

# BIG REPORTER

Issue#04QTR4  
December 2018  
Free

MAGAZINE  
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THE 41ST ANNUAL  
NATIONAL TRAINING  
INSTITUTE

*BIG NTI: Your benchmark  
for achieving excellence  
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**BE BOLD  
& ENGAGING**

**AUGUST 5 - 8, 2019  
DALLAS, TEXAS**

**12 TIPS ON NAVIGATING THE FEDERAL  
JOB APPLICATION PROCESS**

Applying to a federal job is far different than applying to your run-of-the-mill private sector position.

**INSIDE:**

**DYLA  
ORIENTATION**



**48TH ANNUAL  
ALC -CBCF**



**"DISABILITY AND  
THE MILITARY"**



**LET ME BEGIN BY FIRST SAYING  
"THANKS" FOR RE-ELECTING ME AS  
NATIONAL PRESIDENT OF BLACKS IN  
GOVERNMENT (BIG).**

The Honorable Dr. Doris Sartor  
National President of Blacks In Government

**REVIEW: 2018 NTI SURVEY SUPPORT: AMERICAN INDIANS AND ALASKA  
NATIVES (AIAN) RECOGNITION**

## PUBLISHER

Chris Mention, LLC  
PO Box 27040  
Baltimore, MD 21230 | @chrismention

## EDITORIAL

Editor: R. Chris Jones  
Phone: 347.618.8048  
Email: chris.mention@icloud.com

## ADVERTISING

Sales and Marketing:  
Marie Perry  
Phone: 240.535.1919  
Email: buildadream2@gmail.com

Account Manager: R. Chris Jones  
Phone: 347.618.8048  
Email: chris.mention@icloud.com

## SUBSCRIPTIONS

Circulation: Marie Perry  
Phone: 240.535.1919  
Email: buildadream2@gmail.com

## DESIGN

Creative Director: R. Chris Jones  
Graphic Designer: R. Chris Jones

## PHOTOGRAPHY

Veronica Robinson  
Calvin Stephens  
Bob Wilson  
Catherine Williams  
Vern Howard

## PRINT

Chris Mention, LLC  
PO Box 27040  
Baltimore, MD 21230 | @chrismention

## GENERAL ENQUIRIES

BIG National Office  
3005 Georgia Ave NW  
Washington, DC 20001  
Phone: 202.667.3280  
Email: chris.mention@icloud.com  
Website: www.bignet.org

## ENVIRONMENTAL

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# In Review: 2018 NTI Survey

The 2018 National Training Institute (NTI) in New Orleans, Louisiana, was filled with a record number of first-time attendees. Members and non-members alike, traveled from across the country to partake in the 40th annual NTI. It is here that they would learn from some of the brightest, most energetic, and extraordinarily innovative presenters in the nation. In this same vein, Blacks in Government offers this caliber of top-level training and networking opportunities year-round; at both the chapter and regional levels. It is for this reason that government employees (regardless of grade or position) are strongly encouraged to join the BIG family and become an advocate of equal opportunity for Blacks in government.

**What's the best way to encourage non-members to become members? By BIG members extending the invitation to join and sharing the advantages of becoming a member. Don't believe me? Listen to the data.**

According to the 2018 NTI Survey, almost 40% of those in attendance were first-time attendees. Almost half of first-time attendees were non-members, wanted more information about BIG and the advantages of being a member. While 11% of non-members that were personally asked to join BIG, went on to join at the NTI, over 50% of non-members were not as fortunate to have received that personalized invitation. These attendees

**In Review: 2018 NTI Survey  
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# Greeting From The National President

Let me begin by first saying “Thanks” for re-electing me as National President of Blacks In Government (BIG). Your steadfast support and the incredible work of the leadership team which includes the chapters and regional councils have brought us closer to the BIG vision of being “member-focused, world-class enterprise, recognized for excellence.”

Blacks In Government is getting stronger and, yes we have made significant progress; but, our job is not done. We need to continue to advocate for the well-being of our federal, state, and local government employees. We need leadership, at all levels, to make the tough choices necessary to make BIG the light that shines amidst the dark policies of discrimination which threaten to jeopardize all of our civil rights. BIG can help create a brighter tomorrow by making the right choices today. These choices all center around our goals and objectives:

- To be an advocate of equal opportunity for Blacks in government.
- To eliminate practices of racism and racial discrimination against Blacks in government.
- To promote professionalism among Blacks in government.
- To develop and promote programs which will enhance ethnic pride and educational opportunities for Blacks in government.

- To establish a mechanism for the gathering and dissemination of information to Blacks in government.

- To provide a nonpartisan platform on major issues of local, regional, and national significance that affect Blacks in government.

When we began this journey together in 2017, my campaign promised delivered results. I am proud to say that we took on the challenge of providing leadership that measures and balances the needs of every member of Blacks In Government. Without your help, we could not have transformed BIG from the inside out and achieved such successes as collaborative relationships with the Tom Joyner Foundation for our Future Leaders in America’s Government (FLAG) program; and received in-kind sponsorship to pilot the National Training Institute (NTI) app provided by Spokehub. In 2018, we also re-engaged with the Department of Defense to conduct an Agency Forum during our National Training Institute; and incorporated a Leadership Track into the NTI, sponsored by Management Concepts. These are just a few of our forward-thinking initiatives.

I am also proud of our organization’s efforts in maintaining fiscal responsibility. We have also revitalized our AE/EEO program by placing updated AE/EEO information, materials



**The Honorable Dr. Doris Sartor**  
NATIONAL PRESIDENT of BLACKS IN GOVERNMENT,  
INC

and resources on our BIG website; and conducting AE/EEO training webinars. Our innovative strategies for membership recruitment and retention; and aligning all levels of BIG around clear communications via our Strategic Plan are all BIG success stories. In all areas of BIG, we’ve worked hard to implement real change and it’s working. It’s a combined effort between the National Executive Committee; National Board of Directors; Regional Councils; Chapters; and every member of Blacks In Government. I challenge each of you to continue working to accomplish the goals and objectives of BIG. Finally, I wish you all a happy, healthy, and prosperous New Year!



# Features

*THANK YOU FOR GIVING US THE OPPORTUNITY TO DELIVER ENGAGING IN ADVOCACY, TRAINING, AND INCENTIVE PROGRAMS.*

*BIG HAS BEEN COMMITTED TO EQUITY, EXCELLENCE, AND OPPORTUNITY FOR FEDERAL, STATE, AND LOCAL EMPLOYEES FOR MORE THAN 40 YEARS.*



## **From the National President's Desk**

Blacks In Government is getting stronger and, yes we have made significant progress; but, our job is not done. We need to continue to advocate for the well-being of our federal, state, and local government employees.



## **12 Tips On Navigating The Federal Job Application Process**

Applying to a federal job is far different than applying to your run-of-the-mill private sector position.



## **BIG, Not For the Faint of Heart**

History teaches us that the fight for equality is never ending, and as many can attest, it is not a fight for the faint of heart.



## **American Indians and Alaska Natives (AIAN) Recognition**

Over 44,000 Native Americans served between 1941 and 1945



## **"Disability and the Military"**

Our nation has recognized military veterans' service and sacrifices since its very earliest days.



# CACBIG - 2nd annual Meet the Local Candidates Forum



BY BIG STAFF WRITER

Columbus Area Chapter of Blacks in Government (CACBIG) and the Equalitarian Chapter of Federally Employed Women (FEW) stepped up to do their part to educate voters before the November 6th Midterm Election. In the days leading to the forum, CACBIG and FEW appeared on the local Bounce TV station, on Magic 95.5 and Talktainmentradio.com to discuss the mission of BIG and FEW and to get the word out about the forum to meet the candidates, the importance of this election and getting out to vote.

On October 20, 2018, CACBIG and FEW held its 2nd annual Meet the Local Candidates Forum. The forum was held at St. Dominic's Parish Center a larger venue thanks to our Gold Plus Member Gretchen Shivers who sponsored the new location. Local radio and television personalities S. Yolanda Robinson from Talktainmentradio.com and Khari Enaharo from Magic 95.5 & Bounce TV were the moderators for the event.

Twenty candidates running for the offices of Lieutenant Governor, County Commissioner, County Auditor, Ohio Supreme Court, House of Representatives, Ohio Senate and Judge attended the forum. Approximately 85 people attended the forum from the neighborhood and they did not hold back on their questions.

Their questions and the answers from the candidates proved to be a very lively yet informative discussion. Most impressive was that the candidates stayed after the forum and had one on one conversations with audience members and even posed for the occasional selfie. This was the event to be at and people are already inquiring about our next forum.

Thank You for Thinking BIG!

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**In Review: 2018 NTI Survey**  
continued from Page 2

slipped through the cracks and were not approached to join. Moreover, they did not independently choose to cast their membership with our progressive organization. Imagine all of the potential members we let pass through our fingers.

In summary, the data is clear. New attendees are hungry to learn more about the organization but are awaiting a warm and friendly face to encourage them to cross the finish line and solidify their membership. What do you do if you have a great experience with something? You become an ambassador by spreading the word about it. Over 90% of all interviewed said they will consider coming back next year and would recommend it to others. Additionally, they would make it a point to become a proud ambassador for BIG and share the positive experience they had with our organization. Invite someone to join today.

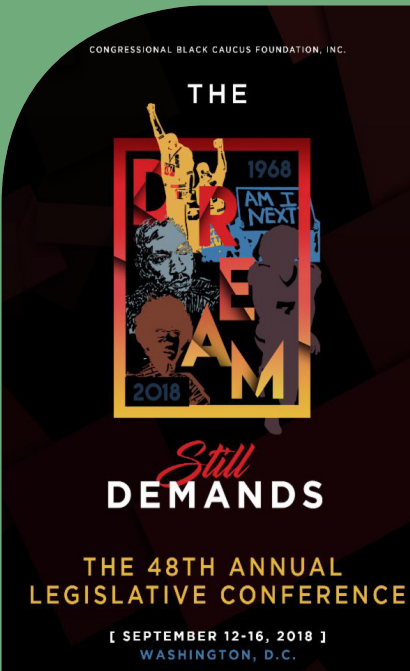
Thank You for Thinking BIG!

THE END

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**on Social Media**  
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*Twitter*  
*Instagram*

# Congressional Black Caucus 48th Annual Legislative Conference

*Overview by the BIG National President*



“ it is estimated that 7 out of 10 young people are not eligible to serve our country due to health issues! ”

The Annual Legislative Conference (ALC) was held September 12-16, 2018 in Washington, DC. The conference theme was “The Dream Still Demands.” This was a befitting theme which allowed us to revisit Dr. Martin Luther King’s, “I Have a Dream” speech. The legacy of civil and social movements inclusive of those who still fight for racial equity, justice, and freedom were explored throughout the conference. The Chair of the Congressional Black Caucus Foundation (CBCF) Board of Directors, Congresswoman Shelia Jackson Lee, put it most aptly,

“The Dream Still Demands is the reflection of the social and civil rights movement and how they played a significant role in the changing trajectory of the U.S. They made real history. The movement has made tremendous progress, but as we reflect, we look forward with a sense of challenge to accomplish more. The dream is for us to act, for those who come to be engaged and leave with tools.” More than 9,000 people attended the conference which explored today’s issues from an African-American perspective. I will highlight two of the events I attended: The Health and Wellness Luncheon and the Annual Prayer Breakfast.

The Health and Wellness Luncheon focused on protecting the health, safety, and security of African-American Communities. Most impressive were the comments from Surgeon General Dr. Jerome Adams. He is the 20th Surgeon General of the United States and holds the rank of Vice Admiral in the U.S. Public

Health Service Commissioned Corps. His motto is, “better health through better partnerships.” He discussed some of his priorities which included health and national security; community health and economic prosperity; and opioids and addiction.

He shared that it is estimated that 7 out of 10 young people are not eligible to serve our country due to health issues such as obesity, educational deficits, or behavioral health issues. This decreases our ability to have a strong national defense. This results in lower recruitment and retention. The Office of the Surgeon General is raising awareness of this issue and working to ensure readiness and resiliency of our communities.

Dr. Adams also stated that health = wealth. A population with poor health results in workplace absenteeism, work-related illnesses, profitability, and challenges with recruitment and retention. Investment in community health will enhance a communities’ prosperity. He also discussed the opioid epidemic in America which has become one of the most common chronic illnesses in the U.S. The misuse of opioids, including prescription pain relievers, heroin, and synthetic opioids such as fentanyl, is a serious national crisis.

He asked for our support in sharing a public health advisory to urge Americans to carry a lifesaving medication, naloxone, which can reverse the effects of an opioid overdose. Since this was stressed as of utmost importance, the opioid resource is located at: [hhs.gov/opioids](https://www.hhs.gov/opioids).



NAVY

# “The Navy Turns 243”



by Gregory Jackson BIG MVEP MEMBER

The Annual Prayer Breakfast message of inspiration was delivered by Bishop Vashti Murphy McKenzie, 117th elected and consecrated bishop of the African Methodist Episcopal (AME) Church. Bishop McKenzie shared several thoughts for our reflection. In order for the Dream to become a reality, God makes a demand on your life, that you step up to the plate, and take responsibility.

That we share the dream with the next generation. I loved her comment that the older and younger generation cannot keep fighting over the microphone. It is important that we find ways to collaborate with each other. If we put their give with ours, we will have the ability to create a greater platform. Stepping up one’s game, trying something new, and becoming the solution we are seeking instead of waiting on others were also areas of reflection presented.

Once again, the overall ALC experience was both inspirational and educational. This was an exceptional opportunity to participate in solution-centered sessions on issues that impact African Americans and black communities worldwide.

THE END

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“The misuse of opioids, including prescription pain relievers, heroin, and synthetic opioids such as fentanyl, is a serious national crisis.”

On October 13, 1775, the Continental Congress authorized the first American naval force. Thus was the beginning of its long and prestigious heritage of the United States Navy.

The United States Navy (USN) is the naval warfare service branch of the United States Armed Forces and one of the seven uniformed services of the United States. The U.S. Navy is currently the largest, most powerful navy in the world, with the highest combined battle fleet tonnage. The service has over 340,000 personnel on active duty and more than 71,000 in the Navy Reserve.

Today’s modern naval warfare is divided into four operational areas: surface warfare, air warfare, submarine warfare and information warfare.

In 1961, Admiral Arleigh Burke, Chief of Naval Operations (CNO) delivered this quote during his Change of Command address at Annapolis.

“For in this modern world, the instruments of warfare are not solely for waging war. Far more importantly, they are the means for controlling peace. Naval officers must therefore understand not only how to fight a war, but how to use the tremendous power which they operate to sustain a world of liberty and justice, without unleashing the powerful instruments of destruction and chaos that they have at their command.” – Admiral Arleigh Burke, CNO August 1955 – August 1961.

“Happy Birthday – United States Navy”



# 12 Tips On Navigating The Federal Job Application Process

Provided by  
**Dr. Deborah McClanahan,**  
 NATIONAL THIRD VICE PRESIDENT



“you never know who might help you get a leg up for the job you’re looking for”

Applying to a federal job is far different than applying to your run-of-the-mill private sector position. You will be asked for far greater detail on your skills, abilities, and experience. You’ll likely endure a lengthy wait time after applying to hear if you’re being considered. And when you get started on your search, it might be difficult to even figure out where you fit. So, to bring more clarity to the process, here are 12 tips to help you navigate the federal job application process:

1. Know what you’re looking for before you start. The federal government is vast and there are positions for every interest or ability, so it’s important to familiarize yourself with the

landscape, figure out where your interests, skills, or education fit, and determine what is most important in a job. Once you have it narrowed down, look into the agencies that seem interesting to you. Figure out the mission and decide whether you would be a good fit and if you have something to offer. USAJobs has a helpful tool that breaks down federal occupations by college major.

2. Don’t rely strictly on USAJobs. There are other websites that host federal postings, including agency websites themselves.

3. Determine whether you’re qualified. When you find a job (or a handful of jobs) that you want to apply for, carefully read the posting to determine if you are qualified to apply. Be sure that you are within the appropriate grade, have the right skills and qualifications, and make sure the job is open to you (i.e. if you are not currently a fed, you can only apply to those jobs open to all citizens).

4. Follow the application instructions. The vacancy announcements for federal jobs are lengthy and involve a lot of directions. Include the required forms, answer the questions, and include any supplemental information or certificates asked for.

5. Decide on a resume format. Federal applications are lengthier than the one- or two-page resume, sometimes running four to five pages or more. Most agencies accept traditional resumes, CVs, or the Optional Application for Federal Employment. The latter includes the information you must submit in your standard application (take note, however, that the job posting might require some additional supplemental information). If you choose a resume or CV, include everything requested in the posting.



6. Directly address qualifications. Given how lengthy resumes can be, and how many are received for each position, make it easier for yourself to rise to the top by speaking directly to how your experience, skills, or education fit what the position is looking for. And don't feel like you can only rely on on-the-job skills and experience. If it's relevant, include experience you gained volunteering.

7. Keep it simple. Provide the information requested in the posting but be direct in your responses. Briefly explain what you've done in your past positions, without exaggerating or using overly flowery language. Include keywords from the posting in your descriptions. Don't cram information onto each page—make your application visually easy to read.

8. Update your resume. As you apply to various jobs, give your resume the updates required based on the job posting. Don't assume that the qualifications for similar positions will be the same. It will hurt your chances.

9. Keep a handy Word or text file of your resume. If you fill out an online only application, it is far easier to copy and paste than to retype all your

information.

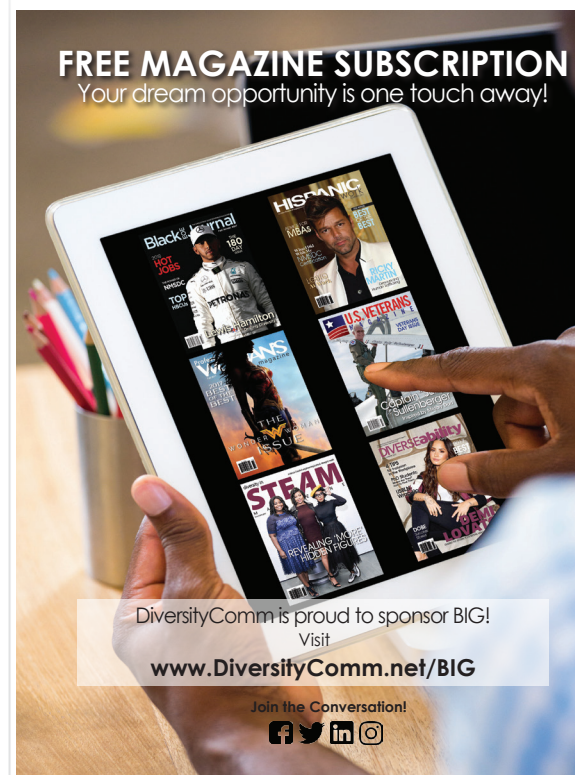
10. Network! As you're going through the application process, don't forget to network. Make contacts—you never know who might help you get a leg up for the job you're looking for. And don't ignore your network once you get hired—you never know who can help you move up.

11. Consider an internship. If you're struggling to get your foot in the door, and you can afford it, take an unpaid (or low paying) internship to gain skills and experience to help you stand out in the resume pool. And it will give you a great make connection.

12. Be patient. The feds are notoriously slow to hire. Don't get discouraged if you don't immediately receive a response to your resume, or even if you hear nothing. Keep applying to what interests you, being sure to update your resume along the way.

Learn more about this topic by checking out these resources:  
 GovLoop's Unofficial Guide to Getting a Federal Job  
 Guide to Getting Into Government

**THE END**



# BIG, Not For the Faint of Heart

JESSE SHARPE  
BLACKS IN GOVERNMENT  
NATIONAL FIRST VICE PRESIDENT

History teaches us that the fight for equality is never ending, and as many can attest, it is not a fight for the faint of heart. The financial and emotional investment, as well as the physical and emotional stress, can be and often is overwhelming. In this time of restructuring and reorganization within federal agencies, which has as its primary mandate to make government smaller, not necessarily better, there is prevailing mood of fear and attitude of apathy among many black workers. Fear and apathy are no strangers to Blacks in Government (BIG). Apathy, which is one of the byproducts of fear does not necessarily say anything about what lurks in the hearts, minds, and will of government workers. It was a fear of being professionally left behind, and the fear of the impact of systematic racism and discrimination that move twelve individuals to form Blacks In Government in 1975, with a Purpose: to be a pro-active national organization operating within the federal, state, and local sectors of government to educate and to promote equal employment opportunity in the areas of recruitment, hiring, training, work assignments, promotions, career development, upward mobility, and other work-related concerns.”

Nearly 20% of federal employees are African-American. An emphasis on weakening the



Union makes it even harder for government employees to file and win complaints and grievances. In 2012, the Equal Employment Opportunity Commission (EEOC) reported that more than 15,000 federal employees filed discrimination complaints against their agencies or supervisors. Approximately 7,500 of the investigations were complaints of retaliation, and approximately 4,000 of those involved discrimination against African Americans. In 2017, the EEOC reports that retaliation was the most frequently filed charge filed with agencies followed by race. It also stated that there were 41,000 (48.8 percent) charges of Retaliation and 28,500 (33.9 percent) charges of Race. Switching back, there is also the all but forgotten, yet significant 2013 EEOC African American Workforce Report” which outlined the seven issues below that are a hindrance to the advancement of African Americans in the federal workplace:

1. Unconscious biases and perceptions about African Americans still play a significant role in employment decisions in the federal sector.
2. African Americans lack adequate mentoring and networking opportunities for higher level and management positions.
3. Insufficient training and development assignments perpetuate inequalities in skills and opportunities for African Americans.
4. Narrow recruitment methods negatively impact African Americans.
5. The perception of widespread inequality

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“BIG is an organization that is still much relevant and needed today.”

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## WHY BIG?

and disseminating information for Blacks in government.

6. To provide a nonpartisan platform on major issues of local, regional and national significance that affect Blacks in government.

In conclusion, BIG is an organization that is still much relevant and needed today. As members, and as an organization, we must remain vigilant in our advocacy, while being visionary and strategic in how we remain true to our purpose. With the impending challenges of today, as members, we must remain committed and organized to insure BIG achieves its mission and purpose while also remaining relevant. Current and succeeding generations of government workers. The true burden for relevancy and the challenge of moving from the rhetoric to reality does rest with all of members, especially those who are not the faint of heart.

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for roles in senior management.

Could I possibly add the perception that African American employees do not look, dress, or “act the part” as a hindrance to our advancement? The point that I am making is that government workers must remain vigilant in order to improve our conditions in the workplace, and furthermore to keep from losing hard-fought. This advocacy is the embodiment of the BIG’s mission which is.

1. To be an advocate of equal opportunity for Blacks in government.
2. To eliminate practices of racism and racial discrimination against Blacks in government.
3. To promote professionalism among Blacks in government.
4. To develop and promote programs which will enhance ethnic pride and educational opportunities for Blacks in government.
5. To establish a mechanism for gathering



among African Americans in the federal workforce hinders their career advancement.

6. Educational requirements create obstacles for African Americans in the federal workforce.

7. EEO regulations and laws are not adequately followed by agencies and are not effectively enforced. One has to question, and we should, the relevancy of this report in 2018. How much impact has the recent emphasis on Diversity and Inclusion affected these issues? Are there new issues that might include the three below:

8. The perception that African American employees are largely Democrat, and therefore for being largely unsupportive of any Republican Administration, should not be rewarded with advancement.

9. African Americans tend to disproportionately file discrimination or retaliatory claims, and therefore are less likely to be rewarded with advancement or promotions.

10. The perception that African Americans are too supportive of the Union, and therefore less of a candidate to be selected

# Darlene H. Young Leadership Academy 2018-2019 Successful Orientation and Training at Morgan State University



*Baltimore, MD*

Congratulations to the 13 Blacks In Government (BIG) members who were selected for the 12th Darlene H. Young Leadership Academy (DYLA). The 2018-2019 DYLA eight-month program started in high spirits. The orientation and training took place on November 29th through December 1st at Morgan State University in Baltimore, Maryland.

This class will graduate in 2019 during the 41st Annual National Training Institute in August in Dallas, Texas. Blacks In Government has partnered with Morgan State University to provide this leadership training opportunity to develop professional and personal leadership skills for BIG's members. The November-December orientation and training session was highly interactive and used dynamic instruction and engaging activities to emphasize leadership traits and facilitate discussion of leadership issues.

Here are some quotes of what some DYLA students had to say about their orientation experience:

“I look forward to this challenging opportunity to enhance my leadership skills and move forward in my future.”



“This will allow me to embrace what comes next and exceeded my expectations.”

“Invaluable networking experience and opportunity to enhance team building skills.”

“I gained an appreciation for the

diversity of multiple perspectives.”

“Looking forward to the opportunity to collaborate and engage in collective analysis.”

For more details on DYLA, please contact the Coordinator, Mr. Johnny Barideaux at [jbarideaux@comcast.net](mailto:jbarideaux@comcast.net).





Warm up with some

# Savings

**Blacks in Government members** could save even more on auto insurance with a special discount. Get a quote today and see how much you could save.

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#MEMBERDISCOUNT  
[geico.com/fed/big](http://geico.com/fed/big)



# United States Marine Corps Birthday



Submitted by Mr. James Clausell,  
USMC Ret., MVEP Member

November 10th is a special day for every Marine – it is the birthday of the United States Marine Corps (USMC) rather active duty, reserve, veteran or retiree, it is your birthday! From the sands of Southwest Asia to a small town VFW Marines pause to celebrate the birth of the corps.

On November 10, 1775, the Second Continental Congress issued the decree that established the Continental Marines. Although the Marines were disbanded after the American Revolutionary President John Adams re-established the Corps on July 11, 1798, which was the official date the Corps celebrated its birthday. However, the Corps would later recognize November 10 as the original birthday of the Corps, and the first official celebration was held in 1925. Every year every Marine unit including those deployed will have a cake cutting ceremony.

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“the Marine  
Corps will  
celebrate  
243 years of  
service”

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Traditionally, the first slice of cake is handed to the oldest Marine present, who in turn passes it to the youngest Marine present. This symbolizes the passing on of tradition and knowledge from one generation of Marines to the next. In 2012, I, Mr. James Clausell, MVEP Member, was the youngest Marine present at a ceremony.

Mr. Roland Tapscott, an original Montford Point Marine and one of the “first black Marines” passed a piece of cake to me and said, “Here’s to health to you and our Corps!” Other celebration often includes readings of General John Lejeune’s birthday message, Commandant of the Marine Corps’ message, a formal banquet, a pageant of uniforms, and a unit run.

Additionally dining facilities on every Marine installation serve a special lunch of steak and lobster. This year the Marine Corps will celebrate 243 years of service to this nation. As we celebrate the good times and fond memories, let us remember our fallen brothers and sisters from the first amphibious on the Bahamas to



# WOMEN VETERANS INTERACTIVE

VETERANS

the mountains of Afghanistan. Here's health to you and to our Corps, which we are proud to serve; In many a strife, we've fought for life and never lost our nerve.

If the Army and the Navy ever look on Heaven's scenes, they will find "The streets are guarded by United States Marines" Sempri Fi Marines!

HAPPY BIRTHDAY MARINES!!!

Members and friends of the Montford Point Marine Association, Los Angeles Chapter #8, celebrated their 53rd anniversary and the 243rd Marine Corps Birthday. The event was held at the Long Beach Petroleum Club on November 17, 2018 and featured an event filled program. In a celebration of our youth, the Colors were presented by members of the Carson H.S. Marine Corps JROTC, pictured with LtCol USAF, Ret. Edward Wilson, member of the Los Angeles/Long Beach Area Chapter of BIG. The cake cutting ceremony and the Memorial tribute to all deceased members were truly inspiring. Wilson is pictured with SGTMAJ Cook (Adjutant) and SGTMAJ Williams (MC).

THE END

## Women Veterans Interactive (WVI) Leadership and Diversity Conference November 8-11, 2018

Key Bridge Marriott | Arlington VA

Dr. Williams, Chair MVEP

Blacks In Government initiated by Dr. Candace SP Williams, Chair, Military Veterans Emphasis Program (MVEP) and Ms. Ginger Miller, WVI President/CEO, formed a partnership in 2016 in order to provide resources support, guidance and training to all veterans and military personnel to include family members. The conference was well attended by female and male military, veterans, spouses, family members and speakers from Department of Veterans Affairs (VA), Paralyzed Veterans of America, Comcast, Amazon, and various exhibitors, i.e., BIG, colleges and university, Amazon, VA, health and wellness vendors, etc.

Ms. Shelia Stevens, MVEP Outreach Coordinator, Mr. Gregory Jackson, MVEP Member and Dr. Williams attended to conference to support BIG's and WVI's mission and objectives. Ms. Stevens provided BIG's membership and recruitment material and provided valuable information and feedback to members. Mr. Jackson supported

the Vendor's reception and met with the various military personnel in which he discussed BIG's mission. Dr. Williams attended the conference and provided remarks and training on MVEP's mission in order to educate and recruit members.

Ms. Miller was very appreciative of our support and wishes to continue a great and successful partnership!

THE END

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## AWARDEE

# The Toastmasters Table Topics Winner – Tanya Hood



Tanya Hood won the 2nd place in the Toastmasters District competition at her first foray in Table Topics competition last month. Table Topics has been a key component of the Toastmasters program for many, many years. The 1936 club officer training manual prescribes a typical defines a table topic. “This topic becomes the theme for informal discussion in which each member is expected to participate ... The purpose is to get every member on his feet at every meeting.” Decades later, Table Topics is still a signature club activity and both men and women are not only members of the club, they successfully compete as Tanya did.

Some say Table Topics is the most challenging of all Toastmasters’ speech contests. With no preparation, contestants are given a speech topic as they approach the podium. The contestant must then deliver a two-minute speech on that topic, ideally with a clear beginning, body and conclusion. Not for the faint-hearted, many would say.

She won the 1st place in the NRC club competition in September when without much preparation she wowed the judges with her response to the question, “Tell me about a sporting event, game or competition, that you were or were not part of, and why it is memorable to you?” The audience could actually imagine themselves there when Tanya described watching a Redskins game on TV.

10 days later, she won 1st place in the Area competition. She was asked, “What is the best advice you’ve received?”

**Tanya Hood**  
BLACKS IN GOVERNMENT MEMBER

Her, on the spur, response was thought out and made the audience pause and think of how Tanya was able to turn around a childhood negative experience into the “best advice” that she received. Tanya then went on to compete in the Division competition where the competitors were tougher.

Her Branch Chief, Deputy Division Director, her husband and NRC Toastmaster colleagues were there to cheer her on. It was a pleasure to watch Tanya respond to the question, “What does diversity and inclusion mean to you?” Her response was polished and inspiring. She says she is inspired and plans to compete again in the coming years. The NRC Toastmasters club is looking forward to Tanya winning more trophies in the future

**THE END**

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# American Indians and Alaska Natives (AIAN) Recognition

SUBMITTED BY MR. JAMES CLAUSELL,  
USMC RET., MVEP MEMBER



American Indians and Alaska Natives (AIAN) have played a vital role in the United States military for over two hundred years. Recognizing their long history of distinguished service, Native Americans serve at a high rate. AIAN service members are younger as a cohort than all other service members and more AIAN service members serve in the Navy than in any other branch of service. AIAN Veterans have served in more recent conflicts.

In November 2001, President George W. Bush proclaimed National American Indian Heritage Month stating, “American Indian and Alaska Native cultures have made remarkable contributions to our national identity. Their unique spiritual, artistic, and literary contributions, together with their vibrant customs and celebrations, enliven and enrich our land.”

In 2011, President Barack Obama

extolled American Indians and Alaska Natives, stating, “Native Americans stand among America’s most distinguished authors, artists, scientists, and political leaders, and in their accomplishments, they have profoundly strengthened the legacy we will leave our children.

So, too, have American Indians and Alaska Natives bravely fought to protect this legacy as members of our Armed Forces. Indeed, Native Americans have made lasting contributions to the United States, including significant military service to defend our country.” Continuing in the November 2011 proclamation, the President praised American Indian and Alaska Native (AIAN) Veterans stating, “As service members, Native Americans have

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**“American Indian and Alaska Native Veterans have served in every branch of the U.S. Military for well over the past 200 years”**

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shown exceptional valor and heroism on battlefields from the American Revolution to Iraq and Afghanistan.”

From the Revolutionary War through the Civil War, American Indians served as auxiliary troops and as scouts. The Indian Scouts were established in 1866. This service was active for the remainder of the nineteenth century and the early twentieth century.

Roughly 12,000 Native Americans served in the military during World War I. Four American Indians serving in the 142nd Infantry of the 36th Texas-Oklahoma National Guard Division received the Croix de Guerre medal from France. In World War II over 44,000 Native Americans served between 1941 and 1945. The entire population of Native Americans in the United States was less than 350,000 at the time. Native Americans military personnel worked as cryptologists, using their Native languages to encode messages so that enemy code-breakers could not



decipher them. Alaska Natives were a significant presence on the Alaska Combat Intelligence Detachment. This outfit was the first ashore on each island occupied by Allied forces in the Aleutian Campaign. Approximately 10,000 Native Americans served in the military during this period. Three were awarded the Medal of Honor.

During the Vietnam Era more than 42,000 Native Americans served in the military and over 90 percent of these service members were volunteers. AIAN service members continued to serve in high numbers after the Vietnam Era. AIAN service members saw action in Grenada, Panama, Somalia, the Gulf War, and in Operation Enduring Freedom (OEF), Operation Iraqi Freedom (OIF) and Operation New Dawn (OND).

Higher percentages of AIAN Veterans served in the more recent peacetime periods (29 percent) and the Pre-9/11 Gulf

War period (14 percent), compared with veterans of all other races (25 percent and 12 percent, respectively). This is also true for the Vietnam Era Veterans.

Considering American Indian and Alaska Native Veterans have served in every branch of the U.S. Military for well over the past 200 years, it goes without saying that their efforts and histories of distinguished services should be recognized.



In addition to any recognition, while studying the facts surrounding

Native Veterans through such reports as released by the U.S. Department of Veterans Affairs (VA) or the historical accounts of War Department officials, here are some interesting facts about Native Veterans outside the fact that American Indians serve at a high rate and have a higher concentration of female service members.

- According to an extract from ‘A Compendium of the War of the Rebellion by Frederick H. Dyer’ in 1862, several Indian Home Guard Regiments were organized and expedited in Indian territories and utilized for several years by the Union Army during the Civil War. Statistics show just fewer than 3,600 Native Americans served in the Union Army during the war.

- Stan Watie (Cherokee) joined the Confederate Army to become a notoriously fearsome General and the **(AIAN) Recognition continued on Page 21**

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## Greater Dayton Chapter of Blacks In Government, Region V Announces Annual Scholarship Awards Recipients

RESPECTIVELY SUBMITTED BY:

HON TERRENCE WILLIAMS, PRESIDENT GDC BIG

The Chapter is pleased to announce our annual scholarship recipients for 2018. Annually, the Chapter awards multiple \$1,000 scholarships to deserving individuals with goals of achieving higher levels of education. The scholarships target recent high school graduates and current college students. The scholarships provides financial assistance to deserving individuals via a merit basis competition. The awards can be used by the students for tuition, books, room and board, or whatever the student needs to assist them in obtaining their desired degree.

The recipients of the 2018 Greater Dayton Chapter scholarship which targets high school seniors or recent high school graduates (within the past year) who plans on enrolling full or part time at an accredited college or university are:

Ms. Joia Allen a senior from Stivers School for the Arts currently enrolled at Howard University. Ms. Allen is pursuing a Bachelor of Science degree in Engineering.

Ms. Alanna Wall a senior from Stivers School for the Arts currently enrolled at the University of Southern

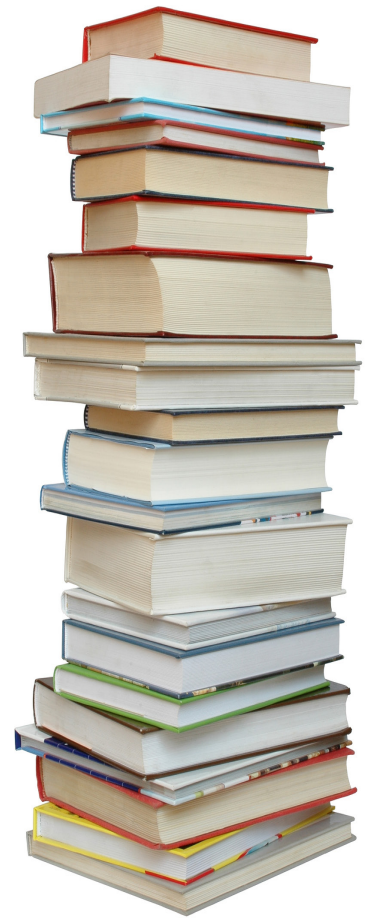


California. Ms. Wall is pursuing a Bachelor of Science degree in Economics.

The Paul Schooler/Clessie Heath Memorial scholarship targets current college students from the Greater Dayton area requiring financial assistance while obtaining a degree. The recipient for this year's award is Ms. Kennedy Chase, a sophomore student enrolled at University of Alabama pursuing a degree in News Media Communications.

The Chapter continues to be a strong supporter of higher education granting over \$28,000 in scholarships to over 30 students in the local area since this program was revamped in 2009. We will continue to invest in our young people's future through Education, Excellence and Opportunity. All recipients are to be congratulated.

THE END



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## (AIAN) Recognition continued from Page 19

last Confederate General to Surrender.

- Ely S. Parker (Seneca) whose father fought in the War of 1812, enlisted into the Union Army rose to become General and served on the staff of Ulysses S. Grant.

- When World War I started, American Indians were not considered U.S. citizens, but that did not stop approximately 12,000 Natives from volunteering to serve in the U.S. military. In addition, four American Indian soldiers serving in the 142nd Infantry of the 36th Texas-Oklahoma National Guard Division received the Croix de Guerre medal from France.

- During WWI, 14 American Indian women served in the Army Nurse Corps, with two of them serving overseas. Mrs. Cora E. Sinnard, (Oneida) and Charlotte Edith (Anderson) Monture (Mohawk) both served as Army Nurses in France at a military hospital to lend their skills toward the war efforts overseas. Monture, who referred to her service as ‘the adventure of a lifetime,’ died in 1996 at the age of 106.

- War Department officials have stated that during WWII, if the entire population had enlisted at the same rate American Indians did, Selective Service would have been unnecessary. According to the Selective Service in 1942, at least 99 percent of all eligible Indians, healthy males aged 21 to 44, had registered for the draft. The annual enlistment for Native Americans jumped from 7,500 in the summer of 1942 to 22,000 at the beginning of 1945.

- By the end of the WWII 24,521 reservation Indians and another 20,000 off-reservation Indians had served in the military effort or 10 percent of the American Indian population. This combined figure of 44,500 represented one-third of all able-bodied Indian men from 18 to 50 years of age. In some tribes, the percentage of men in the military reached as high as 70 percent.

- Throughout WWII, nearly 800 American Indian women served in the U.S. military:
  - o Elva (Tapedo) Wale, Kiowa;

- o Corporal Bernice (Firstshoot) Bailey of Lodge Pole, Montana;

- o Beatrice (Coffey) Thayer; and,

- o Alida (Whipple) Fletcher are just a few of the servicewomen that served during WWII.

These brave women served with such units as the Army Corps, the Army Nurse Corps and as WAVES, ‘Women Accepted for Volunteer Emergency Service.’

- Throughout the Vietnam Era, American Indians enlisted in the military to the tune of more than 42,000 – 90 percent of them were volunteers, with the others serving through draft selection. After Vietnam, Natives have continued to serve in high numbers. Since that time, Native service members have seen military action and combat in Grenada, Panama, Somalia, the Gulf War, and in Operation Enduring Freedom (OEF), Operation Iraqi Freedom (OIF) and Operation New Dawn (OND).

- According to the 2012 VA report, nearly 50 percent of Native service members served in the Navy in comparison to 14 percent of all other service members of other ethnicities.

- From 1867, when the U.S. claimed ownership of Alaska, to 1924, when the Indian Citizenship Act was enacted, Alaska Natives could not own land in their own homeland, could not file for mining claims, could not protect their salmon streams from the canned salmon industry and could not vote – unless they were able to pass a vigorous literacy test and prove abandonment of Native lifestyle and religion. The Alaska Native Brotherhood formed in 1912 to fight for Native rights as citizens of the United States.

- The Indian Reorganization Act was amended to include Alaska in 1936 and consequently, Alaska today has 200 plus recognized Tribes.

From the Aleutian Islands to the Florida

Everglades, American Indians and Alaska Natives have contributed immensely to our country’s heritage. During National American Indian/Alaska Native Heritage Month, we commemorate their enduring achievements and reaffirm the vital role American Indians and Alaskan Natives play in enriching the character of our Nation.

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**THE END**



# “Disability and the Military”



*Disability Observance Month - October 2018*

BY SHEILA STEVENS, MVEP MEMBER

Our nation has recognized military veterans’ service and sacrifices since its very earliest days. On August 26, 1776 the Continental Congress adopted the first national pension law provided for compensation payments to be made to ‘every officer, soldier, or sailor losing a limb in any engagement or being so disabled in the service of the United States as to render him incapable of earning a livelihood.’

The 1818 Service Pension Law stated that every person who had served in the War for Independence and needed assistance would receive a fixed pension for life. The rate was \$20 a month for officers and \$8 a month for enlisted men. Because pensions had previously been to disabled veterans only, the number of pensioners quickly increased from 2,200 to 17,730, and the cost from \$120,000 to \$1.4 million.

When the Civil War broke out in 1861 the nation had about 80,000

war veterans. The end of the war in 1865 had added another 1.9 million veterans added to the rolls. This included only veterans of Union forces. The General Pension Act of 1862 provided disability payments based on rank and degree of disability, and liberalized benefits for widows, children, and dependent relatives. The law covered military service in time of peace as well as during the Civil War. The act included, for the first time, compensation for diseases such as tuberculosis incurred while in service. Union veterans also were assigned a special priority in the Homestead Act of 1862, which provided land in the West at \$1.25 an acre. The year 1862 also marked the establishment of the National Cemetery System to provide burial for the many Union dead of the Civil War.

Until 1890, Civil War pensions were granted only to servicemen discharged because of illness or disability attributable to military service. The Dependent Pension Act

of 1890 substantially broadened the scope of eligibility, providing pensions to veterans incapable of manual labor. Within the next three years the number of veterans on the pension roll increased from 489,000 to 996,000 and expenditures doubled. Legislation passed in the nineteenth century had established a general pension system that could be applied to future pension recipients. As a consequence, new pension laws did not follow the Spanish-American War in 1898 or the Philippine Insurrection, 1899 to 1901.

The United States’ entry into World War I directed significant attention toward the existing system of benefits for veterans. In World War I there were approximately 4 million Americans who fought. About 116,000 died in service and over 200,000 wounded. This prompted many to believe that the existing system needed an overhaul. One of the changes was the provisions of the War Risk Insurance Act Amendments of



1917 which was the authority to establish courses for rehabilitation and vocational training for veterans with dismemberment, sight, hearing, and other permanent disabilities. This Act also provided features of the pension system which is known today as disability compensation. One significant change was the elimination of rank as a factor in determining the amount of compensation.

In 1930 Congress created the Veterans Administration (VA). This agency was responsible for medical services for war veterans, disability compensation and allowances for World War I veterans, life insurance, and bonus certificates and other veterans' benefits. The Board of Veterans' Appeals was established in July 1933. It was given authority to hear appeals on benefit decisions. The administrator with the approval of the President's demand appointed members for hospital care grew dramatically in the Depression years. From 1931 to 1941, the number of VA hospitals would increase from 64 to 91, and the number of beds would rise from 33,669 to 61,849. At first, tuberculosis predominated among the conditions treated at VA hospitals. But by the middle of the 1930s, tuberculosis patients had dropped to only 13 percent—thanks partly to VA's own research and treatment efforts. Neuropsychiatric conditions then accounted for more than half of the patients.

The Disabled Veterans' Rehabilitation Act of 1943

established a vocational rehabilitation program for disabled World War II veterans who served after Dec. 6, 1941. As a result of this law, VA provided 621,000 disabled World War II veterans with job training. In 1944, the federal government foresaw the return of millions of servicemen and women. The large influx of 15 million World War II veterans placed great stress on the VA medical system. Existing VA hospitals were soon filled to capacity, and there were waiting lists for admission at most hospitals.

During the Vietnam War period, more than 6 million Vietnam-era veterans were separated from military service. A major difference of Vietnam-era veterans from those of earlier wars was the larger percentage of disabled. Advances in airlift and medical treatment meant that many wounded and injured personnel survived who would have died in earlier wars. By 1972 there were 308,000 Vietnam veterans with disabilities connected to military service.

Environmental exposures also became an important issue for Vietnam veterans. Between 1962 and 1971, U.S. military forces sprayed nearly 19 million gallons of herbicides over approximately 3.6 million acres in Vietnam. The preparation known as Agent Orange accounted for approximately 11.2 million gallons of the total amount sprayed. As time moved on there were and still remains great concerns about possible long-term health consequences

of Agent Orange and other herbicides heightened.

VA's initial position was that Agent Orange caused none of the veterans' health problems with the exception of chloracne. All other disability claims were routinely turned down, though in 1981 VA did begin providing free health care for those who claimed their illnesses were attributable to Agent Orange. Congress in 1984 took a first step

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## “In 1930 Congress created the Veterans Administration (VA)”

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in establishing service-connected presumptions for Vietnam veterans. Congress enacted the Veterans' Dioxin and Radiation Exposure Compensation Standards Act in 1984. This act provided a presumption of service connection for the occurrence of certain diseases related to exposure to herbicides or other environmental hazards or conditions in veterans who served in Southeast Asia during the Vietnam era. Veterans continued to present claims for Vietnam service-related diseases, for which they received what

Disability & Military  
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**AWARDEE**

# FMS-BIG Chapter Scholarship Program



BY BIG STAFF WRITER

The FMS-BIG Chapter, Region XI, initiated its annual Scholarship Program in 2005. In 2010, the scholarship was formally named the Patricia M. Lee Scholarship Program in memory of the Chapter's former President, who passed in 2010. In its first year of inception, the Chapter awarded four (4) students' scholarships for \$800 each. Since 2005, scholarships have been awarded consistently and in the year 2008, awarded its largest number of awards in a single year, to six students.

Our most recent scholarship award program was in July 2018 where three (3) students were awarded scholarships for \$1,100 each. To date, the Chapter is so proud to announce it has provided over \$55,000 in scholarship funds to deserving students who wished to enhance their educational opportunities.

The Chapter's Scholarship Committee's responsibility is to oversee providing financial support to qualifying individuals who will be attending or are enrolled in an institution of higher learning, and the Committee has done an outstanding job.

The Fundraising Committee plays a critical role in support to the Scholarship Program because it sponsors various trips to raise funds towards the Scholarship

Committee's budget to determine the number of awards and award amounts. Kudos to members of the Scholarship and Fundraising Committees.

The Chapter is so proud of its accomplishments over the years in supporting young people through its Scholarship Program and will continue this very important youth program initiative.

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“Scholarships  
have been  
awarded  
consistently  
and in the year  
2008”

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## “Implementing Your Individual Development Plan (IDP)” - Okaloosa County Chapter (OCC) of Blacks In Government (BIG) conducted a professional development workshop

BY BIG STAFF WRITER

BIG and NON-BIG members were provided professional development training facilitated by Cal Stevens, Author, Coach, and Trainer. The training objective was to assist individuals in planning their way toward Government Career Advancement.

The training was held on Saturday, June 23, 2018 at Brooks-Beal Center, 100 NW Beal Parkway, Fort Walton Beach, FL 32548 from 9:00 am to 11:00 am with an attendance of about a dozen participants. IDP Workbooks were pre-ordered in advance and available the day of the workshop. The OCC POC for this event was Ms. Shava Meadows of the Air Force Research Lab. President Ruby Dunson presented Mr. Stevens with a plaque on behalf of the chapter and thanked him for coming and presenting such a dynamic workshop.

THE END

## “NOW because Millennials”

BY BIG STAFF WRITER

Keep up with changes to employment tools. USAJobs has changed its design over the years. Do you know how to

or could you explain how to navigate USAJobs to someone else?

“Munch and Mingle,” “Lunch and Learn,” “Dinner and Discussions?” Catchy titles aside, it all about power networking. The NOW Generation team did a fantastic job of coordinating an event geared toward Millennials. What an event it was! Young BIG members crowded the doors for a secure a seat in the room. Management Concepts gave out freebies and a win a gift card



via “Networking Bingo.” The game encouraged participants to move table to table and speak with various individuals. This is a great way to swap business cards and expand personal and professional networks.

During the “Munch and Mingle,” National Executive Vice President, Ms. Shirley A. Jones, Esq. graced the stage to provide everyone with a few words of wisdom. Ms. Jones spoke to the crowd about the history and importance of the Blacks in Government name. She chuckled when she reflected on her own name. “Shirley, why did my mother name me that?”

She explained that she made her name what it is, and so has BIG. The founders knew they wanted their dreams and ideas to be BIG, but they, also, knew that the name needed to leave a positive impression for the members to come. This leads to NOW because Millennials are a major part of the legacy; as this group rises up to lead, they have the same opportunity as the founders... to add value to this organization and help mold the next

BIG leaders through succession.

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**Disability & Military**  
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they considered to be less than satisfactory responses. As a result of the continuing controversy, Congress passed the Agent Orange Act of 1991. This law designated certain diseases to be service connected and resulting from exposure to dioxins and other herbicide agents during service in Vietnam during the Vietnam era. It also established a mechanism for periodic reviews of scientific evidence concerning the association between exposure to an herbicide agent during service in Vietnam and each disease suspected to be associated with such exposure.

The Gulf War brought with it a number of difficult-to-diagnose conditions, syndromes, and diseases” and the presumption of service connection question became a matter of much scientific, social, and political debate. Congress addressed many of the concerns through legislation in 1994 with the Persian Gulf War Veterans’ Benefits Act. However, with such a high number of service members who continue to fight in various combat situations throughout the world, similar issues continue to be a concern.

The Disability Compensation Program which provides monthly payments and ancillary benefits totaling in excess of \$30.8 billion to over 3.5 million veterans, in accordance with rates specified by law, in recognition of the average potential loss of earning capacity caused by a disability, disease, or death incurred or aggravated during active military service. About 48 percent of these veterans are rated 10-20 percent disabled

with an additional 25 percent rated 30-40 percent disabled. Seriously disabled - those rated at 50 percent or more— constitute 26 percent of those in receipt of compensation benefits. A growing number of claims involve complex issues resulting from posttraumatic stress disorder, environmental and infectious risks, traumatic brain injuries, complex combat-related issues, and complications arising from diabetes.

*Resources for Disabled Veterans and Family Members:*

<https://www.vets.gov/disability-benefits/apply/help/>

<https://www.vfw.org/assistance/financial-grants>

<https://va.gov/>

<https://www.woundedwarriorproject.org/programs>

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THE END

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“By 1972 there were 308,000 Vietnam veterans with disabilities connected to military service”

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# Youth Career Fair in the Tampa Bay Area

BY BIG STAFF WRITER

On Saturday, October 27, 2018, Blacks In Government (BIG), Bay Area Chapter, hosted a Youth Career Fair at the St Petersburg Main Library, 3745 9th Ave. N. from 3:00 pm to 4:00 pm. The fair was geared towards youth, middle school through High School. This was the Bay Area Chapter’s 3rd sponsored Youth Career Fair in the Tampa Bay Area. Students learned about various professions within the Public sector arena.

The organization introduced the youth to various career fields, including entrepreneurial occupations. The Bay Area Chapter President, Molly Duparl, was excited to host this event. In sharing this invaluable information, it provided an opportunity to influence and shape the future endeavors of our youth. By working together, we make our community a better place. Youth attendees also participated in a drawing for a laptop computer. Questions on this event may be directed to A. LaVerne Feaster-Johnson at 727-278-6199.

Blacks In Government (BIG) was organized in 1975 and incorporated as a non-profit organization under the District of Columbia jurisdiction in 1976. BIG has been a national response to the need for African Americans in Public Service to organize around issues of mutual concern and use their collective strength to

confront workplace and community issues. BIG’s goals are to promote EQUITY in all aspects of American life, EXCELLENCE in Public Service, and OPPORTUNITY for all Americans.

The Bay Area Chapter was chartered in 2005. Their meetings are held on the 3rd Saturday in each month at the John F. Germany Library, MLK Room, at 900 N Ashley Drive, Tampa.

The organization advocates for equal opportunity and the professional development of Public Sector employees in the City, County, Federal and State governments. BIG is a 501c3 organization.

“Scholarships have been awarded consistently and in the year 2008”



Further questions or inquiries may be directed to A. LaVerne Feaster-Johnson at 727-278-6199.

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# Blacks In Government



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**RE: Request for Contact Information**

**Congratulations, you are now a PROUD Graduate of the DYLA and now an eligible candidate for the DYLAAA. All graduates, please provide Marie Perry, Alumni Coordinator, with your name, home address, contact number, and a valid email address. This information allows us to communicate with you and keep you updated on all the upcoming DYLAAA future activities. Also, this information will be updated and stored in a database for safe keeping.**

**Finally, we want to hear your story on how DYLA has made a difference in your career and/or personal life since graduating. Please send a photo with your submission and the year you graduated. Please know your story is unique and we can't wait to hear from you.**

**Please forward your contact information and/or story to Ms. Perry at [dylaalumni@gmail.com](mailto:dylaalumni@gmail.com).**

