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GONE TOO SOON

The Passing of Founder The Honorable Ramona McCarthy-Hawkins and Past President The Honorable Oscar Eason

HONORABLE DR. DORIS P. SARTOR
SPEAKS AT THE CDC/ATSDR
DR. MARTIN LUTHER KING, JR.
COMMEMORATIVE CELEBRATION

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

INSIDE:

BLACKS IN
GOVERNMENT 2018
LEGISLATIVE SUMMIT



2015-2019
STRATEGIC PLAN



MINDFUL EATING
FOR THE BELOVED
COMMUNITY



REVIEW: DID YOU KNOW? SUPPORT: 2018 ASALH LUNCHOEN

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MESSAGE FROM THE BOARD CHAIR

WELCOME TO SPRING!

It gives me great gratification to extend to you Greeting on behalf of the Blacks In Government (BIG), National Board of Directors (NBoD)!

During springtime, we tend to spring clean and throw out the past and spring forward to the future. The NBoD has returned to quarterly meetings, unless a special meeting is needed. The meetings are held via teleconference, unless the NBoD are meeting prior to an installation or prior to the National Training Institute. During the last year we have move forward in achieving BIG's Strategic Plan though the cooperative efforts of all our members from Chapter, Region, and National levels. The Board members are chairing, serving, and carrying out their fiduciary responsibilities for the membership. Thanks to all the NBOD for their commitment and dedication for keeping BIG best interest in the forefront even when it not easy. Kudos to the Members, Chapters, Regions and Corporate Sponsors for their unwavering support of BIG!

Moving forward into the spring, we are confident in the solvency of the organization and the new enhancements to programs under the leadership of the National President Honorable Dr. Doris



Honorable Darlene H. Young
CHAIR, NATIONAL BOARD OF DIRECTORS of BLACKS IN GOVERNMENT, INC.

Sartor and the National Executive Committee. We are working as one organization to move us to the next paradigm level. We are excited for what BIG will do in 2018. We are ready to SOAR like eagles! BIG family and friends get ready to SOAR for 2018!

Thank You for Thinking BIG!

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Honorable Dr. Doris P. Sartor Speaks at the CDC/ATSDR Dr. Martin Luther King, Jr. Commemorative Celebration

BY CALVIN STEVENS,

BIG PHOTO TEAM AND MEMBER OF THE ATLANTA

METRO CHAPTER



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

In her first speech of 2018, The Honorable Dr. Doris P. Sartor, 14th National President, Blacks In Government, spoke to an enthusiastic crowd at the 2018 CDC/ATSDR Dr. Martin Luther King, Jr. Commemorative Celebration on January 11, 2018.

The event Co-sponsored by the CDC Equal Employment Opportunity Special Emphasis Office and the CDC/ATSDR Chapter of Blacks In Government, Faye M. Rashid, Chapter President. Honorable Sartor spoke on the theme, “King: His Voice, His Teaching and His Love for Humanity” a powerful tribute to this civil rights leader as America celebrates the 50th anniversary of his death in 1968.

Honorable Sartor talked about the words of Dr. King, in which he said, “You are not her merely to make a living. You are here in order to enable the world to live more amply, with greater vision, with a finer spirit of hope and achievement. You are here to enrich the world.”

Honorable Sartor said, “This certainly speaks to the humanity of his teachings. The legacy of this incredibly influential civil rights leader and minister lives on through his brave actions, as well as thru

his heartfelt and inspirational words. Words such as these that require us to move beyond ourselves and commit to the greater good.”

Honorable Sartor’s speech could have been called, “Harambee” (pulling together), because she said over and over again it is time for America to Harambee and stop do the following: “Disrespect invites disrespect, violence incites violence, and when the powerful use their position to bully others, we all lose.” She encourages the attendees to Harambee!!!

Finally, Honorable Sartor give four powerful points for all attendees to live by:

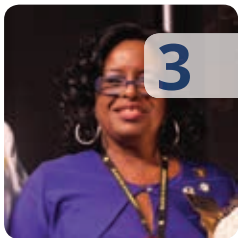
1. You Must Become a Role-Model
2. Actively Engage with Our Youth
3. Become Advocates of Human Right Issues
4. Become Actively Involved Organiza-

MLK Speech
continued on Page 35

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

The Honorable Dr. Doris P. Sartor, 14th National President, Blacks In Government, spoke to an enthusiastic crowd at the 2018 CDC/ATSDR Dr. Martin Luther King, Jr. Commemorative Celebration on January 11, 2018.



Joint Center for Political & Economics Studies

Senate Diversity Fact Sheet



Oscar Eason Jr., longtime Seattle civil-rights leader, dies

Oscar Eason Jr. was past president of Blacks In Government and served in the Army Corps of Engineers, Seattle District.



"Mindful Eating for the Beloved Community"

The one-day Mindful Eating conference in Atlanta, GA



Who is Grady Poulard?

Over the past 30 years, you've seen and heard the BIG Covenant being presented during the Opening Plenary by Grady Poulard. Who is Grady Poulard? That is the question.

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NextGen is a movement. It's about inspiring government innovation. It's about providing training and leadership opportunities to people new in government. It's about helping managers bridge the generation gap to help develop and retain new talent. It's about creating the absolute best next generation of government.

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JOINT CENTER FOR POLITICAL AND ECONOMIC STUDIES

Senate Diversity Fact Sheet



“This is a problem for both Democrats and Republicans!”

The Problem

In December 2015, there were 336 top Senate staffers (Chiefs of Staff, Legislative Directors, Communications Directors, and Staff Directors), but only 24 staffers of color—12 were AAPI, 7 Latino, 3 African American, and 2 Native American.

Currently, of the 39 Staff Directors of full Senate Committees (both Majority and Minority), none are Latino or African American. This is a problem for both Democrats and Republicans. For example, African Americans account for 23% of Democratic voters, but they currently account for just 1.2% of Democratic top staff. Of the 6 Black top staffers in the U.S. Senate, only two are Democrats (the other four are Republicans). In many states, African Americans account for an even greater share of Democratic candidates’ votes. Based on exit poll analysis of the December 2017 Alabama U.S. Senate race, for example, African Americans accounted for over 55% of the voters who cast ballots for Democrat Doug Jones. In the U.S. Senate, Democrats have:

- No African American Chiefs of Staff
- No African American Communications Directors
- No African American Staff Directors

Only two African American Legislative Directors

Why is lack of staff diversity a problem? Top Senate staffers in Washington, DC:

- Manage the Senate legislative agenda
 - Shape the \$3.9 trillion U.S. federal budget
 - Hire, manage, and dismiss Senate staff
 - Oversee the Senate confirmation process
- The U.S. Senate alone has the power to confirm:
- Federal Judges
 - Cabinet Secretaries and other top federal agency commissioners and officials
 - U.S. Ambassadors
- Solutions Senators should take several steps to increase diversity:
- Interview and hire people of color as legislative assistants, so that at least half of the LAs in an office are people of color
 - Be more transparent about who works in each office through the collection of demographic data
 - Employ the National Football League’s (NFL) “Rooney Rule” in all hiring processes
 - Establish a competitive, senior-level minority fellowship, and hire interns and fellows from entities like APAICS, CBCF, CHCI, and the GW Native American Political Leadership Program
 - Centralize diversity resources for Senators and staff
 - Develop and adopt a diversity plan for each personal office and committee office



- Require implicit bias training for staff who make hiring and staff evaluation decisions
- Support legislation for a Chief Diversity Officer for the U.S. Senate Local activists should take the following steps to increase diversity:
 - Ask your Senator for a regular check-in (e.g. conference call) about staff diversity and hiring
 - Provide quotes and be available to press
 - Generate local interest on the issue of hiring diversity by speaking out at local events

Media outlets should educate the public about the importance of top staff and racial diversity, and ask their U.S. Senators about the status of staff diversity in their offices.

Resources For a link to Senate Position Descriptions (Personal Office and Committee), click here. Racial Diversity Among Top Senate Staff, Joint Center for Political and Economic Studies (December 2015) (31-page report showing that African Americans are 13.3% of the U.S. population but only 0.7% of top personal office staff, Latinos are 17.6% of the population but only 2.3% of top staff, AAIs are 5.8% of the population but 3.7% of top staff, and Native Americans are 1.2% of the population and 0.3% of top staff). The Joint Center also produced this two-minute video reviewing the findings of the report. "Doug Jones faces pressure to hire minorities for his Senate staff," Washington Post (December 20, 2017) (Article highlighting the effort of 17 organizations (including the Joint Center) to encourage Senator-elect Doug Jones to hire a diverse staff).

"Black women (men, too) voted; now Doug Jones should hire them in senior staff positions," AL.com (December 19, 2017) (Commentary on the role of Black women in the election of Doug Jones, and how to ensure diversity as he builds his staff).

"A call for diversity on Capitol Hill," The Hill

(September 26, 2017) (Black Talent Initiative Director Don Bell looks at how diversity has progressed over the past year and the steps still needed).

"Congressional staff should represent America," The Hill (July 18, 2017) (Black Talent Initiative Director Don Bell talks implications of Senate Democrats releasing demographics on their staff).

"Democratic Senate staffers are mostly white and women, new report says," The Washington Post (June 30, 2017) (The Democratic Senators released a new report detailing the demographics of their staff).

"Only 5 percent of Senate staffers are black. Congress needs the 'Rooney Rule,'" The Washington Post (April 25, 2017) (Black Talent Initiative Director Don Bell highlights his personal struggle in the Senate & the need for adoption of the Rooney Rule). "Joint Center Commends Sen. Feinstein's Hire of a Black Legislative Director," La Sentinel (May 2, 2017) (Sen. Feinstein hired Roscoe Jones as her new Legislative Director doubling the number of Democratic black LD's).

"Senate Democrats Adopt Staff Diversity Rules," Roll Call (March 7, 2017) (Lawmakers approved use of the Rooney Rule for Senate office hiring). "Schumer wants to boost Senate staff diversity by taking a page from NFL," Christian Science Monitor (March 1, 2017) (Senate minority leader Schumer asked fellow Democrats to adopt new rules to promote staff diversity in the Democratic party). "Schumer to introduce rules for diverse Senate hiring," Politico (February 28, 2017) (Senate Minority Leader Schumer will ask his caucus to adopt new rules to produce staff diversity).

community has a voice and role in the important policy making work of the U.S. Senate."

continued on www.bignet.org

"Racial Diversity Among Top Senate Staff, Joint Center for Political and Economic."

Oscar Eason Jr., longtime Seattle civil-rights leader, dies



Oscar Eason Jr. was past president of Blacks In Government and served in the Army Corps of Engineers, Seattle District. (Steve Ringman/The Seattle Times)

“It is with a heavy heart we grieve the loss of a longtime NAACP activist and leader, Oscar Eason, Jr.”

Mr. Eason served as president of Seattle King County NAACP from 1999 to 2002. “He leaves behind a long, distinguished history of fighting for civil rights and equality for all,” the organization said in a statement.

Oscar Eason Jr., a longtime civil-rights leader and community activist in Seattle who broke down workplace barriers and fought for social justice, died Monday. He was 87.

Mr. Eason, an African American, was exposed to segregation at an early age.

“My father owned a service station that

had two water fountains, one of which we legally couldn’t use,” Mr. Eason told an in-house publication of the U.S. Army Corps of Engineers in a 2012 article marking his 50th year of service.

Mr. Eason, who lived in Seattle, died at Valley Medical Center in Renton, said his wife, Lois Eason. She said he had battled chronic lymphocytic leukemia.

Born in East Bernard, Texas, on June 30, 1930, Mr. Eason moved with his family to San Antonio, where he grew up and graduated from high school. He won a track scholarship from a Texas college, which he began attending while finishing high school.

After a year, he moved to New York City to attend New York University. He took a semester off to take a job and then was drafted into the Army and sent to Korea during the Korean War, Lois Eason said.

Mr. Eason returned to school after the war, earning a mechanical-engineering degree in 1957 from Prairie View A&M College in Texas, now known as Prairie View A&M University.

He worked for an airplane company in California before moving to Seattle in 1958 to take a job with Boeing.

Through mutual friends, Mr. Eason met his future wife in 1960.

“I thought he was a smartass,” Lois Eason said.

But she married him in 1961, after



dating and falling in love. They had a son, Oscar Eason III.

In 1962, Mr. Eason applied to the Army Corps of Engineers, Seattle District. He got the job despite being told he probably wouldn't be hired, and people were surprised to learn that a black man was a mechanical engineer, he told the in-house publication.

"This guy, Gephardt, decided to give me a chance," Mr. Eason recalled. "He warned me I'd take a lot of flak, but I considered it a privilege to work for the government."

When a co-worker directed a racial slur toward him, a commander corrected the employee, Mr. Eason said, noting the appreciation he felt at the time.

"I grew up being called names and I got used to it," he said, citing Jackie Robinson, who broke Major League Baseball's color barrier in 1947, as a model for dealing with insults.

In the Corps, Mr. Eason served in the Vietnam War and

Operation Desert Storm and Operation Desert Shield during the Gulf War in the early 1990s.

As the civil-rights movement was growing, Mr. Eason became involved in organizations at work and eventually served as president of Blacks in Government from 1994 to 1998, representing 2.5 million African-American employees in the federal, state, county and municipal sectors.

Mr. Eason served from 1999 to 2002 as president of Seattle King County NAACP, which posted a statement on its website.

"It is with a heavy heart we grieve the loss of a longtime NAACP activist and leader, Oscar Eason, Jr.," the statement said, noting six decades of service in which he also served as NAACP president of the Alaska, Oregon, Washington Conference.

"He leaves behind a long, distinguished history of fighting for civil rights and equality for all," the statement said.

"While Oscar is no longer with

us, his legacy will live on for ages, both in his personal life and in the mission of the NAACP. He will have an everlasting impact on the hearts and souls of all the people who had the pleasure of knowing and working him over the years. Our thoughts and Prayers go out to his family, as we all have lost a legend of Civil Rights in Oscar Eason, Jr.," the statement said.

Mr. Eason also served as chair of the Washington state Commission on African American Affairs.

"Oscar had no hobbies," Lois Eason said. "He didn't golf. He didn't fish. He didn't bowl."

Instead, he advocated for social justice, she said.

"It's all important to him," Lois Eason said. "Because growing up as a young man and kid in Texas and seeing the injustice imposed on African-American people really colored his attitude ... his resolve."

Mr. Eason did enjoy listening to jazz, she said.

Oscar Eason
continued on Page 35

The Death of a Founder, Ms. Ramona McCarty- Hawkins



By BIG STAFF WRITER

Ramona McCarthy-Hawkins has championed the cause of women and minorities in the field of medicine since the beginning of her extensive career in pharmacy. As one of the few registered African American female pharmacists when she started, Mrs. Ramona McCarthy Hawkins has over fifty-seven years of pharmaceutical service in Maryland and Washington D.C. she has generously given in every way possible in order to bolster support for blacks and women in the field of medicine.

She was born on July 31, 1928, in Columbus, Ohio, the fourth of five children born to Ethel Foree Smith and James O. Smith.¹ Ms. McCarthy-Hawkins and her siblings were educated in Columbus public schools. She developed her interest in pharmacy from an early age after seeing a grandfather, three of her mother's siblings, and an elder brother have successful careers in the business. Encouraged by their lives, Ms. McCarthy-Hawkins started college at Ohio State University with

the intent of becoming a pharmacist like so many of her relatives. She graduated in 1950 with a B.S. in the pharmacy. Directly after graduating, the young student won a two-year research fellowship in Biochemistry at her alma mater. After her fellowship ended, Ms. McCarthy-Hawkins married her first husband John M. Dorcas, now deceased. Together they decided to move to Baltimore in 1954 due to a job promotion in Mr. Dorcas' field.

After the move east, Ramona McCarthy-Hawkins was employed by the National Institute of Health as a research chemist in the Gerontology section of the National Heart and Lung Institute. She stayed at this position for 10 years until she was recruited by the U.S. Food and Drug Administration (FDA) in the mid-1960s to work at the Department of Health and Human Services. She would go on to stay at the FDA for 44 years, but not without conflict. Sexism and racism were still realities of life for Ms. McCarthy-Hawkins and she faced them both within the government agency. To combat this, in 1968, she became a member of the founding chapter of Federally Employed Women (FEW). FEW was created out of a need to support professional women like herself in the Federal Government. Its mission was to serve as an advocate and mentor for those who wished to advance to upper-level policy and decision-making positions. This organization was successful in being a

“Ms. Ramona
McCarty-
Hawkins also
fought against
racism in
the federal
government
through her
involvement
with Blacks In
Government
(BIG).”

IN MEMORY OF

resided in Silver Spring with her husband Robert Hawkins.

Ramona McCarthy-Hawkins has been an inspiration to minorities and women in the field of pharmacy. Her activism and contributions have grown with her successes and her legacy of passion for the sciences and service will not go unacknowledged.

Past and Present Memberships and Affiliations
Former President and current member, National Pharmaceutical Association
Member, National Pharmaceutical Association Foundation
Member, Maryland Pharmacist Association
Member, Maryland Pharmaceutical Society
Member, Ohio State University College of Pharmacy Alumni Association
Former Treasurer, Member, National Council of Negro Women

Ramona McCarthy-Hawkins
continued on Page 27



as a patent examiner. This job was a welcome departure from the pressures and troubles of the FDA at the time. However, she did not stay at the Patent Office long, preferring to return to the job she was so attached to at the FDA, just three years later. Despite past problems, she returned to her position and spent her remaining time adding to her merits and successes there.

Indeed, Ms. McCarthy-Hawkins had a full and prosperous career at the FDA, retiring in 1996 after 44 years of employment. Retiring did not lessen her involvement in or passion for pharmaceutical medicine, though. She was appointed by Governor Parris Glendening as a commissioner on the Maryland State Board of Pharmacy, and won election for two terms from 1997-2006. Since her retirement she has also been active in philanthropic endeavors, giving over \$86,000 to aspiring pharmacy students. She



refuge for women who felt isolated in the government in those early days of integration.

Ms. Ramona McCarthy-Hawkins also fought against racism in the federal government through her involvement with Blacks in Government (BIG). She was one of the founding members of BIG and served as president from 1977-78. At this point she had been steadily rising up the ranks of the FDA, but, her involvement with BIG quickly became problematic. It came to a climax when her presidency in 1977 made her involvement known to the entire department and she was very obviously passed over for positions she was fully, if not exceedingly, qualified for and owes this to her becoming more vocal about the lack of advancement opportunities at the FDA for minorities. Yet, hurdles in the path were not new to the hardworking young pharmacist, she says of the time, "I grew up fighting, so that wasn't new to me". Soon after this, she relocated her family to Silver Spring, Maryland, and soon after she was offered a promotion at the U.S. Patent Office in Crystal City, outside of Washington D.C.,



WOMEN VETERANS INTERACTIVE PARTNERS WITH BLACKS IN GOVERNMENT TO SUPPORT WOMEN VETERANS THROUGH OUTREACH AND SUPPORT SERVICES

HEADQUARTERS, Washington, D.C

There are over 2.2 Million women veterans in the United States of America and while there are services specifically designed for women veterans, to include services provided by the U.S. Department of Veterans Affairs (VA), women veterans are not signing up for these services as what was expected. Women Veterans Interactive (WVI) has found that many women veterans do not know about these services or feel uncomfortable going into the VA simply because it has historically been viewed as a male dominated and focused institution.

In order to better equip our veterans, Women Veterans Interactive and Blacks In Government (BIG) have partnered and agreed to work collectively to reduce and eliminate barriers that prevent BIG's veterans and their families from locating and leveraging the existing veteran resources, programs and services that are available within local and national entities. Additionally, both organizations recognize the need to specifically address the issues facing women veterans and have agreed to ensure that these women are treated equally and afforded the same opportunities as their male counterparts.

"I am extremely excited about this collaboration with Blacks In Government and I look forward to both organizations collectively making a positive impact in the lives of BIG's veteran members. As an African American woman veteran, I clearly understand the importance of ensuring minority veterans are educated, aware of resources, and take advantage of the benefits and services available to them; specifically, our women veterans," said Ginger Miller, President and CEO of Women Veterans Interactive and White House Champion of Change for Women Veterans, under the Obama Administration.

The National President of Blacks In Government, Dr. Doris Sartor, shared the following comments, "It is important that we empower women veterans who have served our country with honor and courage and make sure they are aware of and take full advantage of existing programs that support their needs. Blacks In Government is pleased to collaborate with Women Veterans Interactive to be part of forward-thinking dialogue and actions that will enable women veterans to live full productive lives."

About Women Veterans Interactive

Women Veterans Interactive (WVI) is a national not-for-profit organization created to address the unique, and often unrecognized, challenges facing our nation's 2.2 million woman veterans as they return to civilian life. WVI is dedicated to serving and supporting women veterans and their families through Advocacy, Empowerment, Interaction, Outreach and Unification. Recognized as an expert on women veteran issues, WVI's aim is to eradicate homelessness; improve healthcare and education delivery; and develop a network where there is a free exchange of experiences and solutions that will empower and assist women veterans in living full productive lives beyond their military service. For more information, visit WVI at <http://womenveteransinteractive.org>.

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Join the Conversation!



PARTNERSHIPS

“Mindful Eating for the Beloved Community”

The one-day Mindful Eating conference in Atlanta, GA
January 14, 2018



book launch event

Mindful Eating for The Beloved Community

The one-day Mindful Eating conference in Atlanta, GA marks the launch of the nationwide initiative and includes workshops on:

- ♥ mindfulness and food justice
- ♥ an interactive Mindful Meal
- ♥ presentations from social justice leaders working in health equity
- ♥ a reading from the book—*Mindful Eating for the Beloved Community*

date:
January 15, 2018
In honor of the birthday of Martin Luther King

time:
9am to 4pm

place:
Atlanta Marriott Marquis

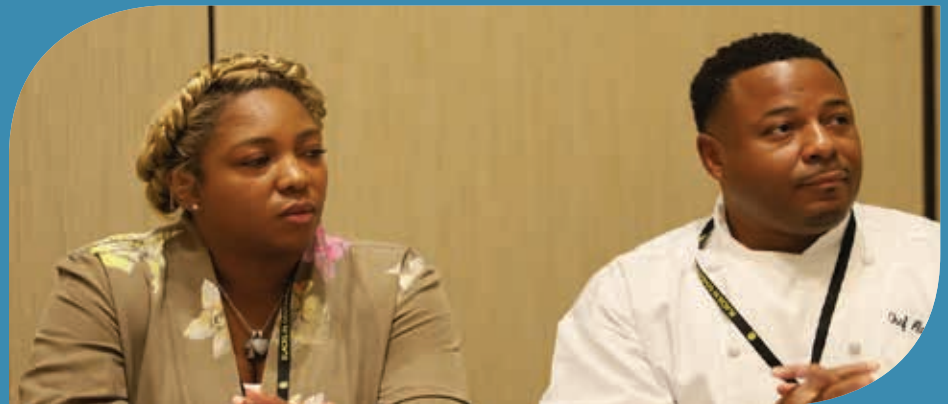
to register click [here](#)
for full agenda click [here](#)

Greetings,

In today's changing and challenging environment, health equity in the community remains an unaddressed crisis with fewer resources and tools to empower communities. We would like to invite you to support a nationwide initiative called Mindful Eating for the Beloved Community that not only understands the health disparities that exist, but also provides the action plan for families to improve their health and create sustainable results.

Mindful Eating is a transformative program which includes a collection of tools and coaching techniques that use powerful storytelling and culinary exercises to provide a thoughtful and engaged way to understand how and what we eat. The initiative focuses on the positive impact of family meals on physical and emotional health, the negative consequences of not knowing where or how food is produced, and the practical details of mindfulness training. Created by a diverse group of chefs, nutritionists, and food activists, Mindful Eating offers pragmatic strategies to rebuild the connections between diet, culture, faith, the environment and community well-being, with a focus on the deep connection between mindful eating, social justice and sustainability.



The one-day Mindful Eating conference in Atlanta, GA marks the launch of the nationwide initiative and includes workshops on mindfulness and food justice, an interactive Mindful Meal, presentations from social justice leaders working in health equity, and a reading from the book—*Mindful Eating for the Beloved Community*.

Supporting Mindful Eating for the Beloved Community events, not only allows brand promotions and visibility to companies and organizations; but also allows them to directly impact their local communities by sponsoring residents attendance to the event. This event was sponsored by BIG; but also by Alex Askew, President, BCAGlobal; and David Castro, President & CEO, I-LEAD, Inc.

BCAGlobal (www.bcaglobal.org) is a national non-profit, culinary/foodservice and hospitality career advancement organization. Their objective is to advance diversity by creating exposure, professional and educational opportunities for culinary and hospitality professionals of color.

I-LEAD, Inc. (i-leadusa.org) The Institute for Leadership Education, Advancement and Development (I-LEAD), is a Pennsylvania-based 501(c)3 nonprofit with offices in Philadelphia, Bryn Mawr and Reading. It has served as a key force for community leadership development since 1995, fostering a degreed citizenry to tangibly improve and sustain the economic, civic and social well-being of communities throughout the US.

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Savings

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U.S. Army Engineer Research and Development Center (ERDC) Women's History Program, Hosted by the First Mississippi Chapter, Blacks In Government (BIG)



Submitted by Mazella Thomas

“those who
came before
us paved the
way and made
significant
progress.”

On Friday, 24 March 2017, the BIG First Mississippi Chapter hosted a Luncheon and Panel Discussion at ERDC. The Chapter President, Ms. LaTonya Moore, welcomed the group and noted her appreciation to those attending the event. The panel consisted of ERDC's leaders Mrs. Patricia Sullivan (Associate Director), Mrs. Rhonda Taylor (Director of the Office of Technology Transfer), Mrs. Sissy Hudson (Director of Resource Management), and BIG's National President, Honorable Dr. Doris Sartor. Dr. Sartor gave the opening presentation and participated in the Panel Discussions on “Mentoring, Leadership and Career Development.” In her presentation, Dr. Sartor

paid tribute to and honored the accomplishments of incredible women whose courage, determination, and dedication have sustained the American spirit throughout our history and in present times. “Today, we honor those women by focusing on Mentoring, Leadership, and Career Development”, she said, and “those who came before us paved the way and made significant progress.”

She spoke about women who have broken down barriers, championed justice, and risked their lives for the greater good to make this world a better place. Her list of great women included Brigadier General Diana Holland, the first female commandant of cadets at the U.S. Military Academy at West Point, New York, and Navy Officer Melissa Rose Barnes, who died at her post at the Pentagon during the 9/11 attacks.

Dr. Sartor also mentioned the contributions of well-known women in the political area, such as former First Lady Michelle Obama, Hillary Clinton, Condoleezza Rice, and The Honorable Shirley Chisholm, first black woman elected to the United States Congress, and Charlene Mitchell, the first black woman to run for president of the United States!



Lastly, Dr. Sartor described the contributions of phenomenal woman, former BIG National President and current Board Chair, Ms. Darlene H. Young, who put her life on hold and gave countless hours to further the mission of BIG to fight against racial inequalities and gender disparities. She also said, “Although women have made great strides and contributions in our society, there are significant gender disparities and challenges which still exist that prevent women from maximizing their full potential.”



THE END

Black In Government 2015-2019 Strategic Plan

The National Board of Directors, Strategic Planning Committee is pleased announce the Blacks In Government Strategic Plan for 2015 through 2019. The Strategic Plan reflects a new strategy to address the shift in paradigm that has impacted BIG and the Federal, State and Local governments.

Economic restraints and a training program built on inclusion are paramount to the future of Blacks In Government. The success of our Strategic Plan depends on the daily efforts of approximately 6,400 dedicated members, located in 11 Regions across the nation, working homogeneously to meet our goals and objectives. In creating the Strategic Plan, we sought the input of the delegates and all levels of the organization. As a result, the plan is a true reflection of our membership and all those who share an interest in the goals and objectives of BIG.

These lean budgetary times require BIG prioritizing its objectives and goals and being realistic in identifying strategies and setting results based accountability measures. Thus,

while this plan is forward-thinking, it assumes that NTI revenue and budgetary resources must be supplemented over the next three years, with additional funding provided from fundraising, grants and increased membership.

Four Major Focus Areas underlie the Strategic Plan, as we have tried to address ways to make the organization more transparent and encourage Results-Based Accountability. The focus areas are: Communication Flow; Financial Accountability; Advocacy; and Membership.

I urge all Members to download a copy and become familiar with the content as we move forward to actively using the Strategic Plan at the National, Regional, and Chapter levels. The Plan is located on the BIG webpage under “BIG’s Leadership” dropdown menu or you may press the “Ctrl” key and click on the following link:

www.bignet.org/images/stories/2015/nbod/final2015-2019strategicplan.pdf

DYLAA Food for Thought Program Supporting the Community

The FoodBank started in the back of our founder's station wagon and is now the largest anti-hunger and anti-poverty organization in New Jersey. It has provided people across the state with food, help and hope for more than 40 years. Today, the Community FoodBank of New Jersey has 170 employees who fight hunger every day. We package food orders for local soup kitchens and food pantries; purchase and collect food for distribution; help people in need through SNAP (food stamps) application assistance; reach communities with limited resources with mobile pantries; and encourage others to get involved.

The FoodBank's warehouses – in Hillside and Egg Harbor Township – are the size of five football fields (total) and act as the hubs that bring in and distribute food. More than 42 million Americans are food insecure, which means they don't know if they have enough to feed themselves and their families. 1.1 million of them live in New Jersey. Nearly 340,000 New Jersey children (almost 1 in 5 kids) don't have enough food to eat, which has a direct effect on their physical and mental health.

They struggle to concentrate in school, have behavioral issues, etc. 74 percent of households the FoodBank serves live below the poverty level. For a family of four, that means they're living on an annual income of about \$24,300. They often make tough choices, deciding between food and other necessities. The Southern Branch provides food to more than 300+ community partners like local



The Honorable Dr. Doris Sartor
NATIONAL PRESIDENT OF BLACKS
IN GOVERNMENT, INC. TOURING THE COMMUNITY
FOOD BANK OF NEW JERSEY.

soup kitchens, food pantries and shelters.. Last year, the FoodBank distributed more than 50 million pounds of food, 25 percent of which was produce. The FoodBank hopes to expand its "hunger as a health issue" initiative – providing more fruits and vegetables, nutrition education and medical screenings to inspire positive lifestyle choices.

THE END

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PARTNERSHIPS



Tom Joyner Foundation, Blacks In Government Establishes Strategic Alliance

The Tom Joyner Foundation, Inc. and Blacks In Government®, Inc. (BIG) announced a strategic alliance to assist students at Historically Black Colleges and Universities (HBCUs) interested in pursuing careers in local, state, or federal government.

The “BIG Collegiate Initiative” will be launched as part of BIG’s Senior Future Leaders In America’s Government (FLAG) program. BIG’s Senior FLAG provides guidance and mentoring to college students throughout the nation. Through the strategic alliance with the Tom Joyner Foundation, BIG will establish Senior FLAG programs at HBCUs. Anyone interested in learning more or donating to support the program can go to TomJoynerFoundation.org.

“We’re very excited to work with BIG,” said Thomas Joyner, Jr., president and CEO of the Tom Joyner Foundation. “We share a common mission in making sure that students at HBCUs have access to a broad range of opportunities. This partnership will help open the doors for these students to careers in government at all levels.”

The program is composed of five tiers: Mentoring; Training Academy; Career Training and Education; Pre-Professional Career Opportunities (Internships); and College Scholarships. The Tom Joyner Foundation serves as the primary liaison with each HBCU and coordinates the scholarship application and award process with BIG. Dr. Doris P. Sartor, Ph.D., national president of Black In Government, Inc., said, “Blacks In Government is proud to be part of this strategic alliance with the Tom Joyner Foundation and looks forward to its successful implementation.”

Regions, chapters, and individual BIG members who are interested in establishing new Senior FLAG programs, please contact the National FLAG Coordinator, Ms. Kathy Best via email, BIGFutureleaders@gmail.com. She can also be contacted at 202-667-3280. Guidelines for establishing FLAG programs are located on the BIG website at www.bignet.org.

To make a donation to BIG, go to BIG website (www.bignet.org) click on the donate icon below and complete the form on The Tom Joyner Foundation website. Donations will be used for

“BIG Collegiate Initiative” will be launched as part of BIG’s Senior Future Leaders In America’s Government (FLAG) program

scholarship support of HBCU students engaged in BIG programs, which will prepare them for application and employment in government positions.

One of America’s Most Influential Organizations

“Thank You For Thinking BIG!”



Meet Ms. Jacquelynn Coles. A new NOW Generation committee member, NOW Generation liaison for Region I and Region I Military Veterans Emphasis Committee member. Ms. Coles almost simultaneously became a member of BIG and founded the Ralph F. Browne Jr. Chapter of BIG a few years ago where she currently serves as chapter President. She was encapsulated by BIG’s goal to ensure social and professional justice for the global majority in addition to our goal to create a means to share information pertinent to our communities. Since joining, she immediately started working within her chapter by releasing monthly newsletters, hosting social outings, hosting a monthly book club, conducting numerous fundraisers, leading her chapter’s Communications Academy, hosting a STEM & Oratorical competition, ensuring BIG is at multiple activities hosting information tables, creating a venue at meetings to discuss local issues/challenges/positives, and

working with like organizations to spread the word of BIG and help our communities - she doesn't stop! She has been working towards inspiring others through the actions of her chapter. Her goal heavily aligns with the goals of the organization's Third Vice President. It is her hope to unify Federal, State and Municipal employees in the New England area and to promote the exchange of knowledge and enhance collaboration.

When she isn't working full time as a Government civilian for the United States Air Force as a Program Manager, or part time as a member of the United States Air Force Reserves as a Staff Acquisition Officer, you can find her touring the nation's National Historic Parks. Currently, her favorite park is the Minute Man National Historic Park (MMNHP) because it's where our Nations independence begins! She also volunteers at the MMNHP dressed in

period attire and educating the public on the various sites. Her future goals are to attend Law School, write a children's book, and become her family's historian by documenting the oral history of her paternal and maternal family. Jacquelynn's ultimate goal is to visit more countries in Africa starting with Cameroon and Gabon, as these counties are her ancestral origins according to DNA tests, and bridge the familial ties for all of us across the diaspora.

Graduating from Indian River High School, Grambling State University (Bachelors in Business Management), Touro University International (Masters in Public Administration) and Troy University (Completed all core curriculum for a Masters in International Relations), this Philadelphia, NY native is a member of Swing Phi Swing Social Fellowship Incorporated, Tuskegee Airmen Incorporated, Veterans of Foreign

Wars, Air Force Association, the American Legion, and the Armed Forces Communications and Electronics Association. One of the biggest accomplishments she's had in 2017 was being selected to receive the BIG Meritorious Service Award winner at her Center level. We salute you Jacquelynn! Keep up the great work.

One of America's Most Influential Organizations

"Thank You For Thinking BIG!"

THE END

I AM BOLD ENGAGING BLACKS IN GOVERNMENT BIG 443

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ASALH LUNCHEON



Attendance at THE ASSOCIATION FOR THE STUDY OF AFRICAN AMERICAN LIFE AND HISTORY (ASALH) 91st Annual Black History Luncheon

held on Saturday, February 24, 2018



By Shirley Jones, Esquire (NEVP)

I had the honor of attending ASALH's 91st Annual Black History Luncheon on behalf of the National President, Dr. Doris Sartor. I personally want to thank Madam President for this opportunity. BIG being a Corporate Supporter, came out in number to show our support for this occasion. The National Board Chair, The Honorable Darlene H. Young, National Board Vice Chair, Ms. Regina Kennedy. The 2nd VP- Dr. Matthew Fogg, 3rd VP-Dr. Deborah Mcclanahan, Presidential Advisor-The Honorable Gerald Reed, National Treasurer-The Honorable Ms. Norma Samuel and the National Assistant Treasurer-Ms. Rochelle Bryant all were present during this wonderful occasion.

ASALH theme: "The Crisis in Black Education"-is as relevant and compelling today as in the past. ASALH stated that it, "recognizes that well-intentioned people do not always agree on the best strategy for educational reform. But there is one thing that we should all agree upon. Black History plays a crucial role in the

creation of a love or learning in both youth and adults." This truly set the tone for this luncheon.

Their speaker was The Honorable James E. Clyburn, Member, U.S. House of Representatives gave a powerful and enlightening speech. He spoke of his journey and path in to and service as Congressman in 1993. How while serving under President Barak Obama, passing the healthcare law was viewed as a Civil Rights Act outlawed form of discrimination. Mr. Clyburn reminded us of those who came before us and paved a way like:

- Charles Drew (Educator, Doctor, Surgeon (blood transfusion)
- Daniel Williams doctor (perform first successful open heart Surgeries)
- Robert Smalls -who rose to the challenge of their day (escaped slave to House of Representatives, and
- W.E.B. Du Bois- (1st AA to receive a Ph.D. from Harvard) that we might one day educate this generation on what it means to embrace who you are and what you can become. He went on to say Dr's



need plumbers, plumbers need automobile mechanics, and we all need each other. The message was very inspiring and encouraging.

Two other outstanding events took place during this luncheon 1) was the unveiling of the Dorothy Height (1912-2010) Commemorative Stamp. Ms. Dorothy Height, one of the most influential civil rights leaders of the 20th Century is the 40th stamp in the Black Heritage series. We have much to celebrate and be thankful for and 2) the unveiling of the American Liberty 225th Anniversary 100 Dollars Gold Coin. The coin is unique in that it portrays Liberty as an African American woman. It is also a representation of what our founding fathers realized- a critical need for our fledgling nation to have a respected monetary system.

After the luncheon, I visited many exhibits I stood in line for the book signing of the Honorable James E. Clyburn. We as a people and organization have a lot of work to do, but if we stand together we can move

ASALH Luncheon continued on Page 26

Blacks In Government 2018 Legislative Summit

By BIG STAFF REPORTER



Mr. J. DAVID COX, AFGE, NLRC – RUTH D. BENSON

On February 1, 2018, Blacks In Government held a National Legislative Summit that provided a forum to educate attendees about the immediate political and economic issues facing the American peoples. Because 2018 is an important legislative one for our country, it is vital that our presence is noted and our voices are heard in the political conversations. The summit was hosted by BIG National Legislative Review Committee. The National President, Honorable Dr. Doris Sartor set the tone for the assembly with the following remarks:

We are at a critical time in the history of our nation. They are the “best and worst of times” as we attempt to reach bipartisan

unity in an era of dis-ease; dis-unity; confusion; and unmatched cynicism. So, is “America really open for business? Can we build a safe, strong and proud American, and at the same time, become unified both in theory and in practice?”

The Committee, chaired by Ms. Ruth Benson assembled a group of experts to discuss some pertinent topics: Addressing the Systemic Dismantling of the Federal Workforce, Addressing the Destruction of Civil & Equal Rights, The Importance of the Midterm Elections, and Expanding Access to 21st Century Technologies.

The distinguished speakers and panelists shared their knowledge and identified strategies to address legislative policies and issues that may

Figure 1. Speakers' Comments

MR. SPENCER OVERTON, KEYNOTE SPEAKER
President, Joint Center for Political and Economic Studies

Addressing Expanding Access to 21st Century Technologies

African Americans are confronting challenges in an era of automation, robotics, and artificial intelligence. Twenty-seven percent (27%) of Black workers are concentrated in just 30 occupations at high-risk due to automation. Economic transition training is needed to reduce unemployment rates. We need digital readiness to meet basic needs in our communities. We need to be at the forefront and not at the back of the bus. Automation could either increase or decrease racial inequality depending on strategic interventions.

MR. J. DAVID COX, KEYNOTE SPEAKER
President, American Federation of Government Employees (AFGE)

Addressing the Systemic Dismantling of the Federal Workforce

Mr. Cox discussed the implications of proposed dramatic cuts to workers' wages, retirement service, and worker's compensation benefits. Disenfranchising African Americans right to vote - Despite the passage of the Fifteenth Amendment, African Americans still have difficulty exercising their right to vote. He also shared the statistics on the dismantling of the federal workforce.

MR. APPOLLOS BAKER, AFGE

The Importance of the Midterm Elections

Mr. Baker presented some astounding facts regarding the shrinking share of electorate among white voters and the rapid diversification notably faster in the Southern States. He also gave projections of what's at stake for 2019 State/Local Elections and the 2020 Presidential Elections. He also pointed out how narrow the margin was in 2016 regarding the presidential election.

MR. ERIC BUNN, AFGE

The Importance of the Midterm Elections

Mr. Bunn stated that we must put the right people in place to make sure our agendas are moving forward and hold our elected officials accountable. Examples of attacks on federal workforce include assaults on the Union (taking away employees' due process); hiring freeze; and understaffed VA due to a reduction in government employees.

MR. SALIM K.T. ADOFO
Chair of Economic Development for the Maryland State Conference, NAACP

Addressing the Destruction of Civil & Equal Rights

Discussed the implications for contracting public services to private companies to cut costs. Spoke on the privatization of government and the need to obtain government contracts in the age of downsizing. Privatization revolution has swept the world since the 1980s.

MR. HILARY O. SHELTON, KEYNOTE SPEAKER
Director NAACP, Washington Bureau

Addressing the Systemic Destruction of Civil and Equal Rights

Promises made should be promises kept. Our government must live up to communities it serves. NAACP and BIG serve the same communities. Must address the problems of voter suppression (such as literacy tests; purchase of photo ids/ birth certificates). A vote cast must be a vote counted. Importance of using social media in all efforts.

Issues of concerns discussed from gun violence, the need for adequate health care, the importance of voter engagement, and voter education.

Mr. Shelton also provided the NAACP Civil Rights Federal Legislative Report Card, the Priorities for the 115th Congress, and a number of Action Alerts such as increasing Pell Grant purchasing power, proposals to stop the ravages of gun violence, and the Voting Rights Advancement Act of 2017 to restore and strengthen the Voting Rights Act of 1965.

**Legislative Summit
continued on Page 25**

Did You Know?



Monetary Assistance Program

BIG has member-focused programs

DR. VERA A. MCKETHAN
CHAIR, NATIONAL PROGRAM AND PLANNING COMMITTEE



Being member-focused is usually a strong contributor to the overall success of an organization. National Blacks In Government (BIG) offers supporting programs to ensure the accomplishments of the chapters, region councils, and members they serve. The Monetary Assistance Program (MAP) and the Scholarships to Acquire Career Keys (STACK) program are aligned to the needs of the membership and responsive to their potential for growth and success.

The MAP provides monetary assistance to chapters and regional councils to support their specific activities and projects that are in line with the goals and objectives of BIG. Requests may be made for refundable or nonrefundable assistance. Monetary assistance that is not refundable may be awarded up to \$1,500 for a chapter or regional council. Monetary assistance that is to be refunded must be repaid in 24 months. The assistance may range from \$1,000 to \$3,000.

MAP/STACK
continued on Page 27



Blacks In Government



DARLENE H. YOUNG LEADERSHIP ACADEMY ALUMNI ASSOCIATION (DYLA)



TO: Greetings Fellow DYLA Graduates:

RE: Request for Contact Information

Congratulations, you are now a PROUD Graduate of the DYLA and now an eligible candidate for the DYLA. 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 DYLA 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.



Grady Poulard
continued from Page 28

goes on and said, “The Covenant is designed to under girth this truth.” As Grady presented his last recited covenant at this year’s NTI, he left me this with idea, to be considered by the BIG Leadership. “Each Region should SELECT a BIG member and recommend to the NTI Planning Committee, the name of that selected BIG member to recite the BIG Covenant during the next NTI.” Grady goes on to say, “I believe more members of BIG need to lead and serve in the organization. Then, the NTI Planning Committee will rotate the selected member to recite the covenant each year. In honoring and recognizing Grady Poulard for his dedicated service to BIG for the past 30 years, we wish him God Speed and each BIG member gives Grady Poulard, A BIG HUG!!!

THE END

Legislative Summit
continued from Page 23



affect public civil servants adversely (*Figure 1*).

Each speaker made a plea for a call to action to get involved in local legislation by becoming informed and taking a UNITED stand. Discussions during this Legislative Summit are only the beginning; Blacks In Government will continue to inform and educate members through partnerships, legislative updates, and networking opportunities.

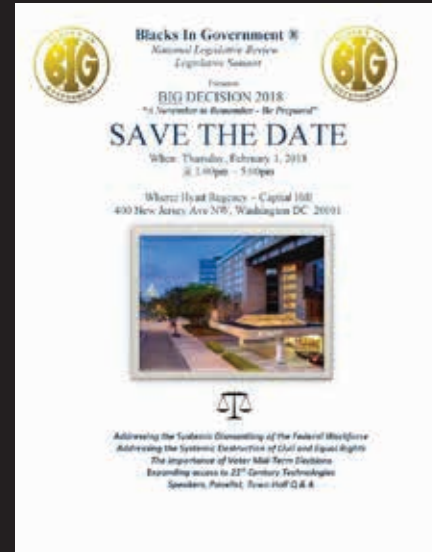
The National Legislative Review Committee provided a Ballot Brochure to guide you with your voter decisions. This brochure has the names of the current incumbents of each Senate Seat, the date their term ends, the candidates seeking to fill these vacancies, along with all members of the House of Representatives, the current Governors, the date their term ends, and the candidates seeking to

fill these vacancies; the committee’s done some of the homework for you.

The brochure is also located on the BIG website at www.bignet.org under National Programs, Legislative Review.

The organization is committed to improving the lives of ALL Americans. The charge to the summit attendees was to remember that this November requires each of us to be prepared to move the vision forward toward a unified nation. Whether you will come out to vote will be a “BIG” Decision in 2018!

THE END



Mr. Salim K.T. Adofo



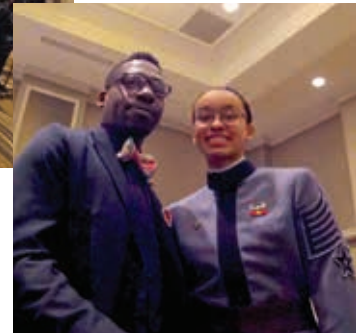
Mr. Appollos Baker – AFGE



Mr. Spencer Overton



ASALH LUNCHEON



“Mr. Clyburn reminded us of those who came before us and paved a way like!”

ASALH Luncheon
continued from Page 22



mountains and accomplish anything.

My person experience and thoughts...

“I was so excited to be among my BIG colleagues and equally excited to share in this event with so many African American “Trailblazers and Pioneers.” My take-away from this event was learning of the great African American men and women who served our country courageously and proudly. I was challenged by the panelists to revisit “What’s next.” This message has resonated in my thoughts, as we continue to move BIG forward in excellence. It was exciting to hear the biography of Ms. Lena Horne, who contributed momentously and a staunch supporter of African American achievements. This was a premiere event and I’m most thankful for opportunity to have attended and witnessed the unveiling of the Black Heritage postage stamp of the beautiful Ms. Lena Horne.”

Thank you, Honorable Dr. Doris Sartor for allowing me to replace Jesse Sharpe.

Marion V. Allen
BIG Region XI Council President
RCPs Group – President Pro Tem

It was a pleasure for me to attend ASALH’s 92nd Annual Black History Luncheon on Saturday, February 24, 2018, in my capacity as National Executive Vice President. ASALH has a lot to be proud of having pulled together a host of fabulous presenters for their annual event. Besides getting a chance to speak

with Deputy Postmaster General Ronald Stroman in the attached photo who previously served as my agency's Managing Director for the Office of Opportunity and Inclusiveness, the highlight of the event for me was the remarks of Special Guest Cadet Simone Askew, First Captain, U.S. Military Academy, West Point, and a 2017 Rhodes Scholar. She captured my attention when she said "We must normalize excellence", a statement that resonated strongly with me because I believe that's exactly what we do with our own annual event, the BIG National Training Institute (NTI), by providing attendees with the tools they need to excel. So, overall I felt a real kinship of purpose between our organizations as evidenced by the speakers and it was simply an honor to have attended.

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

THE END

Ramona McCarthy-Hawkins
continued from Page 11

Member, Montgomery County Chapter of the NAACP
Member, Citizens Minority Relations Committee
Member, Montgomery County School Board
Founding Member, Federally Employed Women
Founding Member and First President, Blacks in Government
Member, various church and community affiliated organizations

Awards

2007 NPhA Chauncey I. Cooper Award
National Pharmaceutical Association's Pharmacist of the Year
University of Maryland School of Pharmacy's Honorary Alumni Award
Ohio State University College of Pharmacy's Distinguished Alumni Award
John M. Cassady "Diversity Enhancement Award" -from press release
Pharmaceutical Philanthropic Contributions
Howard University
Florida A&M University
Xavier University
Texas Southern University
Ohio State University

University of Toledo
University of Maryland School of Pharmacy
NPhA Foundation
A Bridge to Academic Excellence Middle/High School Mentoring and Tutoring Program.

THE END

MAP/STACK
continued from Page 24

Scholarships to Acquire Career Keys

The STACK program supports training for career advancement and development opportunities for BIG's members. The scholarships are intended to underwrite specific training expenses associated with a specific government job or promotional opportunity. Applicants must document: (1) employer funds are not available for the training/education and (2) training desired as it relates to current or potential employment.

For more information on both programs and others, visit www.bignet.org, or email programandplanning@gmail.com.

THE END

"We must normalize excellence!"

Who is Grady Poulard?



BY CALVIN STEVENS,
BIG PHOTO TEAM AND MEMBER OF THE ATLANTA
METRO CHAPTER

If you have ever attended a Blacks In Government (BIG) National Training Conference (NTC)/National Training Institute (NTI) over the past 30 years, you've seen and heard the BIG Covenant being presented during the Opening Plenary by Grady Poulard. Who is Grady Poulard? That is the question. Who is Grady Poulard?

“This is a BIG tradition, it’s sacred... NO TALKING! Turn and face your neighbor. NO TALKING!”

Well, I’ve had the opportunity to talk with Grady to find out the answer. First of all, Grady has been a mainstay, a fixture at 30 Opening Plenary sessions, reciting the BIG Covenant. “This is a BIG tradition, it’s sacred... NO TALKING! Turn and face your neighbor. NO TALKING!” You’ll hear Grady’s voice booming to the crowd during the Opening Plenary. He would then recite the covenant, often word by word from memory. The part I like most is when at the end of the covenant, Grady would say with a “BIG” smile, “Now, give the person you are sharing this with a “BIG” hug!” Then the entire audience would break out into loud laughter and often, the hugs would last a little longer than usual. Grady, a graduate from Yale Divinity School, in Philosophy and Religion, often quoted deep philosophical thinking phrases and metaphors during the course of his presentation prior to reciting the covenant.

Grady is a Founding member (and Life Member) of the GAO Chapter in Washington, DC. Thirty years ago, Grady served as Chair of the Plenary Planning Committee. It was during that initial Opening Plenary session during the NTC in 1987, Grady wrote and presented the first BIG Covenant. I asked him where did he come up with the words for the covenant. According to Grady, “The words were just given to me by divine intervention. I believe the leadership and membership of BIG represents the highest and the best in the human spirit!” Grady

Grady Poulard
continued on Page 25

Now Generation - For the Young Professional!

August 22, 2017

Panel Discussion: Millennials and Leadership

Speakers:

- Ms. Christian Blackman - Disaster Grants Branch Chief
- Ms. Melinda Burks - Senior Program Officer
- Mr. Jorge Galindo - Human Resources, Workforce Development
- Ms. Maggie Mello - Project Manager for Public Service Excellence Program
- Ms. Chrishonna Shelton, Licensed Clinical Social Worker
- Ms. Erin Brown - Master of Public Policy

To begin the program, Ms. Mello shared with the attendee the results of a survey completed by the NOW Generation regarding millennials in the workforce. The results of the survey laid the foundation for the discussion.

A discussion ensued concerning the needs of the millennial worker vs. supervisor/manager. The millennials voiced concerns regarding upward mobility, creativity, control and accountability and the supervisory needs included good workers, workers understanding and being able to navigate within the organization and bringing value to the team. Some other areas of discussion included:

1. working relationships (up to five generations in the workplace)
2. diversity of thought and people in the



Ms. Christian Blackman
FORMER NOW GENERATION CHAIR at BLACKS IN GOVERNMENT, INC.

- workplace, inclusion
3. emotional intelligence
4. assessment and training
5. growth and opportunities
6. sharing learning resources
7. performance evaluations
8. employee responsibility in promotion and growth
9. different learning styles and flexibility
10. de-personalizing issues/working effectively/effective communication
11. ability to influence inside/outside organization
12. rotational work assignments, evaluating developmental programs
13. collaborative efforts
14. continuous learning
15. technology
16. identifying communication problems
17. achieving the mission of the organization
18. does the job fit the individual
19. the changing work environment, and
20. interpersonal skills

Email: ncprc@bignet.org



The Multicultural Media, Telecom and Internet Council (MMTC) 8th Broadband and Social Justice Summit & Fintech Empowerment Forum,

February 7, 2017

BY DR. CONGRESS M. BRAXTON, FORMER NEVP

“The New
Political
Climate and
Its Impact
on Digital,
Financial,
and Socio-
Economic
Disparity
in Our
Communities:
A Call to
Action!”

I had the distinct honor of attending the MMTC on behalf of the National President, The Honorable Dr. Doris Sartor. Also in attendance was the National Board Chair, The Honorable Darlene H. Young. This summit was the “preeminent national gathering of entrepreneurs, investors, lenders, regulators, and legislators focused on the multicultural median telecom ownerships, and closing the digital divide”.

MMTC celebrated their 31st year. Its theme: BBSJ 2017, Connecting to Americas’ Future and featured its first ever FinTech Empowerment Forum. Its mission is to promote entrepreneurship and multicultural advancement amidst the challenges and the opportunities presented by a digital economy.

MMTC focus for its conference was how multicultural media, telecom, and high tech entrepreneurship serve as platforms for economic growth, job creation, and innovation in the nation’s most influential industries. It had dynamic speakers and

panelist that spoke on issues such as:

- Federal Communications Commissioners (FCC) -Hon. Mignon Clyburn and Hon. Michael O’Reilly “Moving the Dial Forward FCC2017”
 - o Outlook for the FCC in the Trump Administration,
 - o Opportunities for small and minority-owned businesses to enter the communications industry
- Former FCC Chairs Roundtable-Hon. Michael Copps and Hon. Richard Wiley “Social Justice and the FCC”
 - o Minority ownership, EEO enforcement, minority procurement...under the Trump Administration
- High Tech Policy and Awards Luncheon-Key note speaker Hon. Marc H. Morial, President and CEO, National Urban League, Former Mayor, City of New Orleans
 - o The Mayor spoke

MMTC

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highlighting the need for the community to get involved with the multicultural media, telecom and technology and recognize the opportunities that this can offer in the economy, with job growth and better communication and connection opportunities. He reiterated some of the earlier topics discussed such social justice and minority ownership. He truly motivated us to get busy and recognize our influence in this wave of communication.

A Broadband and Social Justice Town Hall was held and it focused on “The New Political Climate and Its Impact on Digital, Financial, and Socio-Economic Disparity in Our Communities: A Call to Action”. They had a very diverse panel that included but wasn’t limited to: HTTP, NAACP, LULAC and LGBT leadership. These panelists addressed the importance of diversity and inclusion in the workforce, government, and corporations, and effective ways to reduce the digital, financial, and socio-economic disparities in our communities under the new administration.

At the close of the MMTC empowerment conference a FinTech Empowerment Forum: Bridging the Gaps between Access and Opportunity was held. The forum focused on amplifying the latest development in banking, borrowing, and investing and payments. They provided business strategies that empower consumers, including their use of technology to adapt new financial systems to new social realities, and the impact of this new technology on diverse and underserved communities.

I believe BIG has an awesome opportunity with this connection to empower our organization and

members to get involve and in finding innovative ways to bring about change in their communities as it relates to multicultural media, telecom, and high tech entrepreneurship, social injustice, minority ownership, economic growth, etc. We have a duty to ourselves to continue to move forward within this technology driven world and produce extraordinary communication opportunities and connections.

THE END

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2017 Opening Plenary SPOTLIGHT - Ms. Tinisha Agramonte

August 22, 2017, Atlantic City, NJ

The 39th Annual National Training Institute for Blacks In Government opened its plenary session with an inspirational her “Real Talk” provided not only a framework for success, but a real “roadmap” for “paying it forward” to actualize The BIG experience - Today’s Vision, Tomorrow’s Reality. Keynote from the dynamic and charismatic, Ms. Tinisha Agramonte, Director of the Office of Civil Rights for the Department of Commerce. Her inspiring words quickly captured the audience’s attention befitting of the distinguished leadership, dedicated members, and conference participants in attendance. Speaking to a capacity crowd, her “Real Talk” provided not only a framework for success, but a real “roadmap” for “paying it forward” to actualize The BIG experience-Today’s Vision, Tomorrow’s Reality.

As the principal advisor on EEO and civil rights compliance programs for the Department of Commerce, Ms. Agramonte used her expertise to help attendees conceptualize a plan for next level success by avoiding “potential roadblocks” that can hinder The Big Experience, Using several heartfelt examples from her very own career roadmap, Ms. Agramonte discussed in real talk -financial literacy (“All money ain’t good money!”); professional networking (“You can’t do it alone!) and self-efficacy (“Fear limits you and your vision”). In addition, she outlined five powerful questions to guide crafting a successful plan: 1. “What are your career aspirations and goals?” 2. “When do you want to achieve these goals?” 3. “What do you need to get there?” 4. “Who do I need to engage to get there?” 5. “How will I hold myself accountable throughout the process?”.

Ms. Agramonte words integrated well with the momentum already established during the opening session by the Master of Ceremony, The Honorable Gerald R. Reed- Past National President; Ms. Sandra Jackson-Region II Council President; The Honorable Ms. Darlene Young-Chair of BIG National Board of Directors; and The Honorable Dr. Doris P. Sartor-BIG National President. The Mayor of Atlantic City, New Jersey, the Honorable Donald A. Guardian and the video message from Ms. Kathleen McGettigan, Acting Director of the Office of Personnel also provided words of empowerment and encouragement for conference attendees. Ms. Sandra Glenn, BIG National Secretary, gave a moving rendition of Smokie Norful’s inspiring song entitled, “You’ve Been Good” that when coupled with the BIG covenant so forcefully dramatized

by Mr. Grady Poulard (Grady Poulard Associates) and the invocation provided by Associate Pastor Kemmie L. Conway participants were passionately challenged. Finally, Mr. Richard Shields, Chair of the National Training Institute reminded participants about enjoying the BIG experience while at the 39th National Training Institute to experience Today’s Vision and Tomorrow’s Reality!



Military Veterans Emphasis Program (MVEP) Forum

National Blacks In Government -
Military Veterans Emphasis
Program (MVEP) Forum

Dr. Candace SP Williams, Chair
Dr. Deborah McClanahan, Program
Coordinator
Mr. Edward Wilson, Master of Ceremony

August 21, 2017

The MVEP serves BIG as a consultant and promotes the use of the Veterans Benefits Administration and its community programs and services for BIG military veterans and their families. MVEP makes recommendations to BIG's National Executive Committee that serves military veterans and their families.

To open the second annual MVEP forum, our National President, Honorable Dr. Doris Sartor, our Chair, Board of Directors, Honorable Darlene H. Young, and Presidential Advisor, Honorable Gerald R. Reed were unison in their gratitude to our military veterans and their families for their service to our country.

Recipients of Pinning Ceremony

Commemoration of the 50th
Anniversary of the Vietnam War

A Proclamation by President Barack
Obama

Mr. Larry Houston
Mr. Walter Pickett
Mr. Ray Carmichael
Mr. Marcus Singleton
Mr. Eddie Lee Key
Mr. Gerald R. Reed
Mr. Eddie Thomas, Jr.
Mr. Charles Braxton
Mr. Cameron Reed
Mr. Albert Barnett

Keynote speaker, Mr. Drefus Lane, Sr., USA, COL, (Ret.) and IRS, Program Manager for Veteran Affairs outlined his work as principal advisor to IRS Executives and their staffs on veteran affairs. This work includes providing a full spectrum of career support for transitioning Military Service Members in the area of recruitment, hiring, onboarding, career development, and retention of a highly talented workforce of veterans, Individuals with Disabilities and Targeted Disabilities that's fostered through collaboration and partnership.

Resources for veterans and their
families, and the community-at-large:

Vet Center - "Keeping the Promise" -
www.vetcenter.va.gov

What is PTSD - Treatment Can Help —
www.ptsd.va.gov



Dr. Candace SP Williams
MILITARY VETERANS EMPHASIS
PROGRAM CHAIR at BLACKS IN GOVERNMENT, INC.

Veterans Benefits - Your Rights, Our
Fight! - www.obiorahfields.com
National Call Center for Homeless
Veterans - 1-877-424-3838
U.S. Department of Veterans Affairs,
Veterans Benefits Administration - www.va.gov/benefits - 1-800-827-1000
Vietnam War — www.vietnamwar50th.com



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Oscar Eason
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Besides his wife and son and his wife, Gloria Eason, of Gladstone, Missouri, Mr. Eason is survived by four grandchildren, Oscar Eason III; Derek Eason; Lauryn Rene Eason; and Jeremy Skye Eason.

Mr. Eason also has a daughter, Angela Green, of St. Louis, from a relationship before he met Lois Eason, and Mr. Eason and his wife claimed as grandchildren Elexy Hamilton and Jazzmin Hill from prior relationships of Oscar III's first and current wife.

Funeral arrangements at St. Paul Catholic Church, 10001 57th Ave. S. in Seattle, are pending.

THE END

MLK Jr. Speech
continued from Page 3

tions that do that... Provide Service to Others "When you embrace the legacy of Dr. King; his voice, teachings, and his love for humanity, you become a True Servant Leader that has the Confidence to Stand Alone; the Courage to Make Tough Decisions and the Compassion to listen to the needs of others" said Honorable Sartor.

This year's program was chaired by Dr. Deborah McClanahan, National Third Vice President of BIG and Past President of the CDC/ATSDR Chapter and supported by the entire CDC/ATSDR Chapter members.

THE END

Email: ncprc@bignet.org

CONGRATULATIONS TO CLASS OF 2017 DARLENE YOUNG LEADERSHIP ACADEMY

2017 Graduates

Ms. Heidi Castell Ellis
Mr. Lamart Glenn
Dr. Cassandra Jackson
Mr. Vincent Keith Minor
Dr. Wilda Parker-Collins
Ms. Theresa Potts
Mr. Stephan Matthews
Mr. Michael J. Smith

The graduation celebration held on August 21, 2017, began with the invocation by graduate Mr. Minor. Our Honorable Ms. Darlene H.

Young reminded the graduates "that their leadership efforts begin today." Dr. Nilajah Nyasuma Sims, Morgan State University, expressed to the graduates the expectation for them "to accomplish great things." The Honorable Ms. Alma Garlingto, DYLA Coordinator and Dr. Vera McKethan, DYLA Academic Advisor, talked to the graduates about being "transformed." Our National President, Honorable Dr. Doris Sartor, thanked all us for being in attendance and provided the information about the inception of the "DYLA." The graduates presented their team projects followed by the graduation ceremony and celebration.

The DYLA is a competency based leadership development program designed to trained BIG members "to build leaders for life." The program, a joint effort between Blacks In Government

and Morgan State University requires BIG members to perform and participate in, among other things, individual development plans, reading, writing and shadowing assignments, and team projects.

THE END

"The Plenary Opening was memorable and therefore, I could not wait to take the scheduled training classes of my choice."

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