



## PROFESSIONAL DEVELOPMENT

### **BIG is a professional development organization**

Each year, BIG sponsors a national training which brings together national leaders and experts specialized fields to provide exceptional training on critical skills needed for the personal and professional development. These professionals come from around the country to address Black government employees and retirees. The training is a unique experience for employees that provide exposure to issue often overlooked in the workplace.

### **BIG is networking**

By becoming a member of BIG, you will be a part of an organization that includes workers from all levels of government and all areas of the public workforce. The National Training Institute provides an opportunity to meet experts from all around the country, employers from other agencies, and gather information and resources that can help you grow professionally and personally.

### **BIG recognizes your achievements**

Each year, BIG presents awards to those who have made a major contribution to the goals and objectives of the organization. Regional councils and local chapters also recognize such achievements. These awards set role models for excellence in the government service.

### **BIG is an opportunity**

BIG is the chance you've been waiting for to step up in moving events that affect your world as a government employee. You need an organization like BIG that can speak for you and through which you can voice your opinions and views. If you are concerned about equality, excellence, and opportunity in government, you need to be a part of BIG.



## ADVOCACY

### **BIG works for you!**

BIG is the only organization dedicated to the interest of the African- American public servant. Other organizations may touch upon the problems that impact you, but BIG is comprised of people who share your interests, concerns, and problems.

### **BIG is an advocate**

BIG speaks out on issues affecting the government workplace. BIG testified before Congress on legislation reforming the EEO process, racial discrimination in government, and affirmative employment; and on disparate rate of discharge and downsize of African Americans in the workplace. BIG also held a public hearing on the actions against affirmative action.

### **BIG is a chance to make a difference**

Together, we can accomplish what we cannot do alone. With BIG, you can work toward your goals with people with similar goals and concerns. You can do something about institutional and socio-economic problems that you face in the workplace and in the community and use your talents and skills to change the situation and make a difference.

### **BIG as an employee support group**

If you have a problem on the job, your BIG chapter can be an excellent resource for help and counseling. Many BIG members have had to deal with similar problems and can suggest strategies for combating them. BIG also has a list of attorneys experienced in handling the type of problems BIG members encounter.



## GIVING BACK

### **BIG is a community resource**

Your BIG chapter can be a strong force in the community helping to fight such community problems as drugs, teenage pregnancy, AIDS, illiteracy, and voters' registration. The skills you develop on the job can be invaluable to promote community activities through your BIG chapter. BIG programs provide direct assistance to members' needs and concerns in attaining equal opportunity in the workplace through such programs as:

#### **AGENCY COMPLIANCE AND REVIEW**

**Objective:** Monitor affirmative action efforts of agencies/employers in key employment areas of concern to Black government employees to include rates of hiring, firing, training, assignments and details; distribution of authority and responsibility; adverse actions awards, merit pay, and disciplinary actions.

#### **ATTORNEY ASSISTANCE PROGRAM**

**Objective:** To assist members in exercising the rights guaranteed to them as government employees pursuant to law.

#### **ATTORNEY REFERRAL SERVICE**

**Objective:** To assist members in exercising the rights guaranteed to them as government employees pursuant to law.

#### **BIG NATIONAL HEALTH PROGRAM**

**Objective:** Promotes efforts to educate, improve, and address healthcare concerns affecting African Americans; to generate greater interest in the health status of African Americans.

#### **COMPLAINT ADVISORS AND ASSISTANCE PROGRAM**

**Objective:** Train BIG members to help other members and potential members combat discrimination in the workplace. Specifically, members are trained to advise and counsel government workers on how to win their EEO cases under CFR 29, Section 1614, which is the federal government's primary vehicle for resolving discrimination complaints.

#### **DISCRIMINATION AWARENESS PROGRAM (DAP)**

**Objective:** Allows members to discuss charges of adverse, disparate, and inappropriate treatments toward them as minorities in the workplace and provides documentary evidence of adverse impact and disparate treatment in the workplace.

#### **MEMORIAL WALL PROGRAM**

**Objective:** To provide formal recognition of deceased members at the National Training Institute.



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## **MONETARY ASSISTANCE PROGRAM (MAP)**

**Objective:** Helps chapters to conduct meaningful programs in support of BIG's objectives. BIG provides financial help when requested through the MAP. In this way, BIG is assured of consistently high-quality level of activities in support of its goals and objectives nationally.

## **NATIONAL TRAINING INSTITUTE (NTI)**

**Objective:** Provides training that will enlighten civil servants about the issues that affect the public they serve. Also, the training supports professional development and self-improvement that can lead to career advancement and upward mobility. Participants learn how to deal with common workplace problems creatively.

## **OFFICER LEADERSHIP TRAINING (OLT)**

### **Objectives:**

1. Help members to maximize their potential and reach their professional and personal goals.
2. Increase members' understanding of the organizational structure and functions of BIG.
3. Provide members with the tools and techniques needed to better serve BIG members and our constituents.
4. Increase members' awareness of the services and programs offered by BIG.
5. Increase members' ability to motivate others to join BIG.

## **SCHOLARSHIPS TO ACQUIRE CAREER KEYS (STACK)**

**Objective:** Provides BIG members an opportunity to jumpstart their careers with additional education and training, and thus become more competitive for promotions and career advancement. The program underwrites specific training expenses associated with a specific government job or promotional opportunity.

## **TRAINING IN COMMUNICATIONS (TIC) PROGRAM**

**Objective:** Help young people acquire the communication skills they need for success in the workplace as well as in life. The Training In Communications Program gives students a quality learning experience and challenge students to develop necessary life skills. Also, the program provides students with positive role models and support systems through one-on-one mentorship with BIG members.



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## **SCIENCE, TECHNOLOGY, ENGINEERING, AND MATH (STEM) PROGRAM**

**Objective:** To encourage and help prepare high school students to pursue a college education in Science, Technology, Engineering, and Math. It will provide academic and social support to participants, so they have the competencies to become successful STEM enthusiasts.

## **FUTURE LEADERS IN AMERICA’S GOVERNMENT (FLAG)**

**Objective:** To provide opportunities for youth to grow socially, intellectually, and emotionally. The program is designed to successfully meet developmental needs of youth and help them become productive citizens. The FLAG program utilized the talents and skills of BIG members as mentors to help youth transition from adolescence to adulthood.

## **DARLENE H. YOUNG LEADERSHIP ACADEMY (DYLA)**

**Objective:** To prepare BIG members for a leadership role at all levels of public service and throughout BIG. The program focuses on helping members acquire the essential skills needed to be competent leaders through a series of intense professional training sessions. The attainment of these skills offers members the opportunity to expand their comprehension of leadership, which helps to advance perspective careers.

## **NOW GENERATION**

**Objective:** To focus on programming young professionals of BIG under the age of 40 looking to enhance their success and become leaders in the workplace.

## **MVEP – MILITARY VETERANS EMPHASIS PROGRAM**

**Objective:** To provide interpersonal and online information and support to BIG’s military veterans and their families that create more effective pathways to military veteran - oriented resources provided by local and national government, commercial, and private organizations by fostering synergies that help ensure BIG military veterans and their families maximize military veteran-oriented resources and services.



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Blacks In Government (BIG) is a national organization of African- American government workers at the federal, state, and municipal level committed to promoting excellence in government service through equity of opportunity. Following are highlights of recent National BIG activities.

BIG is a member organization of the National Policy Alliance (NPA). The NPA is composed of the major organizations representing black public officials from federal, state and local levels of government throughout the country, as well as the Joint Center for Political and Economic Studies, the nation's preeminent think tank focused on issues of concern to the African American community. Blacks In Government, as a member of the NPA, has met with the President of the United States and other high-level government officials.

BIG has been listed as one of Ebony Magazine's 150 Most Influential Black Organizations in America.

BIG is an annual participant as well as a recipient of funding through the Combined Federal Campaign (CFC). Funds received through the CFC are utilized to provide funding to various BIG youth, scholarship, and membership programs, which supports the base membership of BIG.

BIG has initiated the Future Leaders In America's Government (FLAG) Program, a youth program initiated through BIG chapters nationwide to provide guidance and mentorship to middle school and high school students throughout the nation, as well as, provide college scholarships to graduating high school seniors annually.

BIG, through our partnership with the Federal Employee Education and Assistance Program (FEEA), provides scholarships annually to children and grandchildren of BIG members, ensuring our continued support of education for our youth.

BIG hosts the largest minority-based National Training Institute (NTI) in America specifically tailored to support government workers. Each year, thousands of government employees from the federal, state, and municipal government convene to be trained, address issues related to the African-American experience, and promote equity, excellence and opportunity at all level of government service.

BIG's NTI is listed as one the best government conferences by GovLoop, an online social network for people in and around government. GovLoop serves a community of more than 300,000 government leaders by helping them to foster collaboration, learn from each other, solve problems and advance in their government careers.

BIG has been listed as a Professional Development Association in the African- American Yearbook, published by the TIYM Publishing from McLean, Virginia, as well as listed in the Joint Center for Political and Economic Studies' National African- American Directory.

BIG was a panel participant in EEOC's annual EXCEL Conference in which EEO professionals throughout the federal government are trained annually on the new direction and procedures of Equal Employment Opportunity in the government workplace.

BIG has testified before Congress on several issues, such as the Senate Government Affairs Committee on Civil Service on Federal Employee Fairness Act and the NO FEAR Act. BIG also testified before Congress on the lack of minority representation in the Federal Senior Executive Service. Such testimonies have been successful in changing federal law as well as enlightening the Congress on issues related to African-Americans in the government workplace.



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BIG is **relevant** - News and social media present evidence daily that the battle for fair and equal treatment of all Americans, most noticeably minority Americans, is an ongoing struggle here in the United States. Therefore, relevant and necessary today as it was when it was founded in 1975. The challenges have simply modernized with time and our organization has as well to meet address them.



BIG is for **State and Local government** employees as well - BIG recognizes it must continue advocating for equity, excellence and opportunity within government at all levels (federal, state and local). Since state and local laws often vary, it is especially important for government employees at those levels to leverage organizations like BIG in order to help bring national-level attention to acts (and suspected acts) of racism and discrimination experienced at state and local levels.



BIG **listens** - Experience reveals that acts of racism, discrimination and retaliation are often shared experiences; which is to say that while each transgression is absolutely unique to the receiver, acts of racism, discrimination, and retaliation are often not isolated incidents within a given agency. BIG wants to know what you're going through to collaboratively work as a collective unit to help individuals with resolving their specific issues and assist agencies with identifying and resolving the root cause(s) which led to the acts of racism, discrimination and retaliation within their organization. We will also routinely release a short workplace climate survey via our national website that will allow government employees (federal, state and local) to anonymously tell us about their workplace environment. BIG can, then, use that information to help focus its efforts regarding how to help effect enduring change.



BIG **develops** professionals - Much of the training BIG offers is applicable to government employees regardless of their sector (federal, state or local). In addition to our annual National Training Institute, BIG's eleven geographically dispersed regional councils and over 200 chapters nationwide often provide training on a monthly basis. BIG highly encourages individuals, particularly state and municipal government employees, to seek out and take advantages of whatever training opportunities we offer. Please visit [www.bignet.org](http://www.bignet.org) to locate a BIG region or chapter near you for details.



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**BIG connects** – In addition to the BIG National Training Institute State and Local Government Forum, BIG's region councils and chapters regularly conduct events in their local areas, providing numerous opportunities nationwide to connect with members near you. These connections can open doors to professional and personal opportunities that may have otherwise been unavailable or gone unnoticed. Also, BIG added a *State Government Information* page to its national Website as the first stage of a multi-step effort to

help organize information regarding various resources specific to state and local employees in one easy location for anyone interested in that information.

BIG's National 2<sup>nd</sup> and 3<sup>rd</sup> Vice Presidents maintain connections within each region to establish across the board networking and information sharing that will benefit all state and local government members. BIG actively participants at various summits, conferences, and other activities to collaborate on how BIG can better serve YOU!

**Please Join a State or Local Government Membership Body  
Within Blacks In Government.**

**THANK YOU FOR THINKING BIG!**

