relates to eliminating health disparities and Coronavirus disease (COVID-19).
• Continue to plan for Health and Wellness symposium with a focus on eliminating health disparities in the African American Community, family health history and underlying causes related to Coronavirus disease (COVID-19).
• Continue to plan for Health and Wellness symposium, annual regional coordinator’s training, physical fitness, health walk, health exhibit and early morning workout using various outreach methods, including webinars.
• Continue to discuss ways in which all Regional Health and Wellness Coordinators can work together by sharing events and activities that can be duplicated across the country.
• Continue to update the National Health and Wellness Regional Chairs and Co-Chairs spreadsheet. The Health and Wellness Committee currently have 22 members.
• Continue to draft the Health and Wellness Page.
• Continue to submit monthly NEC report to the National Secretary.
• Continue to submit monthly NTI report to the National Secretary.

July 2020
• Continue to maintain a list of available and daily up-dates with number of cases by state (interactive map) on Coronavirus that can be used by health and wellness coordinators for their regions, including websites such as https://www.cdc.gov/coronavirus, https://www.cdc.gov/coronavirus/2019-ncov/cases-updates/cases-inus.html?CDC_AA_refVal=https%3A%2F%2Fwww.cdc.gov%2Fcoronavirus%2F2019-ncov%2Fcases-in-us.html, and others.
• Received an email from National Treasurer regarding the status of the 2020 NTI Special Enhancement Program Catering and Banquet forms that were submitted to request funds for the health and wellness committee events. We should receive the status of funds hopefully by mid-June 2020.
• Continue to distribute health information to the Regional Health & Wellness Coordinators.
• Continue to work with Corporate Sponsor to develop programs around health and wellness webinars as it relates to eliminating health disparities and Coronavirus disease (COVID-19).
• Continue to plan for Health and Wellness symposium with a focus on eliminating health disparities in the African American Community, family health history and underlying causes related to Coronavirus disease (COVID-19).
• Continue to plan for Health and Wellness symposium, annual regional coordinator’s training, physical fitness, health walk, health exhibit and early morning workout using various outreach methods, including webinars.
• Continue to discuss ways in which all Regional Health and Wellness Coordinators can work together by sharing events and activities that can be duplicated across the country.
• Continue to update the National Health and Wellness Regional Chairs and Co-Chairs spreadsheet. The Health and Wellness Committee currently have 22 members.
• Continue to draft the Health and Wellness Page.
• Continue to submit monthly NEC report to the National Secretary.
• Continue to submit monthly NTI report to the National Secretary.

ACTIVITIES/ACTIONS THAT SUPPORT BIG STRATEGIC PLAN

Communications –
• Continue to develop a web, national and BIG Reporter presence on current health and wellness topics, Coronavirus (COVID-19) trends across the country and health and wellness tips of returning back to work due to the wakening of CORID-19 and underlying conditions.
• Continue to promote monthly health and wellness topics with emphasis to communicate its findings by sharing it with the region and chapter memberships from each regional health and wellness coordinator.
• Continue to respond to speakers and exhibitors regarding future participation in the health and wellness symposium and health and wellness exhibit expo.
• Continue to communicate with Regional Health and Wellness Coordinators.
• Submitted the Health and Wellness Strategic Plan which follows the guidelines outlined in the Blacks In Government (BIG) 2019 Strategic Performance Evaluation Report.
• Submitted the 2020 Health and Wellness budget request which supports the 2019 BIG strategic plan.
• Continue to be invited to attend webinars presented by NAACP, CBC Foundation, and local organizations on “Black Lives Matter, and Race and Health Related issues.

Advocacy-
• Always advocating for Blacks In Government’s mission at the workplace, community and county events.
• Received a message from Region XI Council President to share information with the National President on “Reopening Comment Period: FDA OMHHE is Seeking Public Feedback on Strategic Priorities. The announcement and link to the federal register website is on the BIG website: www.bignet.org under Links and Resources, National Health and Wellness.

Membership-
• Continue to encourage employees and others to become a member of BIG.
• Continue to network with individuals interested in starting a BIG chapter in Montgomery County, MD.
Financial Accountability- Continue to commit spending less that what was budget each year.
Name: Dr. Charles A Horne  
E-Mail Address:  
tristar89@hotmail.com  
Work Phone: 253-301-3938  
Cell Phone: 253-861-3969

NATIONAL LEGISLATIVE REVIEW  COMMITTEE RESPONSIBILITIES

The Legislative Review Committee, under the guidance, direction and oversight of the Legislative Review Committee Chair. The duties and responsibilities of the Chair includes the review and analyses all proposed and existing legislation and major employment program policy changes to determine possible impacts on Black government employees at all levels of Federal, State and Municipal Governments. The legislative Chair is also responsible for the establishment of an Advisory Group to enhance the “Future of Governance” and further advise the Legislative Review Committee and the National Leadership on the most effective way to influence public Policy. Once established and implemented, the Advisory Board shall operate as a subcommittee of the NLRC.

ACTIVITIES/ACCOMPLISHMENTS

Received and welcomed the following members who conveyed a desire to serve on the National Legislative Committee. (Thanks to All )

- Dr. Matthew Fogg-
- Mr. Dewayne Corbett-
- Ms Gwendolyn ford
- Mr. Carl McPherson-
- Ms Celeste Nelson
- Joydeya Jackson
- Ms Terri-Michelle Lewis
- Ms Shirley Suggs
- Mr. Keith Prather
- Ms Christine Wilder
- Dr. Carmelita Pope Freeman
- Ms. Gwendolyn Lowe
- Ms Kimberly Barnes
- Ms Kisha Barnes
• Ms. Patricia Ly
• Mr. Kemmie Conway
• Mr. Glenn Smith

- 1-31 August Attended National Training Institute. (Dallas, Texas) Conducted 4 ½ hour forum re: U.S Constitution, Three Branches of Government, 13th, 14th and 15th amendments; Guest panelist included Honorable Congress Woman Eddie Bernice Johnson, State Senator Honorable Royce West, State Representative, Carl O Sherman.

- 1-31 August-Attended Opening Plenary; The Health and Wellness Forum, State and Local Government Forum, National President Reception, Closing Plenary. Participated in NEC Conference Calls.

- 1-30 September-Attended the Congressional Black Caucus Foundation in Washington DC, in support of BIG Missions and Strategic Goals. Met with of collaborated with the Honorable Florida State Representative, Freederic Wilson, The Honorable G.K. Butterfield (NC), the Honorable Maxine Waters (CA). Reviewed requisite Resolutions and Legislation as requested by National President. Prepared initial Draft of NLRC’s 2020 Budget. Conducted Tel-Con with interested Legislated Committee Candidates, updated list.

- 1-October30 Dec 31-Accompanied the National President to Tuskegee Alabama/Tuskegee Institution as part of the Historic Towns and Settlements(American/African Cultural Tourism Conference) hosted by World Conference of Black Mayors. Supported Madam President as she received numerous Recognitions and Honors.


- Maintained consistent contact with National President.


- Reviewed evaluative information and recommendations from Evaluation Oversight Committee and responded accordingly

- Submitted NLRC2020 Budget Request (Oct 30, 2019)

- Collaborated with AE/EEO Committee Chair regarding Planned Collaboration meeting involving Standing Committee Chairs to assist in Charting Course for 2020.

- Conducted Tel-Conference with New Legislative Review Committee Member (Glenn Smith)

- Participated in National Budget Review
Prepared and submitted input regarding the National Strategic Plan (Melvin Porter)

Revised NLRC Budget for 2020-After a series of collaborations with National Treasurer to be in compliance with National Constitution and Program Policies and Services Booklet.

Jan –Mar 2020-Revisited the review of pertinent proposed legislation impacting members of BIG to include:

Section 8421 of Title 5 USC which would Eliminate Federal Employees Retirement System Annuity Supplements; Section 8331(4) and 8401(3) of the Code which would increase CSRS/FERS average pay period to 5 years; The amendment of Sections 8340 and 8462 which would eliminate or reduce Retirement Cost of living adjustments…Changes to Streamlining Cause and Procedure For adverse Actions based on Efficiency of Services.**Pls note that a full analysis of these proposed amendments and or changes have not been conducted and their status is pending.

Visited with the Honorable Johnny Ford during Region X’s MLK Jr. Legacy Ball on Jan 25, 2020

Preparing to schedule Round Table discussion with Legislative Review Committee to strategize and vision cast for year 2020 and upcoming Legislative Forum. (Voting Rights Act, etc.); Composition and implementation of NLRC Advisory Committee.

Consult with National President regarding additional Legislative Reviews, Flash Reports, Resolutions or Directives.

On-going re-visitation of the review of pertinent proposed legislation impacting members of BIG to include:

Continued the planning of Round Table discussion with Legislative Review Committee to strategize and vision cast for year 2020 and upcoming Legislative Forum. (Equal Rights & Voting Rights Act, etc.); Composition and implementation of NLRC Advisory Committee. (Work in Progress)

Continued to Consult with National President regarding AFGE Contact, National Black Political Convention, National Policy Alliance, as well as, additional Legislative Reviews, Flash Reports, Resolutions or Directives.

Tele-Meeting with AD Mercer AE/EEO Committee Chair re; OPM Director’s Exit Impact on Employees as well Administration’s Policy regarding the Coronavirus and the plight of unprotected federal employees.

On-going re-visitation of the review of pertinent proposed legislation impacting members of BIG to include:

Round Table discussion with Legislative Review Committee to strategize and
vision cast for year 2020 and upcoming Legislative Forum. (Equal Rights & Voting Rights Act, etc.); Composition and implementation of NLRC Advisory Committee. *(Work in Progress)*

- Jun-Aug 2020
- On-going re-visitation of the review of pertinent proposed legislation impacting members of BIG to include:

  Section 8421 of Title 5 USC which would Eliminate Federal Employees Retirement System Annuity Supplements; Section 8331(4) and 8401(3) of the Code which would increase CSRS/FERS average pay period to 5 years; The amendment of Sections 8340 and 8462 which would eliminate or reduce Retirement Cost of living adjustments…Changes to Streamlining Cause and Procedure For adverse Actions based on Efficiency of Services. **On Going Work in Progress**

- Appointed by National President, Dr. Sartor, to Serve on Resolution Committee convened by collaborative partners, World Conference of Mayors; National Policy Alliance; Historical Black Towns and Settlements; and BIG National.
- The Committee reconvened on June 5th to have an open discussion regarding the continued brutal and deadly attacks on African American Males and Females by Local and State Law Enforcement Officers. Several approaches were discussed, and a subcommittee was formed to address Criminal Justice Reform and Health Care disparities.
- After much deliberation, the Subcommittee, as co-chaired by Dr. C.A. Horne and Hon Linda H. Taylor, recommended that the two issues be developed separately and position statements and a national call to action (Call for Racial Equity) as presented by Dr. Horne and Dr. Sartor.
- The committee felt that the documents submitted to the group, fully expressed the sentiments and wishes of the Committee. The documents were adopted as written and would be submitted to the full body on Jun 12, 2020
- Dr. Horne (representing BIG) joined the meeting on Jun 12th 2020 and along with Hon. Linda H. Taylor brought forth the report and recommendation to the full body to adopt and endorse the documents and distribute them across communications lines of each entity present or affiliated with the move to denounce police brutality and pursue Criminal Justice Reform. *(National Platforms to follow)*
- The meeting was joined by special Guest Ms. Angela M. Washington, Senior Business Manager, with the US Department of Commerce. She conveyed a desire to aid and assist in supporting the efforts of all involved in the struggle.
Due to the Covid-19 pandemic the Round Table discussion with Legislative Review Committee to strategize and vision cast for years 20/21, was deferred until a later date.

- Continue to consult with National President regarding additional Legislative Reviews, Flash Reports, Resolutions or Directives.
- Tele-Conf with National President regarding the review and analysis of the request for Support of Life-Line Endorsement. (work in progress)
- Reviewed and recommend support of H.R. 7120, “The George Floyd in Policing Act” as well as H.B. Title 3. “Justice in Policing Act” inclusive of “Chokeholds as a Civil Rights Violation.” This bill is currently being held up in the Senate. Further review of the Proposed Legislation to defund the Police is deemed bad legislation on its face and should not be supported by BIG.
- Reviewed the Senate introduced legislation title “Just and Unifying Solutions to Invigorate Communities Every Where Act of 2020”. I view this piece of Legislation as a further affront to Blacks Communities and further provides incentives to carry on unjust activities under the guise of law enforcement.
- Continue to review and assess additional Criminal Justice Reform Legislation being introduced by the Senate deserves careful scrutiny as it is designed to protect Law Enforcement vis a vis “Qualified Immunity”.
- Additional time is required to determine the impact H.R. 2478 “Federal Retirement Fairness Act” on existing and retired federal employees.
- NLRC Committee Chair Registered for CBCF Webinar and virtual conference (TBA).
- NLCR Chair continues to review legislation and pertinent information to all federal Depts regarding the impacts of COVID-19
- Encouraging respective Chapters and Executive Officials to support Membership Drive.

ACTIONS TO SUPPORT BIG STRATEGIC PLAN: As required consistent with Strategic Plan Goals and Objectives as articulated for Requisite Standing Committees. Preparation for establishing Advisory Committee per requirements (Work in Progress for 2020). Attend and provide input to as many BIG activities and events during 2020. Support Regional and Chapter development and membership. Implement strategies to engage and interface Region X and Chapters with National to be able to take advantage of National Programming and support systems. Enhance communication channels between Regions and BIG National.
NATIONAL MEMBERSHIP CHAIR
ANNUAL REPORT TO NATIONAL DELEGATES ASSEMBLY

AUGUST 2019 – June 2020

Name: Monica R Hedgspeth
E-Mail Address: membership.hedgspeth@gmail.com
Cell Phone: (240) 778-7616

NATIONAL CONSTITUTION RESPONSIBILITIES

• Develop and implement comprehensive membership activities.
• Recruit employees at all levels of government.
• Project the philosophy, goals, and objectives of the organization.

INITIATIVES /ACCOMPLISHMENTS

• Monthly membership committee meetings.
• Working with the Impexium System Administrators to resolve any membership database concerns.
• Held One on One session with members to training session to assist members with the online membership database.
• Assumed responsibility as system administrator for the Membership database actions.
• Provided Chapter and Regional Officer’s with access to retrieve their Chapter membership rosters.
• Attended one-on-one training with Impexium, membership database provider.
• Life Plaques and Gold Plus awards are being mailed to recipients’ residence in light of the postponement of the 2020 NTI in Tampa, Florida.
• Prepared 2020 Sterling Award nomination packages, reviewed submitted packages.
• Sterling Award winning plaques will be mailed the awarded chapters.
• Prepared 2020 May Membership Drive documents reviewed submitted documents.
• 2020 National May Membership Awards will be presented to awardees at the 2021 NTI in Washington, DC.
• Submitted Membership committee article to be published in the Special Edition NTI Newsletter.
• Membership Committee is working diligently with BIG Leadership and BIG members to complete membership enrollments, correction and updates.

ACTIVITIES/ACTIONS THAT SUPPORT BIG STRATEGIC PLAN

Communications Flow:
• Prepared documentation to announce the 2020 National May Membership Drive and Sterling Awards criteria and application process.
• In process of providing a Membership Newsletter that will spotlight membership database features, lessons learned and share membership recruitment and retention ideas across the organization.

• Advocacy:
  • I provided detailed information to potential members about the Great organization of BIG.
  • Briefed GSA Leadership on BIG’s new initiatives and programs.
  • As the President of the Benjamin Banneker Chapter I was asked by the GSA Administrator to produce and collaborate with GSA Senior Leadership to discuss the current climate of systemic racism in the United States.

• Financial Accountability.
  • Attended Membership Database Training
  • Provided full documentation for membership activities that affected the BIG membership budget and utilized all funds to enhance, inform and provide information to BIG members and potential members.

Membership Count

• Total Count 5794 – excluding pending renewals.
NATIONAL CONSTITUTION RESPONSIBILITIES

The Program and Planning Committee shall develop and coordinate a comprehensive on-going general program for the organization to include all member service programs and other educational and training programs.

INITIATIVES / ACCOMPLISHMENTS

- Conducted BIG Oratorical and STEM competitions at 2019 NTI.

<table>
<thead>
<tr>
<th>PLACE</th>
<th>ORATORICAL COMPETITION WINNER</th>
<th>STEM COMPETITION WINNERS</th>
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<tbody>
<tr>
<td>1st</td>
<td>Caleb I. Clark/Reg 11</td>
<td>Anthony Badila/Reg 4</td>
</tr>
<tr>
<td>2nd</td>
<td>Nyla Gaither/Reg 5</td>
<td>Joseph Wilson/Reg 6</td>
</tr>
<tr>
<td>3rd</td>
<td>Antonio Williams/Reg 2</td>
<td>Zahir May/Reg 3</td>
</tr>
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</table>

- Taught in 2019-2020 DYLA orientation.

- One Monetary Assistance Program (MAP) was awarded to the 2020 MAP Request for DLA Chapter.

- Provided one face-to-face Officer Leadership training session at 2019 NTI. The academic framework for new Officer Leadership Training uses a building block approach, starting with leadership theory and concepts as a foundation, and then providing opportunities for real-world situations using the BIG organizational culture. In addition to establishing a solid academic foundation for understanding leadership, this course will also provide practical tools that the student can apply immediately in his or her current job, as well as BIG. The 4-hour session addressed communication in problem-solving processes, leadership skills and management, and influence of effective leadership at the chapter, regional, and national levels, as well as in their organizations.

- Five (5) 2020 BIG-FEEA scholarships were awarded to children of BIG members.
BLACKS IN GOVERNMENT
2020 NATIONAL EXECUTIVE COMMITTEE

<table>
<thead>
<tr>
<th>First</th>
<th>Last</th>
<th>BIG Region</th>
<th>University</th>
<th>Major</th>
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<tbody>
<tr>
<td>Trisha</td>
<td>Johnson</td>
<td>II</td>
<td>Wagner College</td>
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<td>DeGreer</td>
<td>Harris</td>
<td>IV</td>
<td>Stanford University</td>
<td>Chemical Engineering</td>
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<td>Hannah</td>
<td>Banks</td>
<td>V</td>
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<td>Nia</td>
<td>Dyson</td>
<td>XI</td>
<td>University of Tampa</td>
<td>Psychology</td>
</tr>
</tbody>
</table>

- Accomplished monthly teleconferences with Regional Program and Planning Chairs.
- Executed National Oratorical and STEM competitions at 2019 NTI
- Finalized guidelines for 2020 Oratorical Competition and sent to Regional POCs to review before release
- Finalized guidelines for 2020 coding/programming competition with technical advisor and program and planning POCs
- Developed guidelines for Regions to help Chapters conduct virtual Oratorical and STEM competitions.
- Converted National Student Competition processes to conduct Oratorical and STEM competitions on a virtual platform (Zoom).
- Developed processes to conduct DYLA Graduation virtually using Zoom.
- Worked with DYLA students to provide viable alternative academic activities to complete assignments that were short-circuited by COVID-19 quarantine.

ACTIVITIES/ACTIONS THAT SUPPORT BIG STRATEGIC PLAN
Activities accomplished in 2019 to support the BIG Strategic Plan in the following focus areas:

Communications Flow
- Accomplished monthly teleconferences with Regional Program and Planning Chairs and interested parties.
- Finalized guidelines for Oratorical Competition and sent to Regional POCs to distribute to chapters.
- Finalized guidelines for coding/programming STEM competition and sent to Regional POCs to distribute to chapters.

Developed virtual guidelines for conducting student competitions virtually because of COVID-19.
Advocacy

Assisted EEO Committee Chair in preparing for the 2019 EEO Institute preparation.

Membership

Monetary Assistance Program (MAP) was awarded to Kings Bay Chapter.

Provided one face-to-face Officer Leadership training session.

Awarded five BIG-FEEA scholarships to 5 children of BIG members.

Executed National Oratorical and STEM competitions at 2019 NTI

Executed blended Officer Leadership Train-the-Trainer Course to provide BIG leaders and future leaders the skills to help deliver engaging and compelling Officer Leadership Training (OLT).

Taught in 2019-2020 DYLA orientation at Morgan State University in December.
Name: C. Jacquie Beatty-Sammons  
E-Mail Address: jacquie3613@comcast.net  
Home Phone: 770-323-0815  
Work Phone: 
Cell Phone: 404-290-0815

**NATIONAL CONSTITUTION RESPONSIBILITIES**

- Collection and Maintenance—Shall be responsible for the collection of books and other written or printed material related to the organization.
- Archives—Ensure that all BIG-related material is stored in the National Office.

**INITIATIVES / ACCOMPLISHMENTS**

- Completed Blacks In Government history through 2018.  
- Completed the 2018 Annual Report  
- Compiling information and documents for the 2019 Annual Report

**ACTIVITIES/ ACTIONS THAT SUPPORT BIG STRATEGIC PLAN**

- Disseminating historical information upon request.
Name: Honorable Anthony Rhodes  
E-Mail Address: ahawkroad@aol.com  
Home Phone: (256) 381-3466  
Cell Phone:     (256) 483-1863  

NATIONAL CONSTITUTION RESPONSIBILITIES  
Parliamentarian. Delegates Assembly. The Parliamentarian shall serve as principal advisor to the Chair regarding conduct of the Assembly and shall give parliamentary opinions upon request.  

INITIATIVES /ACCOMPLISHMENTS  
• Serve as parliamentary advisor to the National President and provided parliamentary opinions to the National Executive Committee (NEC) as requested.  
• Appointed Chairman of the National Delegates Assembly (NDA) Standing Rules Committee.  
• Selected Standing Rules Committee members to help revise the NDA Standing Rules for the 2020 NDA scheduled to be held in Tampa Bay, Florida on August 23, 2020  
• Modified the 2020 NDA Standing Rules for NDA virtual meeting to be held on August 23, 2020.  

ACTIVITIES/ACTIONS THAT SUPPORT BIG STRATEGIC PLAN  
• Communication:  
  ▪ Provided parliamentary opinions for all parliamentary inquiries from the National President and the NEC.  
  ▪ Revised and modified the 2020 NDA Standing Rules.  
  ▪ Serve as parliamentarian during the NDA.  
• Membership:  
  ▪ Provided parliamentary opinions on parliamentary inquiries when requested.
Name: Melvin C. Porter  
E-Mail Address: mpo3574316@aol.com  
Home Phone: (410) 461-3050  
Cell Phone: (443) 520-9319

**NATIONAL RESPONSIBILITIES**

The National Strategic Liaison supports the National President in the execution of BIG’s 5-Year Strategic Plan through coordination and collaboration with the NEC Chairs and the Regional Presidents on their strategic performance evaluation reporting. He/she also provides advice and consultation to the BIG Strategic Planning Committee, as needed.

**INITIATIVES / ACCOMPLISHMENTS**

**August 2019**

- Met with the members of the National Strategic Planning Committee to discuss the result of the 2019 Member Survey and its impact on the substance and timing of the new 5-year Strategic Plan (2020 -2024)

**September 2019**

- Completed draft notification to NEC members regarding their requirement to submit information and data to support their committee and individual performance in 2019 under the goals and objectives of the BIG Strategic Plan.

- Provided the Regional Council Presidents with (1) overall guidance and timeline for submitting their input to the 2019 Strategic Performance Evaluation Report and (2) a copy of the “Executive of the Strategic Plan at the Regional Council and Chapter Level” document.

**October**

- Provided constructive feedback to NEC members who provided their input to the 2019 Strategic Performance Evaluation Report in a timely manner.

- Completed and submitted a document to the NEC members, titled “Executing the BIG Strategic Plan - Guidance for NEC Members”. The document offered guidance on how to achieve maximum participation from all NEC members during the final execution of BIG’s 5-Year Strategic Plan.
Held a teleconference meeting with several members of the NEC to review the key components of “Executing the BIG Strategic Plan - Guidance for NEC Members”.

Held a teleconference meeting with several Regional Council Presidents and other regional representatives to review the process for submitting information about Regional and Chapter activities that support the execution of the BIG Strategic Plan.

**February 2020**

- Completed a draft version of the 2019 Strategic Performance Evaluation Report for review and approval by the National President.
- Held a teleconference session with the National Evaluation Chair to discuss our new assignment from the National President, which involved the establishment of a tracking document for NEC actions in response to the following reports:
  - Annual Program Report Evaluation provided by the NBoD
  - Strategic Performance Evaluation Report
  - NTI Survey Report and Evaluations

**March 2020**

- Reviewed and commented on an informal draft of the new 2020-2024 BIG Strategic Plan. Submitted comments to the National Strategic Planning Chair for the Committee’s consideration.
- Participated in a conference call with the National Strategic Planning Committee Chair to discuss the way forward in establishing the New 2020-2024 Strategic.
- Participated in the Region XI President’s Roundtable, serving on a panel along with the Honorable Darlene Young, NBoD Chair, and the Honorable Lamont Johnson. The topic for discussion was “what approaches can be taken by the Regions and Chapters to maximize their ability to execute the goals and objectives under the four focus areas in the BIG Strategic Plan.”

**April 2020**

- Participated in a second conference call with the National Strategic Planning Committee Chair to discuss the way forward in establishing the New 2020-2024 Strategic Plan.
Consulted with the National Evaluation Committee Chair on the value of conducting a Membership Survey in 2020 to receive feedback on member needs, desired benefits, and other issues that should be considered as the organization establishes and implements the new 2020-2024 Strategic Plan.

May 2020

- Consulted with the National Strategic Planning Committee Chair on the status of the new 2020-2024 National Strategic Plan.
- Consulted with the National Evaluation Committee Chair on the status of the planned focus group meeting that will be used to develop questions for a membership survey in 2020. The survey will elicit feedback on member needs, desired benefits, and other issues that should be considered as the organization establishes and implements its new Strategic Plan.

July 2020

- Participated in the Region IV Strategic Planning Committee Meeting and gave a presentation on, “Executing BIG’s Strategic Plan at the Region and Chapter Levels”. The presentation emphasized the importance of obtaining maximum participation from the Regional and Chapter levels during the execution of the National BIG Strategic Plan.

**ACTIVITIES/ACTIONS THAT SUPPORT BIG STRATEGIC PLAN**

- In my capacity as the National Strategic Planning Liaison, all the activities listed above were performed to support the execution of the BIG Strategic Plan at all levels within the organization.
Name: Mazella J. Thomas  
E-Mail Address: Mazella.j.thomas@gmail.com  
Cell Phone: (601) 618-4689

**NATIONAL CONSTITUTION RESPONSIBILITIES:** Obtain corporate donations (monetary and in-kind) for BIG National Programs, services, and initiatives to assist BIG in accomplishing its mission.

**INITIATIVES /ACCOMPLISHMENTS**

**August/December 2019**

- Completed all Corporate Sponsorship program requirements with Sponsors prior to the National Training Institute (NTI) in Dallas.
- Attended the Face to Face National Executive Committee meeting in Dallas.
- Attended National Delegates Assembly in Dallas.
- Recruited 97% of 2018 Corporate Sponsor for 2019.
- Recruited two new Corporate Sponsors.
- Coordination Corporate Sponsorship Awards for President’s Reception.
- Corporate Sponsors provided 100% of the NTI items again this year (Conference Bags, Lanyards, Name Bag Holders).
- Completed all NEC and NTI Committee activities for the 2020.
- Collected Corporate Sponsor Ads for the Fall BIG Reporter Issue.
- Responded to all inquiries from National President/National Treasurer.
- Conducted regular meetings with Corporate Sponsors for NTI 2019
- Announced the 2019 BIG/Management Concepts Scholarships.
- Announced the 2019 BIG/Grantham University Scholarships.
- Completed the NTI Committee After Action Report (AAR) for NTI 2019.
- Submitted the 2020 Corporate Sponsorship Operating Budget.
- Created the BIG 2019 end-of-year Giving Campaign.
- Provided 2020 Sponsorship Agreement Form to Corporate Sponsors for NTI.
- Participated in Corporate Sponsorship Meetings with the National President.
- Coordinated awards with BIG/Management Concepts Scholarship Winners.
- NTI Registration Materials. For NTI, all registration materials were fully funded and provided by Corporate Sponsorship. The items include NTI conference bags, lanyards, and name badges, at NO cost to BIG.
Graduate School USA. Recruited as a new sponsor, Graduate School, provided training sessions during the 2019 NTI for more than 150 attendees. Two course sessions were held and continuing professional education credits were awarded for all attendees.

GEICO. A new portfolio manager Ms. Ashley Johnson was assigned. As part of her leadership and commitment to BIG, she negotiated updated changes to BIG’s annual agreement, which increased the annual monetary sponsorship by 45% for 2019.

2019 BIG Giving Campaign. This new initiative started in the fall of 2019, which is an invitation for BIG Member to become sponsors supporting BIG programs, services, and initiatives, to make tax deductible contribution before the end of the Tax year. In 2019, one BIG Member provided Sponsorship in the amount of $10,000, qualifying for the Humanitarian Award. This annual initiative is ongoing and BIG Member are encouraged to provide donations to support National Programs and the NTI through sponsorship.

January/July 2020

- Updated the Corporate Sponsorship Agreement Form for 2020 for the National Website.
- Conducting telephone calls and meetings with Corporate Sponsors to closeout for NTI 2019 and collecting 2019 Agreement Forms.
- Completed the Conflict of Interest Statement 2020.
- Working with National office Manager to closeout 2019 Corporate Sponsorship records (Invoices, payments and signed Agreements Forms).
- Provided support to the National President and National Treasurer for the 2019 Audit. Provided Corporate Sponsorship documents/information and reports.
- Announced BIG/Management Concepts Scholarships.
- Announced BIG/Grantham University Scholarships.
- Researching and submitting Grant opportunities for 2020.
- Updating Corporate Sponsorship Handbook. Ongoing
- Attendance and participation in the NEC monthly meetings.
- Attendance and participation at monthly NTI Committee meetings.
- Working with National Programs & Planning Committee Chair on Corporate Sponsor Virtual Training sessions for 2020.
- Recruiting BIG Member Sponsors.
- Recruited new Sponsor - BC Holding, LLC.

**Corporate Sponsors Virtual Training for 2020.** The corporate sponsorship committee is collaborating with the National Programs Planning Chair, to support Corporate Sponsors and their requests to deliver virtual training sessions to BIG Members. BIG is
highly equipped to provide training session in the online/virtual platform for BIG Members and collaborating with current Sponsors to deliver the following training session topics, Health and Wellness topics, Financial Planning topics, Leadership and Professional Development.

- **Blue Cross Blue Shield (BCBS).** The longest standing Corporate Sponsor with Big returned again in 2020 at the Platinum Sponsor for the National Programs and the National Training Institute. They will host two virtual training sessions on Health and Wellness topics.

- **Long Term Care Partners.** This year will provide virtual training sessions to BIG as part of their corporate sponsorship in the way of virtual training on Health and Wellness Awareness education, during the COVID-19 pandemic. They are dedicated to improving health in local communities, through community-based educational partnerships.

- **Free Subscription. DiversityComm/Black EOE Journal.** DiversityComm published a special edition journal on July 15, 2020, on the Black Lives Matter movement. This issue will document Activists, celebrities, and many others showing support and the changes of the movement this year. All BIG Members can receive a digital copy of this publication.

- **Grantham University Enhanced Partnership.** This year, Grantham University will provide in Sponsorship a 4-year degree scholarship, in addition to three (3) Certificate Program Scholarships (for Undergraduate or Graduate programs) towards the degree program of their choice. The program is also open to immediate family members of BIG Members. The BIG/Grantham University 2020 Scholarships will be awarded in August 2020. The next scholarship application opportunities will be announced is April 2021.

- **BC Holding, LLC.** New Corporate Sponsor. BC Holdings provides evidenced-based, activity-driven financial education programs to businesses, agencies and individuals. BC Holdings has established as its unwavering principals of financial empowerment, lifestyle management and wealth building. This year financial training will be provided as Sponsorship.

- **AMAZON Potential Sponsorship.** Amazon is reviewing information on the national STEM and student programs, and the opportunity become a potential Corporate Sponsor. A member from AMAZON is in contact with the National Programs and Planning Committee Chair, to learn about BIG’s program. According to the message from,
“Amazon is looking to increase the diversity in their organization by hiring and developing black engineers”. We will continue efforts to pursue this new partnership.

- **Corporate Sponsorship Recruitment.** The Corporate Sponsorship Committee recruited 97% of 2019 Corporate Sponsors to return as Sponsors in 2020. One returning Sponsor increased their monetary sponsorship by 72% and two (2) new Sponsors/Partners were recruited.

### Annual Corporate Sponsorship Trends:

<table>
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<th>2017*</th>
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<td><strong>$316,510</strong></td>
<td><strong>$350,638</strong></td>
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</table>

*Actual amounts

**Note:** 2020 reduction in Sponsorship due to COVID-19 Pandemic.

### ACTIVITIES/ACTIONS THAT SUPPORT BIG STRATEGIC PLAN

- The Corporate Sponsorship Committee continues to support actions and activities that support the National Strategic Plan through, Financial Accountability, Communications, and Outreach, by recruiting Corporate Sponsor/Donors, Business Patrons, Partners and BIG Member Sponsors to contribute in-kind or monetary funds to support National Programs and the NTI. We explore areas with the NEC and NTI Committees, to identify areas of sponsorship, ensure annual Sponsors return each year, and identify opportunities to increase monetary contributions.

- Communications. Sharing good news stories about National Programs, NTI, and business opportunities for Sponsorship and Partnerships. Completions of Sponsorship Agreement Forms, tracking and monitoring receipt of funds and working with the National Treasurer, Finance Team, and NTI Teams.

- Financial Accountability. Complete all annual funds transactions. Prepare and record the annual Agreement Form. Ensure all funds are provided to the National Office and monthly reports are submitted. Provide assistance to the National President, National Finance Committee, National Treasurer, and NTI Committees as required.
Name: Johnny R. Barideaux  
E-Mail Address:  jbarideaux@comcast.net  
Work Phone:  303-270-6540  
Cell Phone:  303-261-5632

NATIONAL CONSTITUTION RESPONSIBILITIES
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.

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

INITIATIVES (Current and Future):
- DYLA 8-Month Leadership Development Program, Certification by Morgan State University
- 2019-2020 DYLA Graduation, Tampa, Florida, August 2020
- NTI Tampa, Florida – “Food for Thought” Community Service Project, August 2020
- Plan for the 2020-2021 DYLA Class Orientation with the graduation held at the 2021 National Training Institute in Washington, DC.

ACCOMPLISHMENTS
Twelve students successfully completed the 2018-2019 DYLA Program, with the graduation held at the 2019 National Training Institute in Dallas, Texas. Kicked off the 2019-2020 DYLA Program with our partner Morgan State University. There are twelve students currently enrolled in the program with 3 coaches readily available to ensure the students stay on track throughout the program. The program is funded by Corporate Sponsor Blue Cross and Blue Shield with the support of the DYLA Alumni Association.

- Completed the 2019-2020 Orientation at Morgan State University in November 2019
- Coordinated with the Center for Continuing Education, Morgan State University, to discuss participant assignments and Team Project Proposals
- Worked with Dr. Vera McKethan, National Program and Planning Committee Chair to discuss DYLA Program Requirements and graduation planning
Updated the DYLA website: http://www.bignet.org/regional/yla/home.html
DYLA 2019/2020 Program Coordination/Development
Attended DYLA Coaches and Team conference calls
Attended DYLA Alumni Association conference calls as Program Chair and Webmaster
Reviewed DYLA participant draft writing assignments
Provided informative updates of DYLA initiatives at Region VIII Council and Mile High Chapter meetings

ACTIVITIES/ACTIONS THAT SUPPORT BIG STRATEGIC PLAN

Communications Flow – Provided valuable DYLA information to the BIG membership and the DYLA Alumni Association by maintaining an accurate membership roster and maintaining the DYLA and the DYLA Alumni Association Website and Facebook page.
Seek/Maintain Partnerships – Continue to partner with Morgan State University in providing a first-rate leadership program to the BIG membership
Name: Kathy K. Best
E-Mail Address: Bigfutureleaders@gmail.com
Home Phone: 617-288-7269
Work Phone: 617-825-3400
Cell Phone: 617-256-8187

NATIONAL CONSTITUTION RESPONSIBILITIES

- Chapters shall conduct programs and activities that are in accord with the objectives of Blacks In Government (BIG).
- Any undergraduate student who is enrolled in an accredited college or university who is in accord with the principles, policies and objectives of the organization and who agrees to adhere to the same and is not qualified as a regular member, may become a student member of this organization with the consent of the Board of Directors and by paying the student membership fee of twenty dollars ($20.00).

INITIATIVES / ACCOMPLISHMENTS

- Conducted a Regional FLAG Summit in Boston
  - Secured Homeland Security Workshop Presentation
  - Secured FBI Workshop Presenter
  - Secured Motivational Speaker-J David Reeves
  - Secured Corporate Sponsorship for lunch
- Connected Barbara Dunn Harrington of Tom Joyner Foundation about connecting with Black Colleges in the Tampa area for the next NTI/FLAG Youth Summit
- Received National FBI Director’s Community Leadership Award. The work FLAG does with engaging students in careers with the FBI was included in the accolades.
- Worked with the Tom Joyner Foundation to secure engagement with FAMU and Bethune Cookman Universities
- Met with Dr. Regina M. Moorer, Assistant Professor of Political Science at Alabama State University, who has agreed to serve as the liaison for ASU to start a FLAG Chapter at the University
- Met with the National USDA’s 1890 Scholar program requesting information on scholarships
- Met with Jackie Ray Morris regarding soliciting support for FLAG
- Met with Stephan Matthews regarding FLAG collaboration with NOW Generation
- Completed all required BIG National documentation
- Met with Byron Goff of Globe Life
- Created Theme and activities for the 2020 BIG FLAG National Youth Leadership Summit. Careers in Public Service: How to Claim, Obtain and Retain that Dream Job!
• Secured selection of Junior FLAG Michael Godfrey Lopes to participate in the 2020 Boston Field Office FBI Youth Academy

• Selected to serve as a moderator on y HBCU Action Nation Virtual Town Hall, May 14-16, 2020. This town hall was co-hosted by The United States Distance Education Association, The Online Learning Consortium, the National Coalition of 100 Black Women, and Tennessee State University, to address the impact of COVID-19 on our HBCUs

• Selected as a U.S. Environmental Protection Agency’s Region 1 2020 Environmental Merit Award (EMA) Children’s Health recipient. This annual award has recognized the environmental and public health achievements of New Englanders for nearly five decades. The work FLAG does with students in sharing information about the environmental justice was mentioned in the accolades.

ACTIVITIES/ACTIONS THAT SUPPORT BIG STRATEGIC PLAN

Communication and Flow

• Updated snapchat and Instagram accounts

• Created a FLAG “movie premier” promo that serves as a visual stimulus of the FLAG program that can be used globally

Membership

• Began process to start a Senior FLAG at Alabama State University

Financial Accountability

• Verified Senior FLAG financial status as per National Constitution

• Secured Corporate Sponsorship for Region I FLAG Summit

• Initiated paperwork to start a FLAG at Alabama State University

• Received funding from the Greater Boston Chapter to sponsor chaperone to the 2020 National FLAG Youth Leadership Summit
Name: Dr. Candace SP Williams, Chair MVEP  
E-Mail Address: Candacespjohnson@yahoo.com  
Cell Phone: (703) 499-3674  

NATIONAL CONSTITUTION RESPONSIBILITIES  
MVEP’s mission is to provide 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, and private organizations by fostering synergies that help ensure BIG military veterans and their families maximize military veteran-oriented resources and services.  

MVEP INITIATIVES /ACCOMPLISHMENTS  
• Dr. Williams and committee hosted MVEP’s 5th Annual Forum at the 2019 NTI on August 6, 2019 from 8:00am to 5:00pm with six panel speakers, donation drive and Vietnam Veterans awards.  

• MVEP will not conduct its 6th Annual Forum in 2020 since the NTI in Tampa, FL has been postponed until 2023. I will continue to provide toiletries for the MVEP Give Back Campaign donations to the Tampa, FL Veterans Medical Center; as well as provide the Vietnam Veterans the Presidential Proclamation and Service Pin.  

• MVEP continues to update the Website and Facebook Page by posting various military articles to include the Military Birthdays (Army, Navy, Air Force, Marine Corps, Coast Guard and National Guard), Military and Veterans Resources to include benefits, training, mentoring, outreach, community activities, etc., various Special Emphasis Observance (SEP) Articles, provided BIG quarterly Reporter updates, other various veterans resource articles and information from August 2019 to July 2020.  
  
  o Vietnam Veterans Article posted March 2020  
  o Army Birthday Article posted May 7, 2020  
  o Memorial Day Article posted May 20, 2020  
  o US Army Birthday posted June 2020  
  o US Coast Guard posted June 2020 for August 2020  
  o Article posted on “Racism – Military and Veterans” in order to support the current racial tensions and problems  
  o MVEP and Adopt-A-VA Program Brochure and Information posted May 7, 2020  
  o COVID-19 Information for Military, Veterans and their families  
  o Career Fairs and Events
Information from other Affinity Groups to assist Veterans
Updated Veterans Administration Resources

- Dr. Williams conducted MVEP/NTI Committee Meetings from August 2019 until present. The next meetings are scheduled for June 23 (information provided via email) and August 18, 2020.

- Adopt-A-VA Program
  - Dr. Williams is still currently collaborating the “Adopt-A-VA-Program” with the Regional Council Presidents (RCPs) as follows:
    - Dr. Williams developed an updated Informational Package for MVEP and Adopt-A-VA Program that Dr. Sartor approved for posting on website as of May 7, 2020.
    - Dr. Williams attended meetings with the Regional Council Presidents (RCPs) and provided updates as required.
    - Dr. Williams still need Liaisons and Chapter Representatives from Region I for 2020. The 3rd Quarter meeting is scheduled for September 2, 2020.
    - The current Regional Liaisons and newly elected Chapter Representatives have been coordinating with the Department of Veterans Affairs Voluntary Service Offices and other Military/Veterans Agencies to provide needed items for veterans and families.

- Dr. Williams is also supporting various other veterans and military events as requested or deemed necessary.
  - Committee Member Ms. Sheila Stevens attended a Veterans’ Fair in Washington DC, Maryland and Virginia February 27, 2019 in Dr. Williams’ absence.
  - Dr. Williams attended Veterans’ Fairs in the states of Illinois, Mississippi, Iowa, Georgia, and Tennessee. I provided toiletries as well Vietnam Veterans information and items.

- Dr. Williams is currently assisting and/or providing support for various BIG’s NEC & Regional Programs as follows:
  - Dr. Vera McKethan, Chair, Programing and Planning – Assist with the OLT sessions as scheduled as well as Student Competition, STEM, etc.
  - Mr. Stephan Matthews, Chair, NOW Generation – Serves as a Mentor and have developed a Pilot Mentoring Package, still pending final plan.
  - Serves as the Chapter Secretary for Region IV, Atlanta Metro Chapter since 2018.
o Serves as the Region’s IV Second Vice President & Evaluation Chair for the 2020 Regional Training Conference (RTC) & Executive Council Meeting (ECM). Due to the current pandemic, the RTC has been rescheduled from May 5-7, 2019 to November 5-7, 2020.

o Dr. Williams duties Region IV:
  
  ▪ Attended Ms. Faye Rashid, National Second Vice President’s (VP) meetings on March, April, May, and June; and,
  
  ▪ Attended the National Third VP, Dr. Deborah McClanahan meetings during the same timeframes.
  
  ▪ The Second and Third VPs are collaborating on the State and Local affairs, in which information was due at the 2020 NTI Forum.
  
  ▪ We are also providing State and Local information and resources for BIG Members.
  
  ▪ I also developed a survey and provided to Ms. Rashid and Dr. McClanahan in order to capture data for all State and Local BIG Members.

ACTIVITIES/ACTIONS THAT SUPPORT BIG STRATEGIC PLAN:

a. Communication Flow: MVEP has been in communication with various agencies in order to solicit support and assistance with scholarships and in-kind donations; collaboration for partnerships via Memorandum of Understandings (MOUs); and, connections to veteran-oriented resources and services.

b. Financial Accountability: MVEP continues to provide effective oversight for its annual budget. Dr. Williams request for 2020 funding was approved due to additional resources required for the 2020 NTI, seminars, educational resources, which are being utilized.

c. Advocacy: MVEP currently creates methods and procedures in order to reduce/eliminate barriers that prevent BIG’s military veterans and their families from leveraging existing military veteran resources, products and services offered by local and national entities.

d. Membership: MVEP has been actively recruiting via Big and MVEC’s Website, Fairs, Conferences, Facebook Page, Word-of-Mouth, SEP Articles and Brochures.
Name: Stephan P. Matthews  
E-Mail Address: spmatthews85@gmail.com and bignowgeneration@gmail.com  
Cell Phone: (301) 257-3138  

NATIONAL CONSTITUTION RESPONSIBILITIES  
This is a special committee; duties are not defined in the National Constitution.  

INITIATIVES / ACCOMPLISHMENTS  
- Recruited and retained younger members in BIG;  
- Increased visibility of NOW Generation Program by visiting chapters, Regional Training Conferences and other BIG meetings;  
- Conducted NOW Generation Survey at 2019 NTI;  
- Cultivated partnerships with similar associations with similar mission and goals as NOW Generation and BIG;  
- Managed and posted to NOW Generation LinkedIn Group;  
- Identified NOW Generation Liaisons in Regions II, III, IV, V, VI, XI;  
- Developing Formal Mentoring Program;  
- Creating Standalone Website and Social Media Handles for NOW Generation Program  

ACTIVITIES / ACTIONS THAT SUPPORT BIG STRATEGIC PLAN  
2019 NOW GENERATION THEME:  
“MILLENNIALS IN LEADERSHIP: CULTIVATING SUCCESSFUL PATHS TO LEADERSHIP IN GOVERNMENT AND BEYOND”  

AUGUST 2019  
- August 6 - NOW Generation Panel "Unleashing the Leader Within"  
- August 7 - Hosted NOW Generation Munch & Mingle Networking reception  

SEPTEMBER 2019  
- September 21 – NOW Generation Program Overview at Region XI Open Houses  
- September 26 – NOW Generation Program and BIG overview at Young Government Leader’s (YGL) Fiscal Year End Open House
OCTOBER 2019

- October 1 - NOW Generation Regional Liaison Conference Call
- October 17 – NOW Generation Program Overview at DIA Chapter Monthly Meeting
- October 19 – NOW Generation Program Overview and presentation on “Millennials in Leadership” at Region III Training Conference in Philadelphia, PA
- October 22 – Co-hosted Panel “Today’s Talent Management Approaches for the Workforce of the Future” at the National Academy of Public Administration in Washington, D.C. Event co-hosts include: Management Concepts, National Academy of Public Administration, Senior Executives Association, Young Government Leaders (YGL), and FEW.
- October 22 – NOW Generation Program Overview on National Third Vice President’s Monthly Call
- October 30 – NOW Generation Program Overview on National First Vice President’s Monthly Call

NOVEMBER 2019

- November 2 – In partnership with Region XI Emerging Leaders, hosted the Emerging Leaders Career Summit in Silver Spring, MD
- November 6 – NOW Generation Program Overview at the Bellwood Chapter, Richmond, VA (Region III)

DECEMBER 2019

- December 2 – NOW Generation Regional Liaison Conference Call
- December 12 – Co-hosted Annual Holiday Charity Social In partnership with Management Concepts at the City Club in Washington, D.C.

2020 NOW GENERATION THEME:
BUILDING RESILIENT LEADERSHIP: HAVING 20/20 VISION

JANUARY 2020

- January 27 – NOW Generation Regional Liaison Conference Call

FEBRUARY 2020

- No activities reported.

MARCH 2020

- March 5 – NOW Generation Monthly Regional Liaison Conference Call
• March 7 – 3rd Annual Emerging Leaders Brunch Hosted by Region XI Emerging Leaders in Partnership with NOW Generation

APRIL 2020

• April 9 – Virtual Happy Hour in Partnership with Management Concepts and Young Government Leaders (YGL) “Staying Connected in Times of Crises”

MAY 2020

• May 6 – Public Service Recognition Week Virtual Happy Hour “Tips for Maintaining Resiliency”

• May 16 – In partnership with Management Concepts, sponsored a NOW Generation Virtual Workshop “Managing Beyond Generational Differences” at the Region XI Virtual Training Conference

JUNE 2020

• June 30 – NOW Generation Virtual Town Hall via Zoom

JULY 2020

• July 2 – NOW Generation Program Overview at DHS Chapter via Microsoft Teams

• July 15 – Webinar: “Making it Personal: The Power of Storytelling for Building Inclusive Environments” in Partnership with Management Concepts

• July 23 – NOW Generation Program Overview with Robert C. Weaver HUD Chapter via Microsoft Teams
Name: Toni Pearson
E-Mail Address: martin.toni@sbcglobal.net
Home Phone: n/a
Work Phone: n/a
Cell Phone: 916-826-8040

NATIONAL CONSTITUTION RESPONSIBILITIES – Project BIG Vote
Special Committee – appointed by BIG National President

PROGRAM MISSION: Continually provide information and expertise to empower African American civil servants to: actively partner with local community and national resources (churches, sororities, fraternities, civic organizations, social clubs, civil rights organizations, labor unions, and homeless and veteran representatives), and other like-minded organizations; increase US citizens political education, awareness, voter registration and participation voting in local, state and federal elections.

2019/2020 - INITIATIVES/ACCOMPLISHMENTS

1. Continue to provide incremental information to all Regions, Chapters and BIG membership on Registering and Voting via bignet, Facebook, Instagram and flyers.

2. Ordered and distributed multi-colored Wristbands for Project BIG Vote booth at the 2019 NTI. The multi-colored wristbands’ wording is Register & Vote, Project BIG Vote. Project BIG Vote committee volunteers worked at the booth.

3. Assisted several members on registering online to vote in various states during the 2019 NTI.

4. During the 2019 NTI the Dallas Chapter was provided additional wristband’s for distribution for their local Voter Registration outreach booth on the Dallas college Campus.

5. Project BIG Vote was not funded to purchase the requisite information reports that was required to assess and provide informed comments/recommendations to the resolution that was submitted by 2nd VP Matthew Fogg at the 2019 Delegates Assembly.

6. Updated the on-line “Your Vote Matters Booklet” on our BIG website, bignet.org.

7. Sacramento Metropolitan Area Chapter hosted a Voter Registration table at their 19th Annual Youth Symposium on Thursday, October 17, 2019. The chapter also distributed
additional wristbands and provided on-line voter registration services for several on-site community members.

8. Committee created a PSA which provided information to empower our Membership and the communities they serve to partner with local and National resources to increase US citizens political education to Register and Vote in all Local, State and National elections for primaries.
   a. This PSA also recommended, BIG and Community Members to participate in the 2019 off-year Gubernatorial, Congressional, Legislative and Mayoral elections, primaries for all 50 States and for the Extremely important 2020 local/ General Elections.

9. Committee created and posted the 50 State Voter Registration Information which can be found on www.bignet.org and click on Project BIG Vote Link. You will find everything you need to register and vote in your state election centers.

10. Committee continues to prepare flyers and PSA’s for the upcoming 2020 State Primaries elections.

11. Assisted in registering a total of 240 non-BIG members through Project BIG Vote website from January 2020 through July 2020.

12. Spoke on Project BIG Vote and committee services and available information during the Regional Council Presidents 2nd quarter conference call meeting on May 20, 2020.

13. Committee prepared an article called “BIG’s Call to Action” for a Special Edition NTI newsletter.

14. Preparing a flyer highlighting historical and recent reasons for Registering & Voting locally and during the general elections. “A Change is Go Gonna Come When you Register and Vote”

**ACTIVITIES/ACTIONS THAT SUPPORT BIG STRATEGIC PLAN**

Communication Flow Focus Area: Strategic Goals 5(a) & 6(a)

1. Provide information and expertise to empower African American civil servants to:
   a. actively partner with local community and national resources (churches, sororities, fraternities, civic organizations, social clubs, civil rights organizations, labor unions, and homeless and veteran representatives), and other like-minded organizations;
   b. increase US citizens’ political education, awareness, voter registration and voting in local, state and federal elections.

2. Utilize emails via the NEC to inform BIG members on the importance of:
   a. being politically aware, education, registering and voting in the 2020 local
primaries at the local, state, special elections federal levels and beyond. Especially Vote on November 3rd, 2020 General elections.
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NATIONAL CONSTITUTION RESPONSIBILITIES

- Article VI, Section 5 – Special Committees/Adhoc Committee Structure –

Serve at the discretion of the National President. Provide advice that advances the cause of Blacks In Government, Inc. (BIG).

(I)NITIATIVES/(A)CCOMPLISHMENTS

- NTI 2019 Support: 1) Provided Opening Remarks at State/Local Forum, 2) Provided remarks at NOW Generation Panel, 3) Provided Support to FLAG Program, 4) Executed First Time Attendees Presentation (FTAP)
- Attended 911 Commemoration Program at Fort Belvoir, VA
- Drafted initial proposal for NTI 2020 SES Panel
- Attended the 94th Association for the Study of African American Life & History (ASALH) Luncheon, Washington DC
- Keynote speaker for multiple agency/chapter Martin Luther King, Jr. Holiday Celebrations, Black History Month recognitions, & Chapter Open Houses
- Continuous participation at Regional Council and Chapter meetings
- Presenter during RXI Council Parliamentarian Procedures Training
- Supported Chapter & Regional Youth Programs
- Wrote multiple highlight articles on behalf of BIG
- Drafted BIG “Civic Wrong Warning” Initiative to address Police Brutality
- Provided ongoing organizational/member assistance on matters related to BIG
ACTIVITIES/ACTIONS THAT SUPPORT BIG STRATEGIC PLAN:

Strategic Plan Focus Areas:

- **Communication Flow:** assurance of both horizontal and vertical communication throughout BIG
- **Financial Accountability:** conformance to BIG budget constraints
- **Advocacy:** conformance to both explicit and implicit constitutional advocacy:
  - Attended Congressional Black Caucus (CBC) Legislative Weekend
  - Represented BIG at the Corporate Counsel Men of Color Life/Strategies and Power Networking Conference
- **Membership:**
  - Enhanced NTI Justification Impact Statement
  - Coordinator for BIG’s NTI First Time Attendee Presentation
  - Wrote “BIG Says Yes to SES” article
  - Wrote “Why I Joined BIG” article
  - Potential implementation of organizational-wide Health and Welfare checks of BIG Chapters for foundational recruitment, retention, and reclamation activities
RESOLUTION
RECOGNITION OF THE HONORABLE MELVIN DAVIS

WHEREAS, Mr. Melvin C. Davis began his government career with the Veterans Administration Hospital in Kansas City, Missouri and achieved 36 years of distinguished service and after retirement, worked another 11 years of significance with the University of Missouri-Kansas City of Medicine in Kansas City, Missouri; and

WHEREAS, Mr. Melvin C. Davis is recognized as an outstanding and dedicated member of the Greater Kansas City, Missouri Chapter of Blacks In Government® (BIG) in Kansas City, MO for over 20 years, having served as one of the esteemed Past Presidents and Life Member; and

WHEREAS, Mr. Melvin C. Davis was elected in 2012 to the BIG® Distinguished Service Hall of Fame (DSHOF), providing him with the title of “The Honorable Melvin Davis”, the highest honor which can be bestowed upon any single member of BIG® for individuals who have distinguished themselves in making exceptional contributions at the National, Regional and/or Chapter levels of BIG®; and

WHEREAS, the National Delegates Assembly Team of Blacks In Government® served under the outstanding and diligent leadership of Honorable Melvin Davis, as its distinguished chair from 2014-2015; and

WHEREAS, Honorable Melvin Davis made the process for voting easier at the national elections by serving as the Chair of the National Elections Committee for over 10 years; and

WHEREAS, Honorable Melvin Davis exemplified commitment to excellence in all that he did to affect progressive and effectual change, whose knowledge, wisdom, and subject matter expertise was always appreciated, who was applauded on the success of his work, nationally, regionally, and locally; and

WHEREAS, Honorable Melvin Davis was a dedicated advocate within the African American community and a respected mentor and subject matter expert on a myriad of issues and specialties to people of all ages; and

WHEREAS, it is with the highest commendation that the 2019 National Delegates Assembly recognize the great Honorable Melvin Davis who has honored this organization with his servant leadership; and

THEREFORE, BE IT RESOLVED, that we commend The Honorable Melvin Davis for his loyal service to the National Organization of Blacks In Government® and that this resolution be historically inscribed into the archives of its history; and
BE IT FURTHER RESOLVED, we extend our sincere gratitude and respect to the family of The Honorable Melvin Davis and believe that he now resides with our Lord and Savior and is full of joy as he wears his crown and robe of righteousness, and request that a copy of this resolution be sent to his family and church leadership.

Respectfully submitted on May 20, 2019,
2019 National Delegates Assembly Team Members, Blacks In Government®
RESOLUTION
BIG SUPPORTS ‘THE DEMOCRACY REFORM TASK FORCE’ AND CONGRESSIONAL LEADERS URGING U.S. SENATE PASSAGE OF S. 949, FORMALLY U.S. HOUSE OF REPRESENTATIVES (H.R) 1 “FOR THE PEOPLES ACT OF 2019” *

WHEREAS, the National Organization of Blacks In Government (BIG), was incorporated in 1976, as a 501[c]3 non-profit organization to, educate and advocate on behalf of Federal, State and Municipal government employees and today, BIG seeks to represent 2.5 million public and private civil servants by continuing to address discrimination in the workplace and its effect on public service; and

WHEREAS, On March 8, 2019, the U.S. House of Representatives (H.R.) passed H.R.1 along party lines 234-197, sponsored by Democrat Representative John Sarbanes from Maryland's 3rd Congressional District and Chair of the ‘Democracy Reform Task Force’ calling for sweeping changes in U.S. voting laws amongst other legislative concerns and the same Bill was introduced in the U.S. Senate by Senator Tom Udall (D-NM) on March 28th, 2019 pending passage (visit https://democracyreform-sarbanes.house.gov/); and

WHEREAS, H.R. 1, represents the first time in a very long time that Congress is prioritizing democracy reform legislation and commentators have noted, the bill number is itself significant by customs, the first 10 bill numbers are reserved for the most important priorities of a House majority and this is the first priority of the 116 Congress incoming Democratic majority in the House of Representatives; and

WHEREAS, H.R.1 expands access to the ballot box by taking aim at institutional barriers to voting, such as patchwork and cumbersome registration systems, disenfranchisement and limited voting hours, which create major roadblocks to a more participatory democracy and will create automatic voter registration across the country; ensure that individuals who have completed felony sentences have their full rights restored; expand early voting and simplify absentee voting; and modernize the U.S. voting system; and

WHEREAS, H.R.1 shines a light on dark money in politics by upgrading online political ad disclosure and requiring all organizations involved in political activity to disclose their large donors. H.R. 1 also breaks the so-called ‘nesting-doll’ sham that allows big-money contributors and special interests to hide the true funding source of their political spending; and

WHEREAS, H.R. 1 gives political power to everyday Americans, creating a multiple matching system for small donations, thereby allowing the American people to exercise their due influence in our politics. This new 21st century system of citizen-owned elections will break special interests’ stranglehold on Congress and lay the groundwork for an agenda that serves the American people. H.R. 1 also reaffirms that Congress should have the authority to regulate money in politics, pushing back on the wrong-headed Citizens United and Buckley decisions by the Supreme Court; and
WHEREAS, H.R. 1 ensures that there are cops on the campaign finance beat that will enforce the laws on the books. H.R. 1 tightens rules on super PACs and restructures the Federal Election Commission to break the gridlock and enhance its enforcement mechanisms. It also repeals Mitch McConnell’s riders that prevent government agencies from requiring commonsense disclosure of political spending; and

WHEREAS, H.R. 1 breaks the influence economy in Washington and increases accountability by expanding conflict of interest law and divestment requirements, slowing the revolving door, preventing Members of Congress from serving on corporate boards and requiring presidents to disclose their tax returns; and

WHEREAS, H.R. 1 gives teeth to federal ethics oversight by overhauling the Office of Government Ethics, closing loopholes for lobbyists and foreign agents, ensuring watchdogs have sufficient resources to enforce the law and creating a code of ethics for the Supreme Court.

THEREFORE, BE IT RESOLVED:

1. The National President of Blacks In Government will write a letter to Bill Sponsor Honorable John Sarbanes (D/Md.) House of Representatives; Honorable Nancy Pelosi, House Speaker; and Senator Tom Udall (D-NM), thanking all (3) three for sponsoring and supporting this powerful legislation and, specifically to advise the Democracy Reform Task Force Chairman Sarbanes to add BIG’s endorsement, as a leading grassroots advocacy organization in America, for H.R.1 on his webpage, https://democracyreform-sarbanes.house.gov/newsroom/press-releases/leading-grassroots-advocacy-organizations-endorse-house-democrats-once-in-a *; and that

2. The National President of Blacks In Government will write the Chairman for the U.S. Senate, the Honorable Mitch McConnell, asking him to support S. 649, the Senate version of H.R.1

Submitted by:
Matthew F. Fogg
Dr. Matthew F. Fogg
BIG National 2nd Vice President
BIG Region XI - Heritage Chapter President
Chief Deputy United States Marshal, ret.
June 7, 2019

*Some of the language in this Resolution is verbatim from the Democracy Reform Task Force webpage*
RESOLUTION
BIG JOINS NAACP URGING THE U.S. HOUSE OF REPRESENTATIVES (H.R.) PASSAGE OF H.R. 1500, ‘THE CONSUMERS FIRST ACT’ INTRODUCED BY CONGRESSWOMAN MAXINE WATERS (CA)

WHEREAS, the National Organization of Blacks In Government (BIG), was incorporated in 1976, as a 501[c]3 non-profit organization to, educate and advocate on behalf of Federal, State and Municipal government employees and today, BIG seeks to represent 2.5 million public and private civil servants by continuing to address discrimination in the workplace and its effect on public service; and

WHEREAS, on May 22, 2019, concerned parties in support of the NAACP and Washington Bureau Director, Hilary O. Shelton, called on the U.S. House of Representatives to pass legislation to restore and strengthen the Consumer Financial Protection Bureau (CFPB); and

WHEREAS, H.R.1500, The Consumers First Act, is pending consideration by the Full House of Representatives; and

WHEREAS, the CFPB was created to protect all Americans from schemes designed to strip wealth from unsuspecting people. Many of the initiatives undertaken by the CFPB were good starts towards protecting Americans as they tried to build wealth, or in too many cases, just make ends meet; and

WHEREAS, CFPB was created to help consumers navigate the often-complicated world of finances; to ensure that high-cost, unsustainable loans of any kind, including (but not limited to) home mortgages, loans for automobile purchases, getting a higher education, applying for a line of credit or covering a family emergency were a thing of the past; and

WHEREAS, the CFPB was responsible to ensure that loans were equally and fairly made without regard to a person’s gender, age, race, ethnicity, sexual orientation or preference, veterans or disability status, or station in life; and

WHEREAS, the CFPB was tasked with helping to educate the consumer and in its first 5 years, the CFPB was on the right track. It returned $12 billion to over 30 million harmed American consumers, and had accomplished several other consumer-friendly steps; and

WHEREAS, sadly today, the CFPB is but an emasculated shell of its former, vibrant, pro-consumer self. In just two years, Congress and the current Administration have neutered the CFPB and in doing so, they have dramatically decreased the protections we were able to gain; and
WHEREAS, to reverse this terrible trend, Congresswoman Maxine Waters (CA) has introduced H.R. 1500, the Consumer First Act which would re-establish the full duties of the enumerated offices, including help to put American consumers back in charge.

THEREFORE, BE IT RESOLVED:

1. The BIG National President will send a letter to NAACP Washington Bureau Director Hilary O. Shelton advising him of this resolution and that BIG National ask all of its members to contact and email their legislative Representatives at [www.house.gov](http://www.house.gov) and [www.Senate.gov](http://www.Senate.gov), urging passage of H.R. 1500 the Consumer First Act;

2. The BIG President will send a letter to the Honorable Maxine Waters thanking her for introducing this legislation; and

3. The BIG National President will send a letter to the Honorable Nancy Pelosi, House Speaker, asking her to support passage of H.R. 1500 - The Consumer First Act.

Submitted by:
*Matthew F. Fogg*
Dr. Matthew F. Fogg
BIG National 2nd Vice President
BIG Region XI - Heritage Chapter President
Chief Deputy United States Marshal, ret.
**NOTES**
THANK YOU FOR THINKING