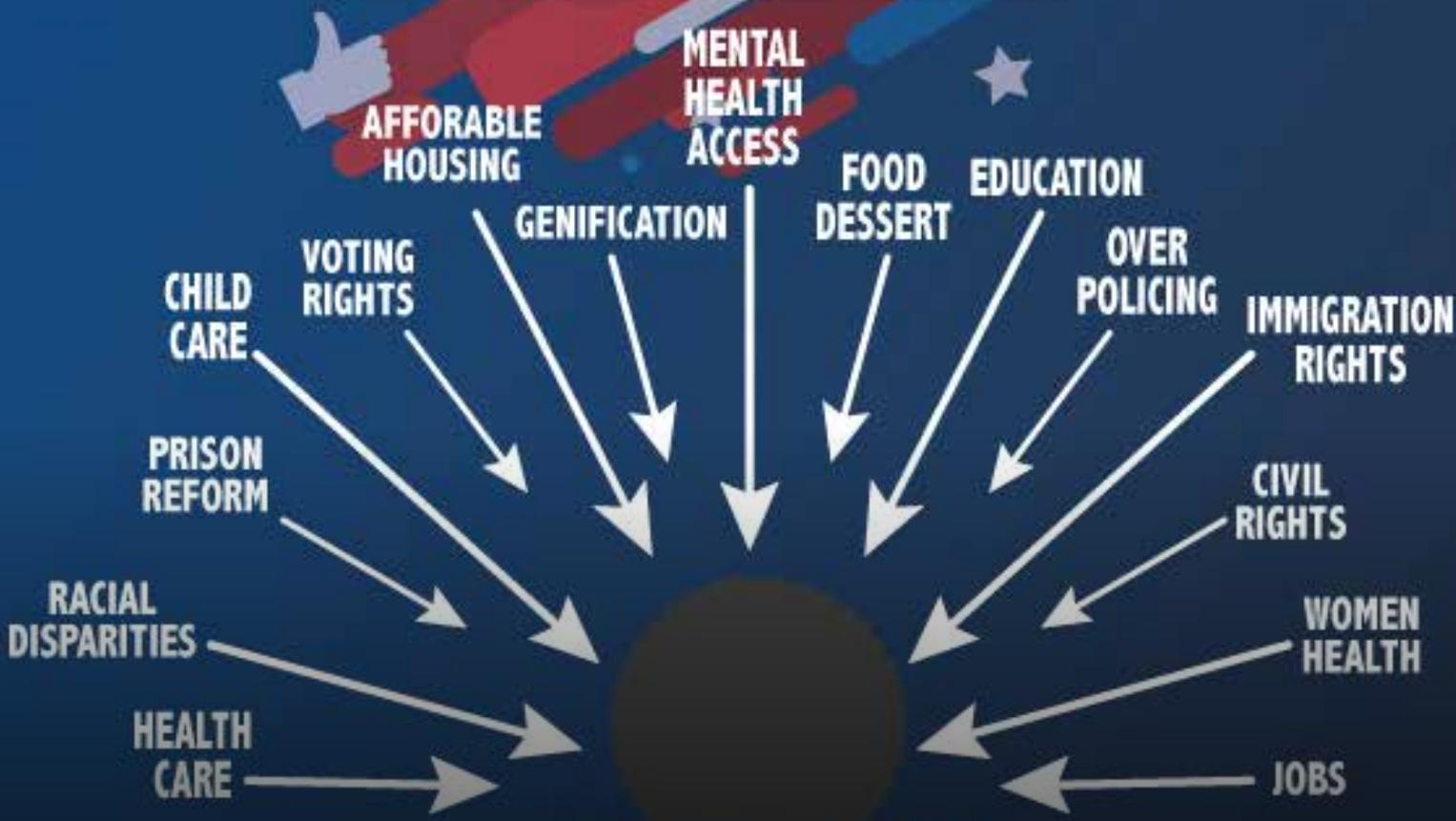


BIG REPORTER

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VOTE



INSIDE:

BEING ON
PURPOSE IN 2020



UNITED STATES
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African American Federal Executive Association, Inc., (AAFEA).

BY BIG STAFF WRITER

National Blacks In Government is pleased to continue and enhance its partnership with the African American Federal Executive Association, Inc., (AAFEA). In September, BIG and AAFEA signed a Memorandum of Understanding to work collaboratively to support the advancement of African Americans employees in the Federal Government. We will work collaboratively to develop and enhance the leadership skills of African American federal employees.

Our MOU provides the framework by which AAFEA and BIG can identify mutual opportunities to aid in developing strategies and implementing solutions aimed at ensuring access to employment and career enhancement opportunities for African Americans.

AAFEA
continued on Page 5

Greetings From The National President

Thank you for your constant dedication and commitment to the goals and objectives of Blacks In Government. If it were not for our members, nothing we achieved would have been possible. The New Year represents a time of change and opportunity, so I wish success and prosperity to all our BIG members, partners, sponsors, and supporters.



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

We are at a critical time in the history of our nation. In this current political environment, we can not afford to sit out this election or let our voices be silenced. There is power in our collective vote. You know the importance of voter awareness, voter engagement, voter registration, and finally, getting yourself and others to the polls. When we vote, we must elect those who champion the issues essential to our well-being. We must move toward building a safe, strong, and proud America, and at the same time, become unified both in theory and in practice.

BIG's goals are to promote EQUITY in all aspects of American life, EXCELLENCE in public service, and OPPORTUNITY for all Americans. As we help build that safe, strong, and proud America, we must ensure that all our voices are heard, and we are part of that American Dream.

I look forward to our combined efforts as we continue to represent the ideals of equity, excellence, and opportunity and increase our visibility in the public and private sectors.

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.



National Historic Black Towns and Settlements Alliance, Inc. Cultural Heritage Tourism Conference

October 5-9, 2019 in historic Tuskegee Institute, Alabama.



Being on Purpose in 2020

The goal is to encourage each of us to take our good intentions (and New Year's resolutions) and create an action plan for the year



"Ronald C. Jessamy"

Mr. Jessamy serves as BIG's Attorney and has provided representation to such entities as insurance companies, accounting firms, an electric utility company, national oil companies, financial institutions, governmental agencies, etc..



Honors the Passing of Honorable Leonard T. Stone

He operated with a sense of fairness, equity, and justice.

EEOC: Rule Covering Official Time for Representatives



SUBMITTED BY ALICE MERCER
NATIONAL AE/EEO CHAIR, BLACKS IN GOVERNMENT

The Equal Employment Opportunity Commission (Commission) is proposing amending its rule covering official time for representatives who are employees of the federal government.

The Commission seeks to clarify that its rule concerning official time does not apply to representatives who serve in an official capacity in a labor organization that is the exclusive representative of employees in an appropriate unit.

The Commission is doing this because it believes that the relevant labor relations statute articulates the best policy for determining if someone receives official time when they act for a labor organization and the Commission does not want its regulations to undermine this approach.

The Commission is providing stakeholders an opportunity to provide comments by February 10, 2020.

All comment submissions must include the agency name and docket number or the Regulatory Information Number (RIN) for this rulemaking. Comments need be submitted in only one of the above-listed formats.

All comments received will be posted without change to <http://www.regulations.gov>, including any personal information you provide.

Note: This information came from eoc.gov

Visit: www.bignet.org

THE END

AAFEA
continued from Page 2

AAFEA is the leading non-profit organization dedicated to preparing and supporting African Americans for advancement into and within the senior ranks of the Federal Government. BIG will meet quarterly with AAFEA to discuss opportunities for collaboration and progress in building and maintaining a meaningful relationship. The National Executive Vice President, Honorable Shirley Jones, Esq., is the liaison between BIG and AAFEA.

We are looking forward to collaborating with them as we support our Federal Government employees.

THE END

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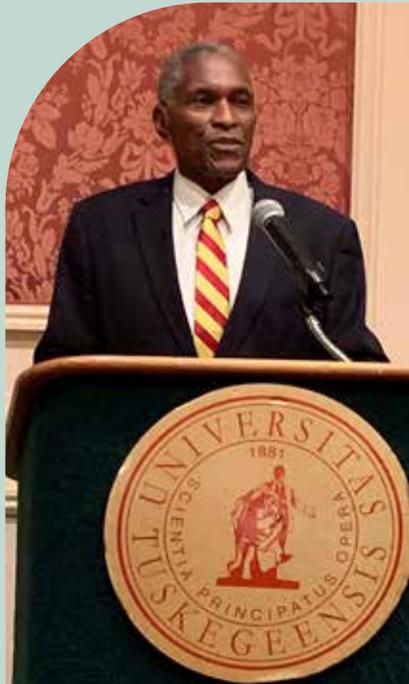
PRESIDENT

HB TSA

HISTORIC BLACK TOWNS AND SETTLEMENTS ALLIANCE

National Historic Black Towns and Settlements Alliance, Inc. Cultural Heritage Tourism Conference

Overview by the BIG National President



The Board of Directors of The World Conference of Mayors, Inc. and the Board of Directors, of the Historic Black Towns and Settlements Alliance, Inc. invited Blacks In Government to attend the National Historic Black Towns and Settlements Alliance, Inc. Cultural Heritage Tourism Conference, October 5-9, 2019 in historic Tuskegee Institute, Alabama. They also invited the BIG National President, Honorable Dr. Doris Sartor, to serve as the keynote speaker for their luncheon. National and international leaders and citizens attended the conference in order to study ways to preserve and protect their cultural heritage, and to promote cultural heritage tourism for the economic benefit of their towns, cities and communities.

As National President, I wish to thank the BIG delegation that came to Tuskegee to support the movement for historically Black communities, towns, cities, and nations to use their great history and culture to enrich their people, intellectually, spiritually, and economically.

Please review the collage of photos from this historic event. Below are excerpts from the National President's

presentation on "Economic Benefits from Cultural Heritage Tourism." I'm honored and humbled to take part in such a premiere event where "Power Players" such as you, gather to communicate and explore collaborative, and strategic partnerships; network and discover best practices and innovative solutions to preserve, protect and promote the cultural heritage of your towns, cities, and communities.

Nelson Mandela once stated: "Our rich and varied cultural heritage has a profound power to help build our nation." Back to the task at hand. To paraphrase the words of Joseph C. Price, founder of Livingston College in North Carolina, "If I had a thousand tongues and each tongue were as a thousand thunderbolts and each thunderbolt had a thousand voices, I would use them all today to help you understand just how important it is for our historic black towns to tell their stories to the public."

" Our rich and varied cultural heritage has a profound power to help build our nation."





I also like the way the Historic Black Towns and Settlements Alliance phrases it: Every black town has a story to tell. Indeed, it has become critically important for us to define our own future based upon a deeper understanding of our past. " If we do not think BIG and are not intentional in preserving places that represent our culture in its authentic spaces; if we do not think BIG and embrace cultural programming and those efforts that attract tourism; then you may expect local economies to suffer needlessly. Since the beginning of the 20th Century, the U.S. Government and most states have identified landmarks associated with African American history. There has been a shift in tourism from relaxation to self-discovery and we have such a rich history--a vibrant and complex patchwork of cultural heritages with an array of compound identities. Tourists who are interested in cultural heritage generally want to learn something about the beliefs and practices—and the struggles and successes—that shaped the shared identity of a people.

Just think about where we are today, Historic Tuskegee, Alabama--The Home of Tuskegee University; the land of Dr. Booker T. Washington, and Dr. George Washington Carver; the birthplace of Mrs. Rosa Parks; and the home of the "Fighting, Flying" Tuskegee Airmen. My sister-in-law's father was extremely proud to be counted among the fighting Flying Tuskegee Airmen. His name was Edward Johnson and he was a Tuskegee Airman in WWII and lived to be 103 years young. My

family, including my brother, sister-in-law, and my great, great aunt Electra all attended Tuskegee. So, for us,, "Tuskegee" is definitely, "The Pride of the Swift Growing South."



Let's look at some research on cultural heritage tourists. Studies have shown that they are more frequent travelers, are more likely to travel farther to get the experiences they want and spend more money than the average tourist. This is certainly good news for communities, like Tuskegee-- that wish to benefit from these emerging new paradigms; and what is even better news, is that cultural heritage tourists are known to have higher incomes and bring more resources to the communities they visit than any other type of tourists. According to the Travel Industry Association of America, and I quote in part, "Roughly 80% of the 150 million plus+ adults who travel more than fifty miles from their homes can be considered 'cultural tourists'. The interest in culture among travelers--particularly affluent, active, and frequent travelers-- is on the rise."

When properly conceived and executed, cultural heritage tourism is a means of providing economic and social benefits to communities through sustainable development and community empowerment. As long as we think BIG by ensuring the authentic presentation of every community's unique cultural heritage; and we employ the core values of inclusiveness, trust, respect and sustainability, we can change the community and also change the fundamental way members of the community engage each other during work and leisure.

It goes without saying that our African American communities which are bonded and set apart for decades by the glue of segregation have a wonderful golden opportunity to recapture the cultural vitality that characterized such renowned urban Mecca's as Harlem in New York, Beale Street in Memphis, Tennessee, Bourbon Street in New Orleans, Louisiana, and also in other cities around the United States. These centers of past lives can still tell the daily saga of African American heritage. By simply taking a fresh look at existing cultural assets; we can find ways to re-imagine them as heritage resources that community members and visitors alike will

[NBTA](#)
continued to Page 22

Visit: www.bignet.org

Agape Chapter's 20th Anniversary Celebration

SUBMITTED BY
LARRAINE BROWN
PRESIDENT, AGAPE CHAPTER
REGION III

“The theme for the Unity Day was “Stronger Together”

As part of the Agape Chapter's 20th Anniversary Celebration, the chapter participated in several events in the city of Baltimore, MD. The purpose of the Chapter's participation was to promote the overall goals and objectives of the National Organization of Blacks In Government and the Agape Chapter.

In December 2018, the chapter participated in the Mayor's 46th Annual Christmas Parade. The parade featured floats, local TV and radio personalities, community groups and organizations. On January 21, 2019, the chapter participated in the 19th Annual Dr. Martin Luther King (MLK) Parade.

The parade commemorates the life of civil rights leader and icon Dr. King, Jr. More than 70 groups participated in the parade including high schools marching bands, community groups, honor/color guards, equestrian units, fraternities & sororities, live dance squads and civic organizations.

The Chapter received recognition at



both parades for its history (est. at the VA Medical Center, Baltimore, MD) along with its accomplishments with the Youth Programs, and community outreach projects.

In April 2019, the chapter was invited to participate in the 14th Annual Unity Day, sponsored by the Maryland Army National Guard. The theme for the Unity Day was “Stronger Together”. Major General Linda L. Singh, US Army, provided welcome remarks to all participants.

The purpose of this event is to encompass the diversity of the members of the military department and local organizations and cultures. For the first time in 14-years, the Maryland National Guard partnered with the following countries from the National Guard Bureau's Sate Partnership Program: Estonia, Bosnia and Herzegovina.

This was the Agape Chapter's first time, participating in these events in Baltimore, MD. This afforded the chapter to represent the great organization of Blacks in Government with pride.

Visit www.bignet.org

THE END



How the 2020 Census will invite everyone to respond

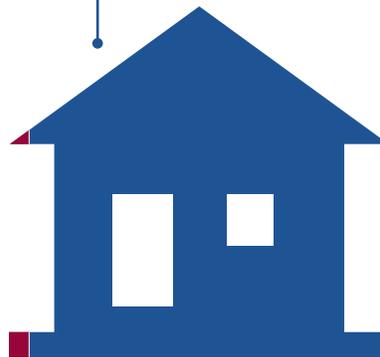
Nearly every household will receive an invitation to participate in the 2020 Census either in the mail or from a census taker.

95% of households

will receive their census invitation in the mail.

Almost 5% of households →

will receive their census invitation when a census taker drops it off. In these areas, the majority of households may not receive mail at their home's physical location (like households that use PO boxes or areas recently affected by natural disasters).



Less than 1% of households

will be counted in person by a census taker, instead of being invited to respond on their own. We do this in very remote areas like parts of northern Maine, remote Alaska, and in select American Indian areas that ask to be counted in person.

Note: We have special procedures to count people who don't live in households, such as students living in dorms, people living in nursing homes, or people experiencing homelessness.

2020CENSUS.GOV

D-FS-GP-EN-135

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What to expect in the mail

When it's time to respond, most households will receive an invitation in the mail. Every household will have the option of responding online, by phone, or by mail.

Depending on how likely your area is to respond online, you'll receive either an invitation encouraging you to respond online or an invitation along with a paper questionnaire.

Letter invitation

- Most areas of the country are likely to respond online, so most households will receive a letter asking them to go online to complete the census questionnaire.
- We are working with the U.S. Postal Service to stagger the delivery of these invitations over several days. This way we can spread out the number of users responding online, and we'll be able to serve you better if you need help over the phone.

Letter invitation and paper questionnaire

- Areas that are less likely to respond online will receive a paper questionnaire along with their package. The package will also include information about how to respond online or by phone.

We understand that you might miss our initial letter in the mail.

- Every household that hasn't responded will receive reminders and will eventually receive a paper questionnaire.
- If you don't respond online, by phone, or by mail, we will follow up in person.

What we will send you in the mail:



March 12-20

An invitation to respond online to the 2020 Census.

(Some households will also receive paper questionnaires.)



March 16-24

A reminder letter.



March 26-April 3

A reminder postcard.



April 8-16

A reminder letter and paper questionnaire.



April 20-27

A final reminder postcard before we follow up in person.

For more information, visit:

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2019 Congressional Black Caucus Foundation ALC

SUBMITTED BY
MONICA R HEDGSPETH
NATIONAL MEMBERSHIP CHAIR

The Congressional Black Caucus Foundation (CBCF) holds its Annual Legislative Conference (ALC) in Washington, DC at the Walter E. Washington Convention Center.

At this year's conference the Blacks In Government (BIG) organization manned a booth in the exhibit hall and received an overwhelmingly positive response for our attendance. We were able to interact with the over 10, 321 conferees, CBCF leadership and many of those that are making an impact in the community and workforce in the areas of Economic Development, Civil and Social Justice and Health & Education.

This is definitely a part of the networking and social involvement and participation in events that BIG will make in order to stay abreast of what is happening in our world, community and workforce to ensure that BIG is working to make an impact in our communities. BIG is looking forward to having an exhibit booth at future CBCF events.

Visit www.bignet.org

THE END

In Pictures:

***Rochelle Bryant National Assistant Treasurer, Marion Allen Immediate Past Regional XI Council President, Monica R Hedgspeth – National Membership Chair, Ray Carmichael Gold Plus Member*



“We were able to interact with the over 10, 321 conferees, CBCF leadership”

CHAPTERS

The National Coalition of 100 Black Women, Inc, Sacramento Chapter Annual Business & Community Awards Recognition Luncheon.

November 16, 2019

On behalf of the Sacramento Metropolitan Area Chapter we would like to submit an article for the National Quarterly Newsletter.

We are honored to announce that the Honorable Toni Pearson, President of the Sacramento Metropolitan Area Chapter received an award on Saturday, November 16, 2019 from the National Coalition of 100 Black Women, Inc, Sacramento Chapter at their Annual Business & Community Awards Recognition Luncheon. This luncheon was their 2019 Women in Politics and Government Award Program. The Honorable Pearson received this award for her outstanding Community service to the Sacramento Community.

She was honored for demonstrating that community commitment as she led our chapter for more than 25 years providing the following programs serving our community (i.e. Thanksgiving Day Baskets Give-Away, Adopt-A-Child for Christmas, Mentoring and Tutoring, Scholarship Essay Contest, Premier Martial Arts Young Male and our Bike Blessing Programs). The chapter celebrated



its 19th year of the Annual Youth Symposium for High school students where the chapter has served over 6,000 students in the Sacramento, Elk Grove, Natomas area. Honorable Pearson also served on the California State Personal Board supporting their EEO programs and working with State government agencies in this area. We are proud of our Chapter President and request that this article be placed in the BIG National Newsletter.

Congratulations to the Honorable Toni Pearson. We have attached some pictures of her acceptance.

Respectively submitted by the Executive Committee of the Sacramento Metropolitan Area Chapter.

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THE END



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AGAPE Chapter of RIII, partnered with the Maryland Center for Veterans Education & Training, Inc (MCVET)

Submitted by Lorraine Brown
Region III, Council Secretary
President, Agape Chapter

The AGAPE Chapter of RIII, partnered with the Maryland Center for Veterans Education & Training, Inc (MCVET) in Baltimore, MD. In June 2019, the chapter participated in the 24th Annual 5K/10K Race Benefiting Homeless Veterans. This event is sponsored annually by the MCVET center of Baltimore, MD.

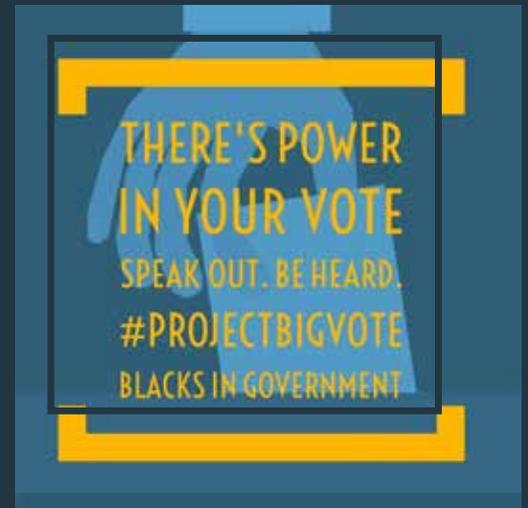
the second year the chapter participated in the parade and represented the BIG organization in Baltimore, MD.

THE END

“47th Annual Mayor’s Christmas Parade”

In December, the chapter participated in the annual MCVET Christmas dinner. Several members volunteered to support this event. Christmas gift bags for approximately 130 homeless veterans (men and women) will receive toilette items, socks and other donations. Monique Kelly, SSG, USAR Veteran, is the MVEP coordinator for the BIG Agape Chapter.

The chapter also participated in the 47th Annual Mayor’s Christmas Parade in December. This marks





The National Policy Alliance (NPA) recognized the BIG National President, Honorable Dr. Doris Sartor & others honorees

by BIG Staff Writer

WOMEN IN POWER HONOREE

The National Policy Alliance (NPA) recognized the BIG National President, Honorable Dr. Doris Sartor, along with five other honorees, during their Annual Business Meeting and Awards Luncheon held on September 13th during the week of the Congressional Black Caucus Annual Legislative Summit.

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 particular concern to the African American community. Blacks In Government is proud to be a member organization of the NPA.

Honorable Dr. Sartor's awardee

letter stated, "For all the incredible work you conduct; your dedication to your field; your exemplary leadership; and your outstanding commitment to your organization, our people and our country, we are proud to announce that you have been selected to be one of our Women in Power Honorees."

The complete list of honorees included:

Dr. Lezli Baskerville – Higher Education

Dr. E. Faye Williams – Policy & Advocacy

Dr. Arikana Chihombori Quao – International Economics

Dr. Doris Sartor – Advocacy & Government Jobs

Judge Joyce Alexander Ford – Justice

Hon. C. Virginia Fields – Health

The NPA is committed to recognizing leadership at its best. Honorable Johnny Ford, the NPA founder, stated the recipients certainly deserve this award, and we are proud to acknowledge their leadership accomplishments.

THE END



Being on Purpose in 2020

Honorable Shirley A. Jones, Esg.
NATIONAL EXECUTIVE VICE PRESIDENT

Did you know that January is National “Be On Purpose” Month? It isn’t widely commemorated but the rationale behind the designation isn’t surprising. The goal is to encourage each of us to take our good intentions (and New Year’s resolutions) and create an action plan for the year. And, according to On Purpose Partners, the point is to consider how we can bring more purpose and intention to our actions. So, as 2020 kicks off, I thought I would share some simple tips to help us individually and collectively be on purpose and on target.

1. Start the year by writing out your personal development plan (PDP) or individual development plan (IDP). Even if you don’t share it with a soul, you can hold yourself accountable.
2. Seek out a formal mentoring relationship. Don’t just “consider” someone your mentor. Cement the relationship with a specific request for a monthly meeting.
3. Seek out additional responsibilities in your current position right now to set the ground work for receiving your next position or promotion.
4. Get a physical. Be on purpose with regard to taking care of your health.
5. Create a written budget. Be on purpose with regard to your finances.
6. Reflect on your personal spirituality. Be on purpose with regard to your beliefs.



7. Create a one year personal reading plan of self-help books or autobiographies. Here are a few to consider - *A Year of Positive Thinking: Daily Inspiration, Wisdom, and Courage* by Cyndie Spiegel, *Change Your Life and Everyone In It* by Michele Weiner Davis, *In Pursuit of Purpose* by Myles Munroe, *Sister Strength, A Collection of Devotionals* by Dr. Suzan Johnson Cook, *The 48 Laws of Power* by Robert Greene, and my personal favorite, *The Power of I Am* by Joel Osteen.
8. Make a list of 5 short- term goals and 5 long-term goals. Make sure they are actionable goals and not just philosophical.

Visit: www.bignet.org

On Purpose
continued to Page 18

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Employer Information EEO-Report

SUBMITTED BY ALICE MERCER
NATIONAL AE/EEO CHAIR. BLACKS IN GOVERNMENT

The Employer Information EEO-1 report (Standard Form 100) is collected annually under the authority of Title VII of the Civil Rights Act of 1964, 42 U.S.C. 2000e, et. seq., as amended. All employers with 15 or more employees are covered by Title VII and are required to keep employment records as specified by Commission regulations. Based on the number of employees and federal contract activities, certain employers are required to file an EEO-1 report on an annual basis under the Equal Employment Opportunity Commission (EEOC) and the U.S. Department of Labor Office of Federal Contract Compliance Programs (OFCCP) regulations.

The Employer Information EEO-4 report--Under Public Law 88-352, Title VII of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972, all State and local governments that have 15 or more employees are required to keep records and to make such reports to the Equal Employment Opportunity Commission as are specified in the regulations of the Commission. See the Appendix for the applicable provisions of Title VII, Section 709(c) of Title VII, and the applicable EEOC regulations, Sections 1602.7-1602.14,

Chapter XIV, Title 29 of the Code of Federal Regulations.

The Employer Information EEO-5 report--As part of its mandate under Title VII of the Civil Rights Act of 1964, the Equal Employment Opportunity Commission requires periodic reports from all public elementary and secondary school districts which indicate the composition for their work forces by sex and by race/ethnic category.

EEOC collects labor force data from public elementary and secondary school districts with 100 or more employees within 50 U.S. states and District of Columbia. The reporting provides information on employment totals, employees' job category and sex and race/ethnic groups as of October 1 of the survey year. The EEO-5 survey is conducted biennially in every even-numbered year.

Note: This information came from eoc.gov

THE END



On Purpose
continued from Page 16

9. Make a daily “to-do” list so that every single day will be more intentional.

10. Determine your individual “purpose” within BIG and be able to communicate that purpose to others so they can better understand and perhaps even share your passion.

There’s no better time than the beginning of the year to be on purpose and the first step is deciding to be just that. So, use my list of actions, or create your own, but let’s all be on purpose in 2020!

Visit: www.bignet.org

THE END

EEOC Management Directive 715 (MD-715)

SUBMITTED BY ALICE MERCER
NATIONAL AE/EEO CHAIR, BLACKS IN GOVERNMENT

Equal Employment Opportunity Commission Management Directive 715 (MD-715) is the roadmap for federal agencies to develop a strategic plan to achieve the Model EEO Program in accordance with Section 717 of Title VII and effective affirmative action program under Section 501 of the Rehabilitation Act.

Reporting requirement in MD-715 applies to all executive agencies and military (civilian) as indicated in section 102 and 105 of Title 5 U.S.C. (including non-appropriated funds employees), the United States Postal Service, the Postal Rate Commission, the Tennessee Valley Authority, the Smithsonian Institution, and those units of the judicial branch of the federal government having positions in the competitive service. These

agencies must file EEOC FORM 715-01 with the Commission. In addition, MD-715 instructions address components reporting requirement such as Second Level Reporting Components with 1,000 or less employees must submit EEOC FORM 715-01 to their headquarters for inclusion in the agency-wide report and must also file a copy of the EEOC FORM 715-01 with the Commission.

This guidance provides six elements to achieving the Model EEO Program as follows:

- A. Demonstrated commitment from agency leadership;
- B. Integration of EEO into the agency's strategic mission;
- C. Management and program accountability;
- D. Proactive prevention of unlawful

EEOC

discrimination;
E. Efficiency; and
F. Responsiveness and legal compliance.

These six elements are the foundation upon which an agency can build an EEO program. Part G is an Agency EEO Self-Assessment Checklist for an agency to determine whether its overall EEO program complies with MD-715's essential elements. MD-715 now requires all agencies to complete Part G, regardless of size, annually.

Note: This information came from eeoc.gov

THE END



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“Ronald C. Jessamy”

He serves as BIG’s Attorney



OFFICIAL BIO:

Blacks In Government salutes Attorney Ronald Jessamy for his many years of loyal service providing advice and assistance as BIG’s attorney. Ronald C. Jessamy is an attorney who represents clients in civil litigation, administrative and regulatory proceedings and commercial and real estate transactions. For over forty (40) years, he has practiced before the local and federal courts in the District of Columbia and before local administrative agencies and commissions.

Mr. Jessamy began his legal career in 1974 as an associate with the firm of Hudson Leftwich and Davenport, where he practiced until 1984 when he left to form the firm of Jessamy Douglas & Fort (later, Jessamy Fort Ogletree & Botts). In 1998, Mr. Jessamy and his partners combined their practice with the highly regarded litigation and real estate firm of Jordan & Keys, LLP to create Jordan Keys Jessamy & Botts, LLP. In 2003,

Mr. Jessamy established the Law Office of Ronald C. Jessamy, PLLC.

Mr. Jessamy has served as a hearing agent for the District of Columbia Public Service Commission and has provided services as special counsel to the District of Columbia City Council and the District of Columbia Board of Education. Mr. Jessamy has provided representation to such entities as insurance companies, accounting firms, an electric utility company, national oil companies, financial institutions, governmental agencies, health care organizations (hospitals, nursing homes and health maintenance organizations), nonprofit corporations, churches and a number of minority business enterprises.

Mr. Jessamy is an active participant in professional, business and civic activities in the District of Columbia. He is a graduate of the Leadership Washington program, and served on its board of directors

from 1988 to 1991. He served on the board of directors of the former Greater Southeast Community Hospital, a 450-bed acute care hospital in the District of Columbia, from 1985 through 1991 and was its chair from 1986 to 1989. He served on the board of directors of Fort Washington (MD) Community Hospital, Stoddard Baptist Nursing Home, and the Economic Club of Washington. He was the chair of the Martin Luther King, Jr. D.C. Support Group. He also served on the National Advisory Committee of The Henry J. Kaiser Family Foundation-Barbara Jordan Health Policy Scholars Program at Howard University.

Mr. Jessamy has been a voting delegate to the District of Columbia Judicial Conference for over 30 years and served as a member of the Committee on Arrangements for the Conference in 1998. He has been a guest of the District of Columbia Circuit Judicial Conference and has participated as a panelist at one of its sessions.

In 1999, Mr. Jessamy was appointed by the judges of the United States District Court for the District of Columbia to chair the Merit Selection Panel for the Reappointment of Magistrate Judge Alan Kay and in 2010 the judges appointed him to become a member of that court's Non-Appropriated Funds Advisory Committee. He is a member of the American Bar Association and is a Fellow of the American Bar Foundation. He is also a member of the National Bar Association and served on its Board of Governors as an affiliate representative from 2008 - 2009. He is a past president of the Washington Bar Association (2008 - 2010), an affiliate of the

“Mr. Jessamy has provided representation to such entities as insurance companies, accounting firms, an electric utility company, national oil companies, financial institutions, governmental agencies”

National Bar Association. He has also served on the District

of Columbia Bar's Judicial Evaluation Committee.

He was appointed by the District of Columbia Bar's Board of Governors to serve on its 2007-2008 Nominations Committee, on its 2008-2009 Screening Committee and on its Regulations/Rules/Board Procedures Committee from 2009-2011. Mr. Jessamy was also a member of the District of Columbia Conference on Opportunities for Minorities in the Legal Profession. He served on the executive committee of the Council for Court Excellence and as chair of that organization's nominations committee for several years.

In 2011 he was recognized for his leadership in connection with that organization with the award of the Charles A. Horsky Plaque. He is a member of Sigma Delta Tau legal fraternity. He was the recipient of the Washington Bar Association's prestigious Ollie May Cooper Award in 2013. He was inducted into the Washington Bar Association's Hall of Fame in June 2014. He has been requested to contribute an oral history to the District of Columbia Circuit Historical Society. Since 2015, he has served as a judge for the selection of the Legacy Award in the field of Law for the D.C. Hall of Fame Society and is a member of that organization's board of directors.

The Ronald C. Jessamy Professionalism Award was established by the Young Lawyers' Division of the

Washington Bar Association in 2015. The award, given annually, honors a young lawyer who greatly enhances the profession through exemplary practice of law and demonstrates a commitment to professionalism in their practice and through active engagement in bar service.

Mr. Jessamy is listed in the Martindale-Hubbell Legal Directory with an “AV” (very high to preeminent) attorney rating. He was listed in the December 2004 and December 2007 editions of Washingtonian Magazine as one of Washington, D.C.'s top lawyers. He is listed as one of Washington, DC's Super Lawyers in the 2010, 2013, 2014, 2015, 2016, 2017 and 2019 District of Columbia editions of Super Lawyers publication.

Mr. Jessamy has contributed articles to various publications during his professional career, one of which is Constitutional Grounds to Challenge State Public Utility Commission Restrictions on Use of Utility Name and Logo, Public Utilities Fortnightly, July 1999. Co-authors, Charles J. Ogletree, Jr., Karen J. Miller. He has provided instruction in trial practice and has judged moot court competitions at local law schools.

Mr. Jessamy frequently speaks at schools, before community groups and participates on programs discussing various legal issues. He has been a speaker at national meetings of

Ronald C. Jessamy
continued on Page 33

NBTSA
continued from Page 7

embrace.

Yes, the relics of the past can find ways of being relevant today. Communities do not always need to spend millions of dollars creating new landmarks. They simply need to find ways to highlight the ones that they already have. BIG thinking recognizes that it is in these places that the renewal of American cities is taking place today; and culture and heritage are at the heart of this renewal. In today's challenging climate, community leaders must seek new ways to add intellectual capital and create jobs. Transformational thinking requires thinking BIG! Thinking big is like magic. It can transform your thoughts, your beliefs, and your expectations. As we explore ways to preserve, protect and promote the cultural heritage of our towns, cities and communities, let's start by expanding our possibilities and opening ourselves to alternative perspectives that we never considered before.

In closing, please remember these statistics:

The Cultural traveler takes at least one more trip per year and spends up to 40% more than your average tourist – \$192 billion annually, \$994 on average per trip and stays 1.8 days longer. They are more active on social media, review sites, and makes travel recommendations to friends and family. Therefore, Cultural Heritage Tourism in Black Communities is indeed a critical economic development opportunity that we ALL must push to its fullest potential.

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Recognizing and congratulating Honorable Dr. Ethel L. Crisp

50 years of Federal Government Service

Ms. ADRIANNE CALLAHAN, REGION V COUNCIL PRESIDENT
at BLACKS IN GOVERNMENT, INC

National Blacks In Government joins Great Lakes Midwest Region V Council of Blacks In Government, in recognizing and congratulating Honorable Dr. Ethel L. Crisp for her 50 years of federal government service.

It is an extraordinary accomplishment that very few federal employees will ever achieve in their lifetime. Remarkably, she has maintained a federal career through challenges such as: changes in Presidential administrations; furloughs and/or RIFs; and shifts in organizational

paradigms.

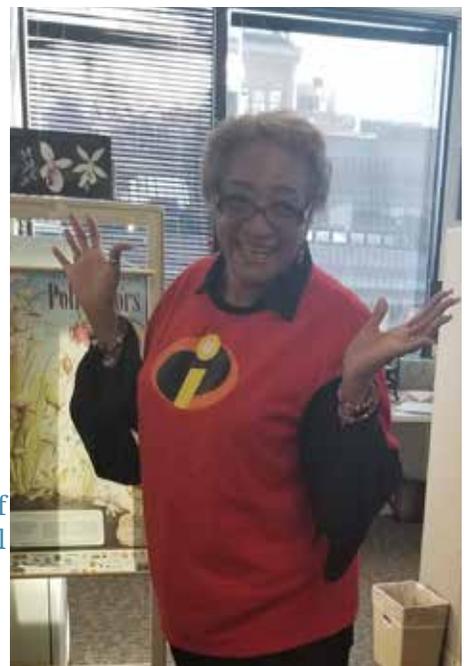
Her diverse Federal experience which includes: Veterans Administration Westside Hospital, U.S Department of Health, Education and Welfare, U.S. Department of Labor, U.S Department of the Interior, U.S. Small Business Administration, U.S. House of Representatives, Congressional District 2 Office, and U.S. Environmental Protection Agency is quite resilient.

Her resilience throughout her 50 years of service reflects the guiding principles of BIG:

BIG GUIDING PRINCIPLES:

- Be Accountable
- Commit to Excellence

“Honorable Dr. Ethel L. Crisp, you have received many awards from and served BIG at the National”





- Act with Integrity
- Take Responsibility
- Work As A Team
- Remain Loyal and Dedicated

While known to wear many different “hats,” Honorable Dr. Crisp’s leadership, and dedication to Blacks In Government pales in comparison to her 50 years of dedicated Federal service. We are proud to have you as one of our own recognized leaders!

Honorable Dr. Ethel L. Crisp, you have received many awards from and served BIG at the National, Regional and Chapter levels. We want to take this opportunity to extend HIGH PRAISE and accolades for the 50 YEARS of outstanding Federal Service you are celebrating throughout 2020!

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THE END



NATIONAL BLACK POLITICAL CONVENTION

WHAT IS THE NBPC?

Two full days of discourse and action in Black politics. NBPC brings together scholars, professionals, politicians and community activists to build and promote The Black Agenda.

WHEN & WHERE? April 16-18
Washington Plaza Hotel
Washington, DC

NPALINKS.ORG/NBPC
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Honors the Passing of Honorable Leonard T. Stone

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



There are no words that are sufficient in describing the immense sorrow, the members of National Blacks In Government, Inc. (BIG) are feeling on the passing of our dear brother and friend, the Honorable Leonard T. Stone. Honorable Stone faithfully served BIG for 37 years. He has many accomplishments to his credit at all levels of BIG---chapter, regional, and national.

expertise, he increased the visibility of our organization and expanded our reach. We received more than 6 million hits per year. He moved BIG toward its vision of being a world-class organization recognized for excellence.

His dedication and commitment to BIG are demonstrated by the numerous positions he held. Honorable Stone served at the highest level of BIG, as a member of the National Board of Directors from Region V. He also served as National Parliamentarian and Chair of the National Board of Directors' Constitution and Bylaws Committee. In addition, he served two separate four-year terms as the Greater Dayton Chapter President. As an advisor to the BIG National President, he made critical recommendations on issues affecting government employees.

“He operated with a sense of fairness, equity, and justice.”



Honorable Stone served as the National Telecommunications Chair for more than 20 years. As BIG's webmaster, he designed our website, which is the electronic gateway for our organization. Through his

His servant leadership extends beyond BIG. He was a member of the Dayton Intergovernment Equal Employment Opportunity Commission (DIEEOC) Executive Board for 12

years. Honorable Stone also served his country with valor as a member of the United States Air Force.

Numerous honors were bestowed on Honorable Stone. He received the highest honor within BIG as recipient of the Distinguished Service Hall of Fame (DSHOF) Award.

Leonard was admired most for his servant leadership, mentorship, and his genuine love for his fellow human being. He just didn't talk about fairness, equity, and helping others; he operated with a sense of fairness, equity, and justice. He deeply loved his family, church, community, and Blacks In Government. He touched so many lives, and we sincerely thank him for serving others with dignity, compassion, and commitment.

We lost a great leader, and now it is our responsibility to continue his legacy.



Honorable Leonard T. Stone's life validates the foundation of what Blacks In Government stands for—equity, excellence, and opportunity for all.

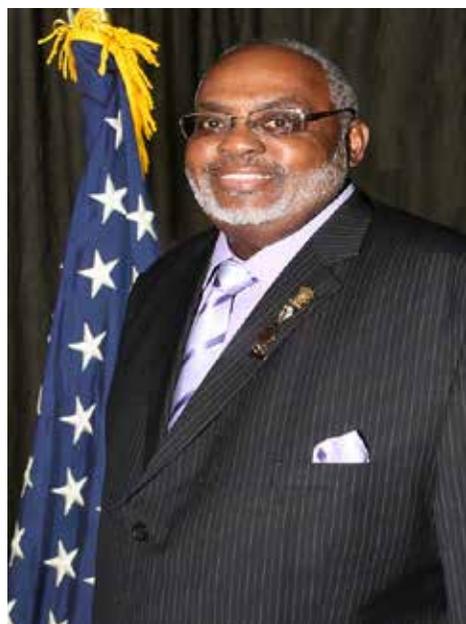


Our prayers are with his loving wife, Diane, and his family. Mrs. Diane, you will always be part of our Blacks In Government family, and we love you.

John 14:1-4 says, "Let not your hearts be troubled. Believe in God; believe also in me. In my Father's house are many rooms. If it were not so, would I have told you that I go to prepare a place for you? And if I go and prepare a place for you, I will come again and will take you to myself, that where I am you may be also. And you know the way to where I am going."

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THE END



Honoring the Passing of Honorable Cassandra D. Jones

HONORABLE DR. DORIS SARTOR AND MS. YOLANDA TINES
at BLACKS IN GOVERNMENT, INC

Calvin Coolidge stated, “No person was ever honored for what he received. Honor has been the award for what he gave.” Honorable Cassandra D. Jones gave freely of herself to help others. She dedicated herself to Blacks In Government and was unselfish with her time and many talents. Cassandra had a kind and generous spirit. She always made sure tasks got done and always went the extra mile.

Exactly, who was our Giving, Dynamic, Spiritual, and Loving Sister?

Honorable Cassandra D. Jones led the National

Training Institute Registration Committee (formerly Dataease Oversight Monitoring) of Blacks In Government (BIG) for eighteen years. Anyone who has attended a National Training Institute (formerly National Training Conference) over the past 24 years has benefitted from the registration services implemented under her guidance in five important areas: Project Coordination, Information and Financial Management, Application Management, Customer Service,



and Onsight Management. Every conference has distinct needs that require unique solutions, and she delivered a positive customer registration experience for each event and its attendees. Cassandra excelled in responsiveness, and high-volume retention. Cassandra is credited for revamping the registration process and overseeing the integration efforts of the organization’s registration platform. Her passion for change management is well known and is a hallmark of her distinguished career.

Cassandra, a lifetime member, joined BIG in 1991 as a founding member of the UMOJA Chapter. She has been highly esteemed for more than 29 years for her demonstrated enduring commitment and dedication to the goals and objectives and guiding principles of the organization. Cassandra has served BIG in numerous capacities at the National, Regional and Chapter levels and has many accomplishments to her credit. Cassandra’s involvement in BIG at the national level began in 1997, first as the NTC Pre- Registration Chairperson and then in 1999 as the Dataease Oversight Monitoring Chairperson. She has been invaluable as a resource for growth and development, and a technology advocate. She maximized efficiencies in registration cost and output, no matter the size of an event. Over the span of two decades (1997 - 2017), she was instrumental in developing quality review

procedures for conference registrations for 53,000 attendees, realizing revenues for BIG totaling \$36M, while ensuring the accuracy and integrity of the financial data entered into the registration modules. Cassandra and her team were instrumental in taking over the registration duties once held by a paid staff on a full-time basis at the National Office and successfully

and worked tirelessly for BIG on a daily basis, living testimony to the fact that she did more than influence change over the years while looking ahead at emerging registration trends and its possibilities for the organization.

Honorable Cassandra Jones will always be remembered as an exceptional leader, mentor, teacher, and dedicated



“She was instrumental in developing quality review procedures for conference registrations.”

collected 99% of the outstanding 2013-2017 Accounts Receivables for NTI registration payments totaling \$238K due to her vast experience with customers at the federal, state, and local government levels.

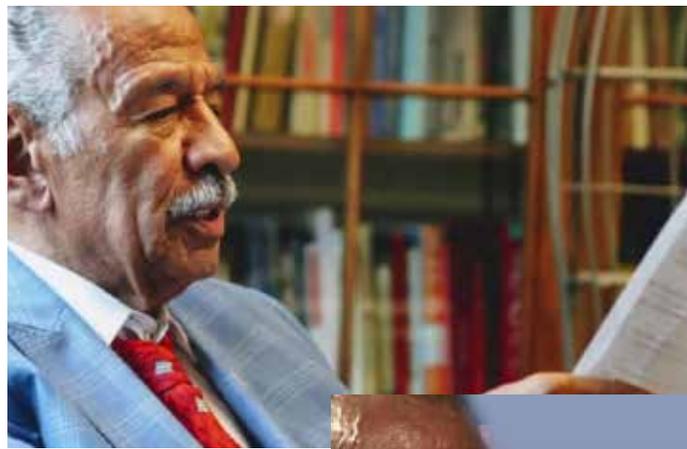
Cassandra was also actively involved in the community and made a huge difference in the lives of so many students in the District of Columbia. Students for years were afforded the opportunity to fulfill a portion of their community service requirements for graduation while performing various tasks on the Conference Registration Committee. Following her retirement from the federal government, after 36 years of service, Cassandra continued to be actively involved in BIG. She demonstrated a lifelong commitment

professional. Our prayers continue to be with her loving family.

John 14:1-4 says, “Let not your hearts be troubled. Believe in God; believe also in me. In my Father’s house are many rooms. If it were not so, would I have told you that I go to prepare a place for you? And if I go and prepare a place for you, I will come again and will take you to myself, that where I am you may be also. And you know the way to where I am going.”

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THE END



Congressman John James Conyers, Jr.

Honorable Gerald R. Reed
at BLACKS IN GOVERNMENT, INC

Honorable John James Conyers, Jr., the 44th Dean of the United States House of Representatives, former Chairman of the House Judiciary Committee, and founding member of the Congressional Black Caucus, died Sunday, October 27, 2019, at his home in Detroit, Michigan. He was 90 years old.

On behalf of the National Organization of Blacks In Government, Inc. (BIG), I want to express our deepest sorrow and condolences on the passing of Congressman John James Conyers, Jr.

As a pioneer of racial justice, as its longest-serving African-American member ever and the sixth-longest tenure of anyone in congressional history, Honorable Conyers left an unquestionable legacy in the U.S. House of Representatives.

Honorable Conyers fought for issues of civil rights and social justice, including seeking reparations for the descendants of African-American slaves, modifying the mandatory sentences for those convicted of nonviolent drug crimes, defending assaults on the Voting Rights Act, reforming laws that put juvenile offenders in prison for life and calling for investigations into police brutality of African-American men.

In addition, Honorable Conyers was the key sponsor of the bill, introduced each session for 20 years that designated the third Monday of January as a federal holiday in honor of Dr. Martin Luther King Jr. Conyers introduced the bill four days after King was assassinated in 1968, but it wasn't signed into law until 1989.

Honorable Conyers stated, "I felt the civil rights movement was a powerful chapter in American history, Dr. King to me is the outstanding international leader of the 20th Century without ever holding office," he said. "He advanced us forward even though there was a terrible loss of life and violence

“He advanced
us forward
even though
there was a
terrible loss of
life”

and injustice. But Martin Luther King Jr. moved us in a way that changed history.”

The National Organization of Blacks In Government, Inc. (BIG), wholeheartedly thanks Honorable John James Conyers, Jr., for being a true friend and supporter of civil servants.

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THE END

Congressman Elijah E. Cummings

Honorable Gerald R. Reed
at BLACKS IN GOVERNMENT, INC



Honorable Elijah E. Cummings, the Chairman of the powerful U.S. House Committee on Oversight and Reform, died Thursday, October 17, 2019, in

Baltimore, Maryland. He was 68 years old.

On behalf of the National Organization of Blacks In Government, Inc. (BIG), I want to express our deepest sorrow and condolences on the passing of Congressman Elijah E. Cummings.

As a civil rights and civil service champion, Honorable Cummings was a staunch foot-soldier that supported federal, state, and local government employees during his entire twenty-three years in Congress. When BIG testified before the Subcommittee on Civil Service of the House Committee on Government Reform, about management abuses by federal officials, it was Honorable Cummings who stated that he was “committed to ensuring that federal employees

have available a procedure for resolving EEO complaints that is fair, timely, and efficient.”

In addition, Honorable Cummings, during the 106th Congress, as the ranking member of the House Civil Service Subcommittee, introduced ground breaking bipartisan legislation to promote and maintain a technological proficient federal workforce. The Federal Workforce Digital Access Act (H.R. 4232), would provide permanent employees in the executive, legislative, and judicial branches of the Federal Government, with a computer and internet service at home at no charge.

As a consummate trailblazer born and raised in the great city of Baltimore, Maryland, Honorable Cummings didn’t have to look far and wide for his influences. The great African Americans including Frederick Douglass, Harriett Tubman, and Supreme Court Justice Thurgood Marshall were also born in Baltimore, Maryland.

The National Organization of Blacks In Government, Inc. (BIG), wholeheartedly thanks Honorable Elijah E. Cummings for being a true friend and supporter of civil servants.

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THE END



Life and Herstory

AFRICAN AMERICANS AND THE VOTE

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BLACK HISTORY MONTH**

Ronald C. Jessamy
continued from Page 21

such organizations as the American Hospital Association, the American Nurses Association, the National Association of Black Accountants and others. He has appeared as a guest on the nationally syndicated “Tony Brown’s Journal” as well as on other television and radio programs throughout his professional career.

Mr. Jessamy has been referred to in the following books: *Open Wide the Freedom Gates*, by Dr. Dorothy I. Height, former President and of the National Council of Negro Women; *The Presumption of Guilt*, by Harvard University Law Professor Charles J. Ogletree; *As BIG As It Gets*, by Farrell J. Chiles, former Chairman of the Board of Directors of Blacks In Government, Inc.; and *Serving Our Children*, by Kevin P. Chavous, former Chair of the Committee on Education,

District of Columbia City Council.

Mr. Jessamy was commissioned as a Second Lieutenant in the United States Army Reserve in 1972. He was honorably discharged as a Captain.

Mr. Jessamy received a Bachelor of Arts degree from Howard University and a Juris Doctor from the George Washington University National Law Center. He also attended the National Institute of Trial Advocacy’s training course. He has been admitted to practice law in the District of Columbia since 1974. He is also admitted to practice before the United States Supreme Court.

Mr. Jessamy is the father of two adult children, a son, Ronald, Jr. and a daughter, Taylor.

THE END

“Mr. Jessamy has been referred to in the following books: ”





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